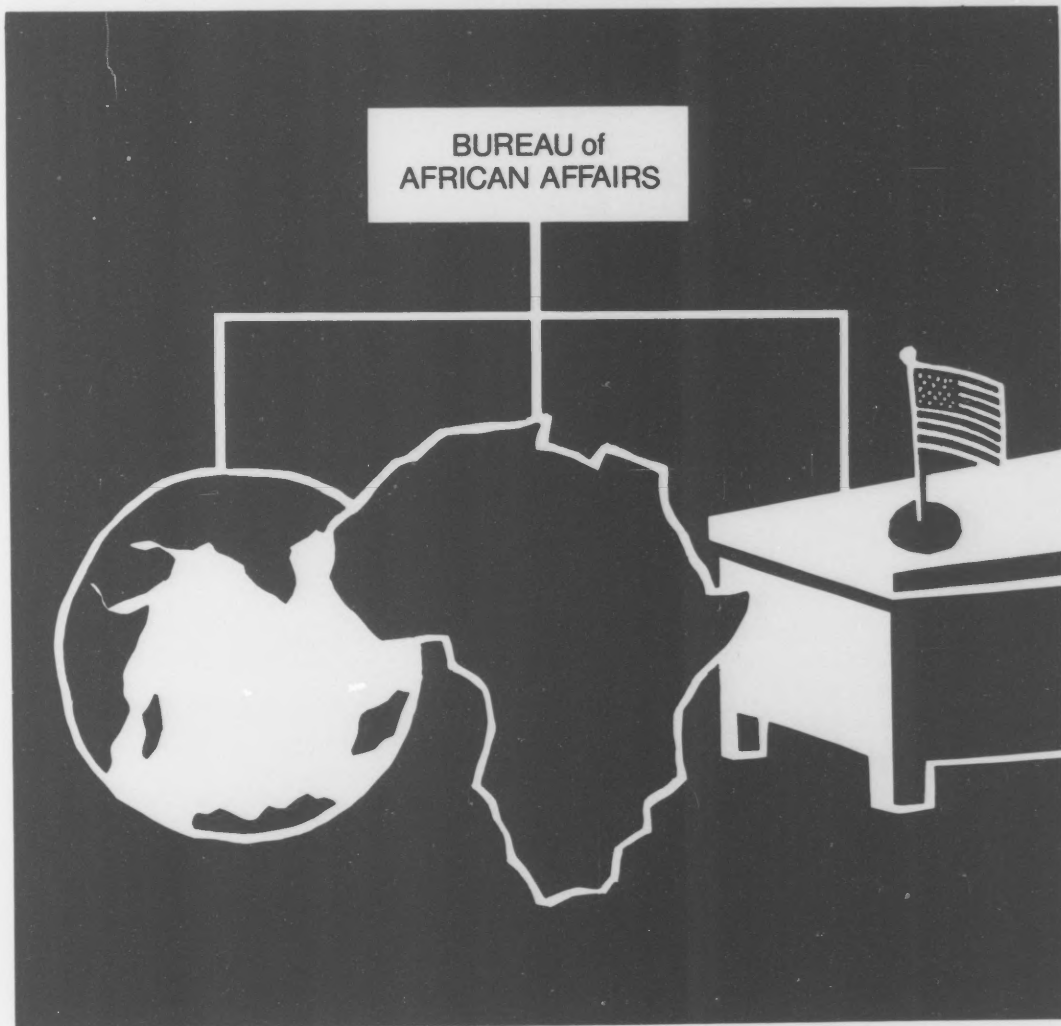


# State

UNITED STATES DEPARTMENT OF STATE SEPTEMBER 1993



**Model Reorganization**



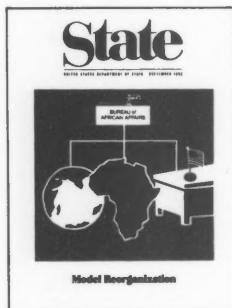
# LETTERS

STATE (ISSN 0278-1859) (formerly the Department of State Newsletter) is published by the U.S. Department of State to acquaint its employees, at home and abroad, with developments that may affect operations or personnel. There are 11 monthly issues (none in July).

Deadline for submitting material is in the first week of each month. Contributions (consisting of general information, feature articles, poems, photographs, drawings) are welcome. *Double-space*, spelling out job titles, names of offices and programs—*acronyms are not acceptable*. Send contributions (anonymous submissions will not be published) to STATE magazine, PER/ER/SMG, SA-6, Room 433, Washington, D.C. 20522-0602. Telephone: (703) 516-1667. Fax: (703) 516-1677. Contributions may also be dropped off in Room 3811 Main State.

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



The detailed bureaucratic chart is on Page 4. See interview with the deputy secretary on Page 2, with the assistant secretary on Page 3.

## More on niacts

CAIRO, EGYPT

DEAR EDITOR:

This is in response to Tel Aviv economic officer Jerry Mallory's letter in the May issue. I am a communications officer here.

It is not my job to question the validity of a message sent "niact (night action) immediate." However, those making this decision must ask themselves a basic question: What if any action can be taken after hours when, as Mr. Mallory states, host government offices (and embassy offices) are closed? This can also be said regarding messages of a personal nature.

*The bottom line here is that the vast majority of these messages are not and cannot be acted on until the opening of business. In this new age of information management there must be ways to improve upon the current system of recalling communicators (and duty officers). In Cairo, messages sent with (only) the "immediate" precedence are processed well before the opening of business.*

One last, and important, factor to be considered is the overtime cost to the Government. During my five years as a communicator I have been recalled between 80 and 100 times. I can think of but a handful of times where action had to be taken straightaway. Of those times, only once was there a need to act on a cable received between 10 p.m. and 6 a.m. In that instance, a diplomatic courier was refused entry after flying into a Middle East country without a visa. He was forced to fly with his pouches to Cairo in the early a.m. hours. With this short notice and a lack of information, communications personnel scrambled to meet his flight upon arrival.

I fully understand and appreciate the position the Operations Center is in.

However, I feel I am speaking for many of my colleagues in the field, veterans of many sleepless duty nights, who firmly believe more discretion could and should be used in sending high-precedence cables.

Sincerely,  
DAVID P. JESSER □

## The 'Taplomats'

WASHINGTON

DEAR EDITOR:

As a result of the article in your May issue, I have enjoyed a brief bit of fame. You may be interested in knowing that there is another dancer at State who surfaced, thanks to your article. He is Jerry Blasenstein of the Bureau of Administration. We are working on a routine which we hope to present at the September retirement seminar. We are booking ourselves as Mary and Jerry, "The Taplomats." Get your tickets early.

Sincerely,  
MARY NELL HANKS  
Foreign Service Lounge □

## Hi from Hawkins

Mt. VERNON, WASH.

DEAR EDITOR:

I would enjoy hearing from some of the people I worked with in the Foreign Service from 1951 until 1973, and would appreciate it if you would make my address known to your readers. It's P. O. Box 91, Mt. Vernon, Wash. 98273.

Very truly yours,  
JOHN H. HAWKINS ■

# State

NO. 369

UNITED STATES DEPARTMENT OF STATE

SEPTEMBER 1993



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# DEPARTMENT OPERATIONS

## Wharton sees State moving forward with reorganization of its bureaus

*Following is the text of an interview on August 2 with Deputy Secretary Clifton R. Wharton Jr., conducted by STATE editor Sanford Watzman.*

**Q**—You might not realize that this is a first. You're the first deputy secretary we've had who's opened himself for questioning by STATE magazine.

**A**—Well, I'm happy to be participating on behalf of your readers.

**Q**—Sir, I'd like to start by asking you how the reorganization of the Department (STATE, March), which you're in charge of, is going. I understand that you weren't too happy with the initial plans for reorganizing that at least some of the bureaus sent you.

**A**—I think the reorganization is going quite well. I've been through this process before in entities outside the Government, and I know this is always difficult because you're asking the organization to question itself about what it has traditionally done. That is, to challenge itself by asking: is the way that we've been doing things the best way? Are there better ways—better structures? Most institutions have an understandable preference for what they're now doing, and there's a natural resistance to change. So it's not surprising that some of the initial plans reflected that. Nevertheless, as of today, 13 bureau plans have been approved, 5 more have been approved provisionally pending some modifications and 6 have been sent back for revision. I've been following this very closely. I've personally read all of these plans, and in some cases the changes being made are what I've asked for.

**Q**—Is the message getting through, then, that you mean business?

**A**—The message is getting through that the Department needs to work collectively in its own best interest. And that the approach the Secretary and I are taking underlies our basic philosophy, which is that the people who know best are those who are involved in the process, who are



**"We're not telling the Department to do one thing while we're doing something else up here." (State Department photos by Ed Anderson)**

engaged in it day by day.

**Q**—I know you've substantially reduced the number of deputy assistant secretaries, as you and Secretary Christopher said you would, but I haven't seen any figures yet as to seventh-floor staffers. You said you'd cut back on them as well. Are you doing that?

**A**—Yes. The total staff-level reductions for Department principals are already at the 4% target, and should be reduced further. And that includes the staffing for the [projected] new under secretaryship [for global affairs]. We're not telling the Department to do one thing while we're doing something else up here. But as to the numbers, we're not like an outside corporation that's down-sizing and that can accomplish this quickly. We operate under the constraints of the Civil Service and the Foreign Service rules and we respect them. So some of the results won't be seen for some time. As to the deputy assistant secretaries, we've reduced that number by almost 30%, but most of those positions were vacant and we were able to simply not fill the positions.

**Q**—How about your own staff, in

this office? Have you reduced that number?

**A**—Since arriving, I have reduced the staff of this office by 30%. I've been criticized for this by some who say I've been too draconian. Still, we're sharing in the process. I don't see any reason why we should be immune from it. But let me step back and put some of these changes in context. We're not changing simply for the sake of change. We're doing it to find a policy home in this Department for the major foreign policy goals of the President. Examples of this are the establishment of an under secretaryship for global affairs to address post-cold war issues such as the environment and democratization, and the establishment of an ambassadorship-at-large for the independent states of the former Soviet Union. What we're talking about is essentially a refocusing of our foreign policy, and it's been necessary to look at the configuration we already had in place, to see how these new things would fit in. As to the matter of the deputy assistant secretaries and the layering, the Secretary and I want to enhance the policy and line authority of the under secretaries while at the same time pushing down to the assistant secretaries, the deputy assistant secretaries and the desk officers greater responsibility and authority. We've also been trying very hard to eliminate redundancy. The bottom line is I'm quite pleased with our progress to date. And I look for even more progress, because it's not over yet.

**Q**—As to the global affairs portfolio, obviously you're going to need some new expertise on specialized matters at the same time that you're down-sizing the Department to meet the President's goal of a 4% reduction in staff. Will you be able to put new people on? Or will you be able to train the people we have? How do you resolve that tension of moving in both directions at once?

**A**—I'd say we'll do it with all of the above. We'll both use our existing talent and we'll find new talent. You know, there's an incredible array of talent within the Department on these issues, but it hasn't been fully utilized. I've been very impressed with the talent that we have in this building.

**Q**—Are you going to meet that 4% goal?

**A**—That's between now and 1995, you know. The full impact of what we're

doing hasn't been realized yet. We can't have an instant reduction in force for the reasons I mentioned. That's not the way it'll work. But I'm confident that we'll reach our goal.

Q—I'm wondering how you can be confident when the rate of attrition which, as I understand it, is normally something like 5% a year is down to just about 1% so far in the current year. People just don't seem to be leaving on their own.

A—Using the current rate of attrition as a measure of the impact we're having—that just won't wash. The reason is that we've just gotten started on this and there hasn't been enough time for the impact of it to be seen. If, by six or eight months from now, you haven't seen an effect, then I'd be concerned.

Q—Secretary Christopher has said the down-sizing can be achieved without any "rif" [reduction in force]. Does that still sound like a reasonable estimate to you?

A—Yes, it does.

Q—Getting back to the seventh-floor down-sizing, there are some people who say that whatever you're accomplishing tends to be canceled out at least in part by the build-up of the Strobe Talbott operation [Mr. Talbott is the ambassador-at-large for the former Soviet republics].

A—You just can't do any new things here, as we have to do, without of course reducing in some areas and increasing others. If you have a new set of priorities, resources are just going to be shifted. What this means is that we're establishing an ability within the organization to be current. We're no longer living in a bipolar cold war world. We have a vastly different set of challenges—for example, peacekeeping operations, refugees, population and so forth. So if you give something a higher priority, personnel shifts and flow do occur. That's perfectly natural. What makes these changes particularly painful is that they're taking place within a wider context of deficit reduction.

Q—Vice President Gore has been here, as you know, on behalf of his "re-inventing government" program. How does that effort dovetail with the Department reorganization?

A—We began our own effort before the Vice President's initiative. We've organized a team here at State to help. We've been focusing on structural mat-



"I've been very impressed by the talent that we have in this building."

ters, reprioritizing the activities undertaken by each bureau and unit, while the Vice President has been more involved in processes. To the extent that what he does has structural implications, we will of course look at it. But I believe that what both are doing is going to have a positive effect on the Department.

Q—The budget for fiscal year 1994 which has been submitted to Congress calls for the closing down of some 20 posts, including three embassies. Are we going to have to go beyond that and close down more?

A—I wouldn't speculate right now on whether there will be more post closings. That's not a yes or a no answer to your question. It's just that it's impossible to give an answer now. We're getting started on the budget for fiscal year 1995. We're in the initial planning stages.

Q—It's a lot tougher, as we know, to find new assignments for Civil Service people than it is for Foreign Service people. Are you going to do all right on that front?

A—We're making every effort to handle that as effectively and as humanely

as we can. We're very sensitive to the morale implications of all this. How difficult is this going to be? We'll just have to see.

Q—Thank you very much, Mr. Wharton. Is there anything you'd like to add?

A—Well, we were talking about the bureau reorganizations. All of us thought that the plan put forward by the Africa bureau was one of the very best. I want to suggest very strongly that you go see Assistant Secretary [George E.] Moose and ask him about it. That bureau really responded to both the letter and the spirit of our directive by being very innovative in its approach. I realize that their approach might not work for every bureau, but I think it's worth your looking into.

Q—Thank you very much, Mr. Wharton.

A—And thank you for this opportunity to tell you what we have been doing. □

## Africa bureau moves to 'mirror' what Clinton, Christopher want

The Bureau of African Affairs has reorganized itself in a way that "mirrors the priorities of this administration," according to Assistant Secretary George E. Moose. But not just according to him. According also to Deputy Secretary Clinton R. Wharton Jr., who praises "the spirit and the letter" of this restructuring while at the same time acknowledging that some bureaus might have to respond differently to the challenge of "re-inventing" themselves.

Shorn of one of its deputy assistant secretaries, the Africa bureau has assigned a new set of responsibilities to the remaining three. The senior deputy, Ed Brynn, has the geographic offices (all of them) reporting to him. The two other deputies now have functional responsibilities—Prudence Bushnell having taken on a new global affairs portfolio, and a third deputy, yet to be named, to be in charge of economic matters, with emphasis on service to the American business community.

"Look, this administration has artic-

ulated a vision," Mr. Moose says. "Taking precedence now over the old cold war concerns are the global problems associated with human rights, refugees, the environment, terrorism, narcotics and so forth. And Secretary Christopher speaks of an 'American desk' at State to help strengthen the American economy. If we're to do justice to these priorities, then we have to find a structure that mirrors them."

The new bureau setup also aims to respond to the Christopher policy statement that decision-making authority be pushed downward in the hierarchy, with more autonomy for office directors and desk officers. "We had a situation where an increasing number of responsibilities were drifting upward to the deputy assistant secretaries, most of whom had re-



Assistant Secretary Moose

gional responsibilities," Mr. Moose says, "and now we want to reverse that. With this new structure, there's no other way for it to go. We've told the office directors that they'll become the locus for policy development, implementation and coordination.

"The people coming into those slots are going to be senior officers who for the most part have been chiefs of mission in the field. This should help us in inter-agency matters, too. While State doesn't have too many assets in that area, it does have at least one—which is people with the title of ambassador.

"As to the desk officers, they're the point persons. We want them to strengthen communications and consultation with the field, where most of the people of this bureau are.

"The global responsibilities that Prudence Bushnell has were never grouped together before in this bureau. It's going to be her job, too, to match our policy objectives with our resources, and she'll oversee the bureau's program plan exercise. Ed Brynn, of course, is the chief operating officer, running the day-to-day bureau operations and crisis management.

"Right now, I'm looking in the private sector to fill the third deputy assistant secretaryship. With that person having responsibility for trade promotion and outreach to the business community, I believe the deputy might have more credibility with those people if he or she has a similar background.

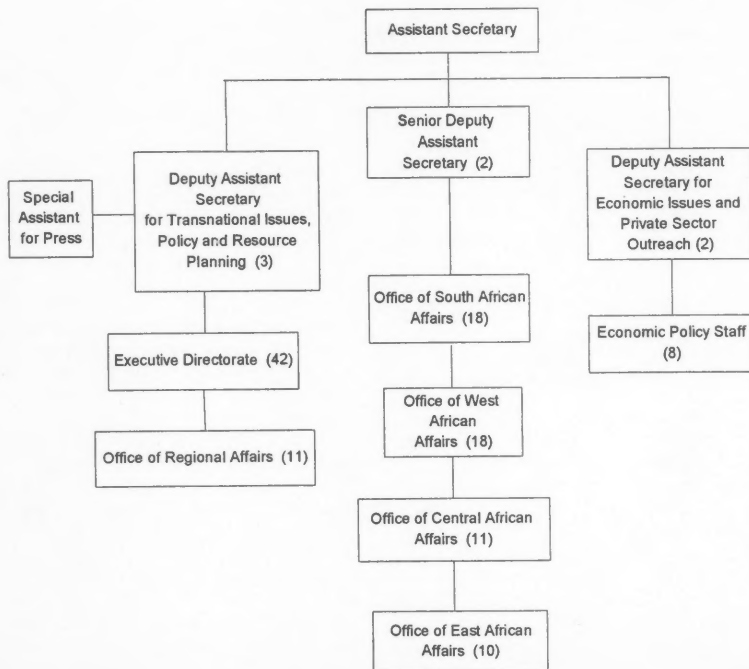
"We're not finished here yet. We're looking at the regional affairs office, for instance, to find ways to ensure that those folks will have a functional agenda both on the economic side and for global affairs. All this is the vision that we have—I wouldn't tell you that we're there yet.

"I think you can see that, for our bureau, the changes we had to make were reasonably modest—really small potatoes compared with what, say, Politico-Military Affairs or International Organization Affairs has to do. I'm glad I'm not the assistant secretary of one of those bureaus."

His service on the "State 2000" task force (STATE, March), which provided a model for the Department-wide reorganization, has helped him to grapple with the issues in the Africa bureau, Mr. Moose says. ■

**BUREAU OF AFRICAN AFFAIRS**

Total Domestic Positions: (130)



# FOREIGN SERVICE FAMILIES

## Surprise for Mom and Dad: your kids are better adjusted than you think

Foreign Service youngsters tend to be in better shape psychologically than their parents believe them to be, according to a study commissioned by State's Office of Medical Services. And the boys and girls (no differences were discerned between the two groups) tend also to experience no more mental stress than their counterparts who live in the United States.

The results of the study emerged from an interview with Dr. Elmore Rigamer, a child psychiatrist for the Department who for 10 years has worked with Foreign Service families overseas. In general, the study supports his own clinical observations, Dr. Rigamer said.

"It's characteristic of Foreign Service parents to be worried about their children," the psychiatrist put it, "and to feel somewhat guilty about moving them around so much because they fear the repeated changes might have a harmful psychological impact. In the main, this study ought to allay their fears.

"There were some other interesting findings. One was that the mother has a lot more influence than the father has in terms of how the kids adjust psychologically. I mean by this the sense of self-esteem that the boy or girl has and their ability to understand and handle their inner feelings. In terms of the social adjustment—how the son or daughter gets along with others—the father as well as the mother have a strong influence. The fact that most mothers we studied were able to be at home with their children and to spend time with them contributed significantly to the adjustment that the kids made.

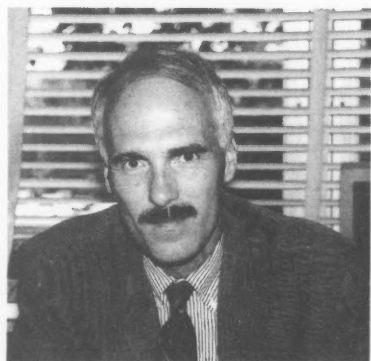
"We also found that boys and girls who are allowed in the family to fully express their feelings—their concerns about moving, about leaving friends behind, about where they're going—these kids end up making a better adjustment. It's important for them to let all their feelings come out without their parents interrupting them with what I call premature reassurances—for instance, 'it'll be



Department children at the Bookfair in Main State, which begins this year with a "Family Night" on October 22. The event is sponsored by the Association of American Foreign Service Women.

O.K. because we'll buy you a pony there' or 'there'll be a fantastic swimming pool there where you'll have a lot of fun.' At some point, it's important to give these assurances, but not before the kids have had a full opportunity to give vent to whatever sadness and anxiety they might feel about the move.

"Another finding was that, by and



Dr. Elmore Rigamer

large, the youngsters' level of adjustment corresponded to the parents' level. And another finding—this one puzzles me somewhat—was that the friendship networks developed by the youngsters didn't have any particular influence on their adjustment, but that the parents themselves seemed to be helped if they had a larger network of friends."

The study was designed by a New York family therapy institute, which provided the test instruments that were used, then analyzed the results. Participating as volunteers, under strict rules of confidentiality, were 38 Foreign Service families. They had served at least two tours overseas, and their children were under 17. Four-hour interviews with these people were conducted by Dr. Rigamer and five social workers from Medical Services' Employee Consultation Service.

"The sample was smaller than we would have liked it to be," said Dr. Rigamer, "and it's important to keep in mind that the sample was self-selected, which means we were dealing with people who were concerned enough to want to know from us how they're doing. We didn't search out families who have histories of psychological disturbances, or families who we knew have problems that we wanted to investigate."

"Why didn't you?" the reporter asked.

"Well, perhaps we'll do that in our next study," Dr. Rigamer replied. "For this one, basically, we wanted to see how the supposedly average Foreign Service family was making out. Most of the sample consisted of families with two parents, with the father as the working member. We'll need in the future to study different family configurations as well.

"The limitations of the sample and the relatively short time span of the study prevented us from getting a conclusive answer to one of the important questions that we had in mind. This was that, given that Foreign Service kids are about as well-adjusted as kids in the States, what about the ones who aren't? Are the individuals who indeed are having some difficulty—are these kids perhaps even worse off than disturbed kids back home? More disturbed because Foreign Service children might have a problem as to the availability of professional services for them and because, when they do get the services they need, this is interrupted by the need

to move?

"I've always suspected that this is true. But we weren't able to prove it in this study. As I've said, we'll need more studies with a larger sample, perhaps including some of these people we've already interviewed plus some new Foreign Service families, and we'd like to follow their progress over, say, a 10-year period."

"What are the practical things you've learned from the data you already have?" the reporter asked.

"I'd say that, in designing programs and assistance for families," Dr. Rigamer replied, "the Department should focus on each family as a unit rather than on individuals in the family. The kinds of things we're doing at the Overseas Briefing Center—the orientation programs for people going to post, and the re-entry programs for them when they get back—all family members should be involved in this together. Things tend to go better for the family when they discuss their next move among themselves as a group activity, without somebody calling the shots unilaterally. Parents should see distress over a move as a normal psychological response that needs to be addressed. And they should be prepared for a transition phase that might take as long as a year before everyone adjusts to it adequately."

"Another thing that the study confirmed is that young children need to have a parent at home to take care of them, especially at the time when moves are being made and after arrival at the new place. So perhaps the Department needs to show some flexibility in this area, with one way being, for instance, to allow people to take work home with them. We need to be innovative and creative about these things. The more time that parents can spend with their children when they first get to post, the better. But that of course collides with the fact that, when you're new on the job, you have to give it the most attention at that very time."

"Overall, this study makes me feel good about how our children are doing in the Foreign Service and about the fact that the family unit can definitely have a good, strong influence as new challenges arise."

The social workers who assisted Dr. Rigamer were Anne Weiss, Jill Chobanian, Rita Siebenaler, Rhona Johnson and Eva Molnar. □

## Adjusting to the overseas move

BY THOMAS H. VALK, M.D.  
*Consultant in psychiatry*

*(The following is reprinted from the Foreign Service Medical Bulletin.)*

The overseas move represents one of the most significant stressors encountered by Foreign Service, military, or private sector personnel. As with any major stressor,



Dr. Valk

it is normal to experience a period of adjustment beginning from three to six months before the move until some 6 to 12 months after. This adjustment usually occurs regardless of the number of prior moves experienced. Individuals undergoing such adjustment may note some or all of an array of symptoms. These symptoms vary in severity but are usually mild to moderate and do not result in serious dysfunction. Fluctuations of mood, irritability or depression can be experienced. Sleep patterns can be disrupted, with individuals experiencing either insomnia or a greater need for sleep. Energy levels usually go down, and appetite can also increase or decrease depending upon the individual's characteristic reaction to stress. Sex drive tends to be reduced.

Faced with a new language and seemingly mysterious cultural norms, many people will experience a decrease in self-confidence. In this setting, even the most mundane tasks of daily living must be mastered again. Additionally, attitudes towards the host-country nationals can fluctuate from initial curiosity to dislike and even suspiciousness. During this portion of the adjustment process, some may experience reluctance to going outside the home or job environment.

Children usually adjust more quickly than adults. Three to six months after arrival may be sufficient. Symptoms, however, are usually different. For preschool children, regressive behaviors are the norm. These may include nocturnal or

daytime wetting or soiling in the previously toilet-trained child, an increase in clinging or whining behaviors, greater need for reassurance, and/or increased fears, especially at night. There can also be an increase in bad dreams.

For school-age children, reactions may involve an increase in physical complaints just before school time, "school phobia" and/or an increase in problems involving teachers or peers. Negative or provocative behavior at home, including increases in sibling squabbles, can occur. Complaints about some or all aspects of the new environment along with plaintive statements about wanting to return to the old home (which may be idealized) are not infrequent. Angry accusations can be directed at parents that all troubles in the new environment are "your fault." Generally, children will have little insight into the origins of their behaviors which, contrary to many parents' first reactions, are not consciously produced in order to torment. Rather, these behaviors are age-appropriate means of expressing real discomfort.

Teenagers are more likely to experience symptoms similar to those for adults. They are not likely to experience regressive behaviors although provocative, negative or complaining behaviors are possible. Acting-out behaviors, especially with boys, can occur and can involve flouting of limits or even local laws. Teenagers are also likely to experience depression or irritability, although this may present itself as an "attitude," sullenness or social withdrawal.

In families, all members will undergo some degree of adjustment at roughly the same time. Thus, not only will individuals react to the external aspects of a move, but they also react to each other. Parents, faced with burdensome, regressive or negative behaviors, or "guiltogenic" complaints can experience anxiety, bewilderment, anger or guilt. At the same time, irritability associated with decrements of libido in one's spouse can compound the situation. Children and adolescents will react to their parents, while at the same time having little insight into their own behaviors. Needless to say, the result can be a real potpourri of distress.

The first principle for dealing with such distress, as with all stressors, is anticipation and understanding. The symptoms described, when mild to moder-





Foreign Service parents at the Overseas Briefing Center, Foreign Service Institute.

ate in degree, are normal and transient. Knowing that all family members will have at least a few of these symptoms and that they are time-limited can ease anxiety and help reduce family problems. Talking about these reactions in an open, non-judgmental manner can foster a family atmosphere of mutual support. Realizing that a child's contentious or regressive behavior is, in fact, his/her way of dealing with stress can help moderate an angry, punitive reaction on the part of the parent. Firm limits must be set, of course, for any age child, but the degree of anger, resentment or judgment attached versus a willingness to explore the child's feelings about the move can determine the effectiveness of those limits and the length of time for resolution of the adjustment.

Parental or spousal guilt in the face of angry complaints is often difficult to handle and can result in defensive anger and withdrawal on the part of the accused or in a relaxing of limits in an attempt to "make up" for the distress. Neither action helps. It is worth remembering, at such times, that the move is a fact, not

easily reversed and that all family members will adjust, given the time to do so.

Some people find it useful to learn ahead of time as much as possible about the new country, the post and school. Such an approach not only helps rationalize sometimes errant expectations concerning the new home—a source of considerable stress when expectations are very different from the actuality—but can also help foster a sense of active mastery of one's new environment. This sense of mastery can go a long way to neutralizing feelings of decreased self-confidence.

There are a number of other indirect but effective methods of coping with moving overseas (and with virtually any other stressor). Probably the most important is regular exercise. Regular exercise, consistent with one's state of health and condition, at least three times weekly, can reduce anxiety and anger. It can also help regulate sleep, improve self-esteem and moderate appetite.

Some adults adapt to stress by overwork, especially those who are "workaholics." Such a strategy rarely decreases a stress reaction. Regular hours, use of leave and R&R are all adaptive tools and should be used. There are also innumerable self-relaxation techniques, ranging

from self-hypnosis to use of relaxation tapes and meditation. All are helpful when used regularly. For those who must "have something to do," pursuit of a favorite hobby not connected with work can be helpful.

In some countries, it is easy to obtain medications without prescription, and some turn to tranquilizers and/or alcohol in an attempt to control unpleasant symptoms. Such self-medication is fraught with danger and runs the risk of addiction. Simultaneous use of tranquilizers and alcohol is especially dangerous, since both drugs are central nervous system depressants. The effects are addictive, and unintentional overdose and/or household or car accidents are quite possible.

Regular use of tranquilizers can stop one's adjustment to a new environment. Contrary to popular opinion, most people function best when under some stress. Discomfort and mild anxiety are, in fact, powerful motivators in bringing about adaptation and change. Chemical removal of these stimuli can prolong adaptation and increase the likelihood of continued self-medication. Additionally, alcohol is a very poor tranquilizer because it is rapidly metabolized and is toxic to all tissues. Its use can result in disrupted sleep, "rebound" anxiety after the drug wears off and, of course, hangovers the following day, which disrupt one's ability to adapt or work.

Despite use of stress-coping methods and the avoidance of self-medication, a few individuals will have serious difficulties adjusting to the overseas move. In determining the need for medical intervention, the degree of distress and dysfunction are the most important considerations. Individuals who experience panic attacks or significant and consistent depression for more than two weeks, for example, or who are unable to meet the minimum daily demands of work, family or home, for any reason, should seek consultation with a professional. □

## Pact with Romania

A bilateral work agreement with Romania has been concluded for members of Foreign Service families, the Family Liaison Office has announced. The Department has similar agreements with 39 other countries. ■

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



Mr. Djerejian



Mr. Carrington



Mr. Negroponte



Mr. Miller

## Ambassadors for Israel, Jamaica, Nigeria, Ukraine, Philippines

President Clinton as of mid-August had named ambassadors for five more countries in five of State's geographic regions. Nominations would require Senate confirmation. The posts and the persons named are:

—*Israel*—Edward P. Djerejian, now assistant secretary for near eastern affairs, to succeed William C. Harrop.

—*Jamaica*—Shirley Anita Chisholm, a former member of the House of Representatives, to succeed Glen A. Holden.

—*Nigeria*—Walter C. Carrington, a consultant at the African-American Institute and a former ambassador to Senegal, to succeed William L. Swing.

—*Philippines*—John D. Negroponte, ambassador to Mexico, to succeed Richard H. Solomon.

—*Ukraine*—William Green Miller, president of the Committee on American-Russian Relations and a consultant to the

Catherine T. MacArthur Foundation, to succeed Roman Popadiuk.

*Following are biographical sketches of the five.*

### Israel

Edward Peter Djerejian has been assistant secretary for Near Eastern affairs since 1991. He joined the Foreign Service in 1962 and became a line officer in the Executive Secretariat the following year. He was a staff assistant to an under secretary, 1964-65. In 1966 he became political officer and official interpreter to the ambassador in Beirut. He was labor attaché in Casablanca, 1969-72. Next, he was officer-in-charge of Lebanon, Syria and Iraq, and deputy director of northern Arab affairs, 1972-74. He was senior special assistant to the under secretary for political affairs, 1974-75.

In 1975, Mr. Djerejian was named principal officer in Bordeaux. He was officer-in-charge of Belgium, Netherlands and Luxembourg in 1977. After training at the Foreign Service Institute and the Army Russian Institute in Frankfurt, he served as chief of external affairs and acting political counselor in Moscow, 1979-81. In 1981 he became deputy chief of mission in Amman. He attended the Senior Seminar, 1984-85. He was deputy spokesman and deputy assistant secretary for public affairs in 1985.

After an assignment in the Office of Soviet Union Affairs, he became the principal deputy assistant secretary for Near Eastern and South Asian affairs in 1987. He then served as ambassador to Syria, 1988-91.

Mr. Djerejian was born in New York on March 6, 1939. He earned a bachelor's from Georgetown. He holds an honorary doctorate from that university. He served in the Army, 1960-62. He speaks four foreign languages—French, Russian, Ara-

bic and Armenian. He has received the Distinguished and Superior Honor Awards, a Presidential Meritorious Service Award, another presidential award and three senior-officer performance awards. He is a member of the Georgetown University Alumni Association, the Council on Foreign Relations and the American Foreign Service Association. He is married to the former Francoise Haelters and has a daughter and a son. □

### Jamaica

Shirley Anita Chisholm (no photo available) has been a political consultant to state and federal officials, including President Clinton since 1983. She began her career in 1946 as a nursery school teacher in New York. She was director of the Friend in Need Nursery, 1952-53, then the Hamilton-Madison Child Care Center, 1954-1958. In 1959 she became an educational consultant to New York's Division of Day Care. She was an assemblywoman in the New York state legislature, 1964-68. She served as a member of the U.S. House of Representatives from New York's 12th District, 1969-83.

Ms. Chisholm is a consultant to the Central Brooklyn Coordinating Council and a former vice president of the Stuyvesant Community Center and the Bedford Stuyvesant Political League. She is a member of the board of directors of the Brooklyn Home for Aged Colored and a member of the National Women's Political Caucus, the National Women's Political Caucus of Black Women, Brooklyn College Alumni, the League of Women Voters, Democratic Women Workshop, the Brooklyn branch of the National Association for the Advancement of Colored People, the National Association of College Women and Jane's Methodist Church in Brooklyn.

She has won many honors, including awards from Brooklyn College, the Women's Council of Brooklyn, Key Women, Inc., the Central Nassau Club of Business and Professional Women, the Christian Women's Retreat, John M. Coleman Junior High School, Teachers College, Who's Who in American Women, the American Jewish Congress, Essex County College, American Women in Radio and Television, the Council of Churches of New York City, Adelphi University, Pennsylvania State University and the State Univer-

### Missing line

In the article in the last issue headed "Shoe-leather Management," a line of type was inadvertently dropped at the bottom of Page 7, leading to Page 8. The missing line was: "I asked Mr. McConnell about. . ." □

sity of New York. She holds honorary degrees from 21 colleges and universities.

Ms. Chisholm was born in Brooklyn on November 30, 1924. She earned a bachelor's from Brooklyn College and a master's from Columbia. Her foreign language is Spanish. She has been a visiting professor at Spelman College and Sangamon State University. She held the Purlington chair in political and social sciences at Mount Holyoke College, 1983-86. She is the author of two books, "Unbought and Unbossed" and "The Good Fight," as well as articles and reports on public policy. □

## Nigeria

Walter C. Carrington has been a consultant on democracy and political change at the African-American Institute since earlier this year. He headed a presidential delegation to the inauguration of the president of Nigeria in April.

Mr. Carrington began his career in 1957 with the law firm of Maples, Carrington & Rhuland. He was on the Massachusetts Commission Against Discrimination, 1957-61. In 1961 he became country director for the Peace Corps in Sierra Leone. He held similar positions in Tunisia, 1963-65, and Senegal, 1965-67. In 1967 he became deputy director of the corps' Office of Planning and Program Review. He served as deputy regional director for Africa and special assistant to the director of the corps for equal employment opportunity, 1967-69. In 1969 he became regional director for Africa.

Mr. Carrington was executive vice president of the African-American Institute, 1971-80. He was chairman of the UN donor agencies' conference on the African regional plan for the application of science and technology to development, 1974, and a member of the advisory council on voluntary aid at A.I.D., 1978-80. In 1980 he was named ambassador to Senegal. He was director of Howard University's Department of International Affairs, 1981-88, and a member of the mayor of Washington's international advisory committee, 1982-91. He has been a member of the board of the Washington-Dakar Sister Cities Committee since 1982. He was a member of the selection committee for the Presidential World Hunger Awards in 1984 and 1985. He was a

visiting professor at Washington College, 1988, and Marquette University and Massachusetts Institute of Technology, 1989. He was a consultant on international affairs at the Joint Center for Political and Economic Studies, 1990-91, and administrative assistant to Congressman Mervyn Dymally, 1991-92. He served as an adviser on African issues to the Clinton campaign, and as staff counsel to the House Committee on the District of Columbia, from 1992 until earlier this year.

Mr. Carrington was born in New York on July 24, 1930. He earned a bachelor's and a law degree from Harvard. He served in the Army, 1955-57. His foreign language is French. He has received the Order of the Lion, Senegal's highest honor, and a fellowship from Brandeis. He is co-author of "Africa in the Minds and Deeds of Black American Leaders" and other publications on African policy. He is a member of the Association of Black American Ambassadors, the Council of American Ambassadors, the Council on Foreign Relations, the Washington Institute of Foreign Affairs, the African Studies Association, Africare, Appropriate Technology International, the Washington chapter of TransAfrica and the Harvard Club of Washington at the National Press Club. He has a son.

## Philippines

John D. Negroponte has been ambassador to Mexico since 1989. He joined the Foreign Service in 1960 and was assigned to Hong Kong. He was consular, then commercial, officer at the post, 1960-63. After serving as an administrative assistant in the bureau of African Affairs, he went to Saigon as political officer in 1964. He was a member of the U. S. delegation to the Paris peace talks on Vietnam, 1968-69.

After attending Stanford, Mr. Negroponte became a staff member of the National Security Council in 1970. He was counselor for political affairs in Quito, 1973-75. In 1975 he became consul general in Thessaloniki. He was deputy assistant secretary for oceans and fisheries affairs, 1977-79. In 1979 he became deputy assistant secretary for East Asian and Pacific affairs. He was named ambassador to Honduras in 1981. He was assistant secretary for oceans and international environ-

mental and scientific affairs, 1985-87. He served as deputy assistant to the President for national security affairs, 1987-89.

Mr. Negroponte was born in London on July 21, 1939. He received a bachelor's from Yale. He speaks four foreign languages—Spanish, French, Greek and Vietnamese. He holds two Presidential Meritorious Service Awards and five senior performance pay awards. He is a member of the American Foreign Service Association and the Council on Foreign Relations. He is married to Diana Villiers Negroponte and has a daughter and three sons.

## Ukraine

William Green Miller has been president of the Committee on American-Russian Relations and a consultant to the Catherine T. MacArthur Foundation since last year. He joined the Foreign Service in 1959 and became vice consul and political officer in Isfahan later that year. He was political officer in Tehran, 1962-64. In 1965 he became a line officer in the Executive Secretariat. He was a member of a senior interdepartmental group, 1966-67. In 1967 he became special assistant for foreign affairs and defense to Senator John Sherman Cooper of Kentucky. He was staff director of the Senate Select Committee on Emergency Powers, 1973-75, and the Senate Select Committee to Study Governmental Operations with Respect to Intelligence Committees, 1975-76. He served as staff director of the Senate Select Committee on Intelligence, 1976-81.

In 1981 Mr. Miller became associate dean and adjunct professor of international politics at the Fletcher School of Law and Diplomacy. He was a research associate at the school, 1983-85. Next, he was a faculty associate at Harvard's Center for Middle Eastern Studies, 1983-86, and a research fellow at Harvard's Center for Science and International Affairs, 1984-86. He was a consultant at D. H. Sawyer & Associates, Ltd., New York, 1985, then a fellow at Harvard's John F. Kennedy School of Government, 1986. He served as president and board member of the International Foundation, 1986-92. He was president of the American Committee on U.S.-Soviet Relations, 1986-92.

Mr. Miller was born in New York on August 15, 1931. He earned a bachelor's

from Williams and another bachelor's and a master's from Oxford. He is pursuing a doctorate at Harvard. He speaks five foreign languages—Russian, German, Italian, Farsi and French. He has received an award from the Senate for his service on the Select Committee on Intelligence and State's Commendable Service Award. He was elected to the National Academy of Public Diplomacy. He is a member of the Council on Foreign Relations, Children of the 21st Century, the Middle East Institute, the National Academy of Public Administration and the International Institute for Strategic Studies. He is the author of publications on the former Soviet Union and the Middle East. He is married to Suzanne Lisle Miller and has two sons. □

## Chiefs are named for narcotics bureau, protocol

President Clinton as of mid-August had named two more persons for high-ranking functional positions in the State Department. The positions and the persons named are:

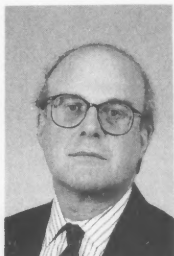
—Assistant secretary for international narcotics matters—Robert S. Gelbard, now principal deputy assistant secretary for inter-American affairs, to succeed Melvyn Levitsky.

—Chief of protocol—Mary M. Raiser, Democratic chairwoman of the Women's Campaign Fund until recently, to succeed John G. Weinmann.

*Following are biographical sketches of the two.*

### International Narcotics Matters

Robert S. Gelbard has been principal deputy assistant secretary for Inter-American affairs since 1991. He joined the Foreign Service in 1967 and was assigned to Manila the following year. He was principal officer in Porto Alegre, 1970-72. In 1973 he became a financial economist in the Office of Development Finance. He was assigned to the Office of European Political-Economic Affairs and detailed to the President's Council of



Mr. Gelbard



Ms. Raiser

Economic Advisers, 1976-78. In 1978 he became first secretary and deputy Treasury representative in Paris. He served as deputy director of the Office of Western European Affairs, 1982-84, and director of the Office of Southern African Affairs, 1984-85. He was deputy assistant secretary for South America, 1985-88. In 1988 he was named ambassador to Bolivia.

Mr. Gelbard was born in Brooklyn on March 6, 1944. He earned a bachelor's from Colby College and a master's from Harvard. His foreign languages are Spanish, French and Portuguese. He has participated in the Conference on International Economic Cooperation and in the Paris Club. He holds a Presidential Merit Award and the Superior and Meritorious Honor Awards. He is married to Alene Marie Hanola Gelbard and has a daughter.

### Protocol

Mary M. Raiser was Democratic chairwoman of the Women's Campaign Fund from 1990 until earlier this year. She began her career in 1965 as a teacher in Buffalo. In 1977 she became director of Senator Daniel P. Moynihan's western New York office. She was a special assistant to the senator in Washington, 1979-81. She worked as a substitute teacher at St. Alban's School and at National Cathedral School in Washington, 1986-87.

Ms. Raiser is on the board of the District of Columbia chapter of the American Red Cross, and serves as chairwoman of volunteers. She is also a board member of the National Symphony Orchestra, the Ellington Fund of the Duke Ellington School for the Arts, the Higher Achieve-

ment Program of Washington and the Sasha Bruce House.

In Buffalo, Ms. Raiser is chairwoman of the quality-of-life task force on the Committee for Alternative Forms of Government, the president of the Delaware Association, the founder of the Smith College Club scholarship program, and a board member of the Community Music School and of the Junior Group of the Albright-Knox Gallery.

Ms. Raiser was born in Buffalo on August 5, 1942. She attended Smith and earned a bachelor's from the University of Virginia and a master's from the State University of New York. She has been a doctoral student in American history at George Washington University since 1990. Her foreign language is French. She has a daughter. □

## Stuart Eizenstat: envoy to European Community

President Clinton has named Jimmy Carter aide Stuart E. Eizenstat, partner and vice chairman of the law firm of Powell, Goldstein, Frazer & Murphy and chairman of its Washington office since 1981, as U.S. ambassador to the European Community. He has been an adjunct lecturer at Harvard's John F. Kennedy School of Government since 1981. He served on a presidential task force on U.S. international broadcasting from 1991 until last year.



Mr. Eizenstat

Mr. Eizenstat began his career in 1964 as a congressional intern in the office of Postmaster General John Gronouski. He was a congressional intern in the Office of Counsel, Department of Health, Education, and Welfare, in 1966. In 1967 he became a staff aide to President Johnson. He was research director for Hubert Humphrey in his 1968 presidential campaign. He was a law clerk at the U.S. District Court in Atlanta, 1968-70, then attorney and partner at Powell, Goldstein,

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## People at State

**Barry J. Kefauver** has been named deputy assistant secretary for passport services . . . **Michelle Truitt** is now executive director of the Bureau of Consular Affairs . . . **James A. Weiner** is executive director, Bureau of Inter-American Affairs . . . **John E. Clark** has become deputy assistant secretary for information management, Bureau of Administration . . . **William J. Hudson** is executive director, Bureau of African Affairs. □

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Frazer & Murphy in Atlanta, 1970-76. In 1976 he became issues and policy director to the Carter presidential campaign. He served as director for policy, planning and analysis of the Carter-Mondale transition planning group, 1976-77. In 1977 he became assistant to the President for domestic affairs and policy and executive director of the domestic policy staff at the White House. He was a guest speaker at the Brookings Institution in 1981.

In addition to his law practice, Mr. Eizenstat serves on the boards of Hercules, Inc., PSI Resources, the Israel Discount Bank of New York, the Eurasia Foundation, the Center for National Policy, the Overseas Development Council, the International Management and Development Institute, the Jerusalem Foundation, the Jewish Community Center of Greater Washington and the U.J.A. Federation of Greater Washington. He is a member of the board at Brandeis, the Council for Excellence in Government and the Washington Institute for Jewish Leadership and Values. He is a member of the international board of governors at the Weizmann Institute of Science, a member of the board of advisers at the Legislative Studies Institute and a member of the advisory council to the Carnegie Commission on Science, Technology and Government. He serves as chairman of Feinberg Graduate School, Weizmann Institute of Science; as honorary vice president of the American Jewish Committee, and as a fellow at the National Academy of Public Administration and the Center for Excellence in Government. In addition, he is a member of the Council on Foreign Relations, the Commission on the Selection

Process of Vice Presidents, the international policy committee, U.S. Chamber of Commerce, the National Foreign Trade Council, the American Bar Association, the District of Columbia bar and the bar of Georgia.

Mr. Eizenstat was born in Chicago on January 15, 1943. He earned a bachelor's from the University of North Carolina and a law degree from Harvard. His foreign languages are Spanish and Hebrew. He has received awards that include honors from the University of North Carolina, Yeshiva High School, the U.S. Coalition for Employment through Exports, Hadassah's Florida-Atlantic region, Hadassah's southern New England region, the Academy of Jewish Religion, B'nai B'rith lodges, the Department of Labor, the Hebrew Immigration Aid Society, the Opportunities Industrialization Center, the Washington International Business Council, the National Coalition of Involved People, Atlanta magazine, the American Association for Jewish Education. He is listed in many "Who's Who" publica-

tions. He has co-authored books on foreign policy and the law, and written articles for the Washington Post, the New York Times, Newsweek and other publications.

He is married to Frances Carol Eizenstat and has two sons.

## Ross: coordinator for Middle East peace talks

Dennis B. Ross has been designated as the Department's special Middle East coordinator. He will serve as the principal point of contact for dealing with the parties in the Middle East peace talks. He will normally represent the Department at meetings concerning the negotiations when the Department is not otherwise represented at the higher level. Aaron D. Miller has been designated as deputy Middle East coordinator. ■



RIYADH, Saudi Arabia—Chargé C. David Welch, left, presents Superior Honor

Award to James J. Blystone, acting deputy chief of mission.

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# DR. BROCA'S REVENGE

or *Becoming Convoluted by Language Study*

I WAS STANDING outside a seedy bar in a gloomy corner of Rosslyn. An old Chevy was trying to start up, growling the sounds I once heard in a remote village in Brazil when I was on the trail of the Amazonian subjunctive passive suffix—two steps ahead of my competition, Interpol's Linguistic Police. That was a messy business, and those word endings led me a

for obscure imports. Or was, before she went to the institute and took on Fsian. What were they thinking of at the language school, anyway? Oh, sure, I know—it sounded like a great idea at the time. It combined all the worst elements of all the hard-core languages, putting them together into a witches' brew of tongue-twisting, throat-scraping, grunting and whistling to train the Compleat Linguist. This would be a Foreign Service officer who would be able to utter in a single breath, while chewing gum, a vowel that the rest of us couldn't even get a start on without plugging our left nostril shut and wheezing through cigar smoke while hopping, fast, in an echoing garage. The Compleat Linguist would also be adept with inflected prepositions, articles indefinite enough to be described as enigmatic, and pluperfect aorist passive adjectives with synchronous dubbing and automatic tracking. Like all bureaucratic programs, this one to construct the Fsian language soon had a life of its own, and the blonde was paying the price of her talent: such brilliance never goes unpunished, and here she was, in a seedy bar in a gloomy corner of Rosslyn, making an elaborate four-tier house of cards out of smudged vis-ed cards, flicking cigarette ash on her grammar book.

"This language giving you trouble, lady?" I asked.

She sighed one for the books, a brief, lenis echo vowel with a lower offglide. "Yeah," she finally said in an Archie Bunker accent that clashed with her classy looks and Bulgari pendant that displayed a diamond-and-amethyst "Mlat 80" on a background of gold filigree. "Da, oui, ja, ji ha, hai, yup, dammit, YES! This language is giving me trouble, and if you think some third-rate linguistic private eye gumshoe can help, you've slipped a few cogs in your Convolution of



BY MICHAEL MATES

*The author was driven to write this while studying Urdu at the Foreign Service Institute in preparation for a consular assignment in Islamabad. Not every language student is similarly affected.*

merry chase through steamy jungles, across rope bridges and into the temple of the Goddess Pwim-Kwa ("verb paradigm" in the local language). There I watched adolescents undergoing the secret Conjugation Initiation. I vowed that somehow I would save the world, particularly Foreign Service Institute language students, from verb endings that varied with the temperature and humidity, and from a subjunctive voice that murmured with a throaty giggle that was death and enchantment to anyone careless enough to hear its siren calls. The Chevy's engine emitted a series of glottal stops, wheezed into life and snapped me out of my reverie. I stepped into the bar.

The blonde was sitting in the corner, staring at a pile of flash cards. She had a perfect figure (3+/3+ in secretarial Cantonese, 4/4 in river trade Yoruba and a breath-taking 5/5 in industrial Punjabi), and was on the fast track to deputy assistant secretary

Broca, buddy," she said, referring to the French Dr. Broca who discovered that convolution of the brain that becomes corrupted by language study. I knew a subtle compliment when I heard one, so I sat down and poured myself a shot of pomegranate juice.

"Look," I said, and knocked her vis-ed house of cards down with a conciliating gesture. This was a gesture that had once saved my life when I broke a taboo unknown to me by addressing the chief of a head-hunting tribe with a voiced alveolar retroflex stop. "Sorry—I was only trying to help."

She curled her lip in a way that reminded me of German imperatives, and said nothing.

"Let me try to help," I mumbled, rebalancing the first three cards and taking out my Swiss army knife to cut notches in the corners for extra load-bearing and attachment capacity. A withering look cut that maneuver off at the pass, and I refolded the blade with only a small nick on my thumb. "Could you use some glue? I've got a tube of it in my flashlight."

That one went over worse than the notching. She stared levelly at me and whispered: "Listen, construct the text, deconstruct the text, anything you want to do, without cutting yourself and making a mess of my notes. But there isn't a thing you can do."

Her voice rose: "It's not just the language, dummy. Sure, it's a mess—what do you expect from a Department task force that was tasked to create it? Over 400 letters in the alphabet, paradigms from every linguistic pressure group, compromise idioms that make everybody mad, and a mandate against clarity. But how about the class assignments? Demarches in limerick form! Movie reviews without verbs! Briefings on pesticides using cabinet-maker-to-cabinet-minister honorific verb endings! Letters written one way with a

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*'I leaned forward and  
looked her in the eye  
while trying to lift  
the chair leg that I  
had somehow planted  
on the toe of my  
left shoe'*

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pencil, backwards with a ballpoint, and rotated 90 degrees clockwise when you use a fountain pen! You're trying to help me? Get real. Get lost."

I'm not the sort of guy that gives up easily, so I leaned forward and looked her in the eye while trying to lift the chair leg that I had somehow planted on the toe of my left shoe. Lifting the chair leg interfered with my level gaze, and the compensatory wobbling of my head, though useful for bargaining in South Asian bazaars, did nothing for the mood of helpful dignity I was trying to establish. Nor did my tie, with its vermilion sunset suffusing a tropical island. But at least its color scheme absorbed some of the mess when I choked on my drink and spilled half the glass into the lagoon that shimmered between the sun and the sand.

Foot unnailed, breath recovered and tie mopped down [not bad—how's that for an absolute construction?], I plunged in: "O.K., so I'm a private eye. But I'm a good one—a problem solver. Cleaned up a lot of the languages at the institute. Made things easier for the students. Got rid of the Parisian R in French, Persian plurals in Urdu, rising tones in Chinese. Cleared out some landmines in Amharic semantics. De-labialized the cross L in Polish. Have you checked out Slovak since I got hold of it?"

I leaned back in my chair with a satisfied look that was cut short when my chair tipped over backwards. I had to regain my balance with a

brachial windmilling that fluttered the pages of the Fsiian grammar book.

She seemed impressed: "O.K., gumshoe, let's talk. You can handle words even if you can't handle much else. I'll give you a shot at it, but you're going to have to prove how good you are when time's short. Can you drink from a fire hose? Can you herd cats? These are linguistic metaphors, gumshoe. Let's go to Georgetown and see how good you are: there's a Bergman flick at the Biograph. No subtitles. Parse it on the run, make the language simple, stupid, and you're in the running for a contract, private eye."

I smiled inwardly, a skill useful in pronouncing some of the more difficult vowels along the Hindu Kush. Wasn't I the guy who had gotten half the stresses in bisyllabic Swedish words declared redundant? Hadn't I indigenized the Swedish y? Piece of cake, I thought, and negotiated my way to the door with a confidence little diminished by striking my head against a faux colonial chandelier. I contrived to hold open the door, staunch the flow of blood from the wound with a tuft of cotton, and assemble my countenance into my "mission face."

"C'mon, kid. Let's go to Georgetown. Uh, which way is the bridge?" ■

# HONORS & AWARDS

## Administrative award goes to Kathleen Austin

Kathleen T. Austin, administrative officer in Tallinn, is this year's winner of the \$5,000 Leamon R. Hunt Award for Administrative Excellence. In addition to the check, she will receive a certificate signed by Secretary Christopher, and her name will be inscribed on a plaque in the Foreign Service Lounge.

Sixteen others were nominated—Barbara Aycock, Belgrade; Stan Bigelow, Hong Kong; Mark Boulware, Gaborone; Samuel Brock, Algiers; Roland Bullen, Santo Domingo; Carlos Edwards, Ouagadougou; Ellen Engels, Muscat; Tim Harley, Bishkek; William Haugh, Abidjan; Robert Kile, Maputo; James Melville, St. Petersburg; Katherine Millard, Tirana; Kenneth Parent, Accra; Jo Ellen Powell, Paris; Barbara Sand, Cape Town; and William Sutherland, Freetown.

The selection committee was chaired by Jerome F. Tolson Jr., then acting assistant secretary for administration. Members were Irvin Hicks, U. S. mission to the United Nations; Eric Boswell, Office of Foreign Missions; Barbara Harvey, Bureau of Personnel; and Douglas Langan, Bureau of European and Canadian Affairs.

Ms. Austin was nominated by Robert C. Frasure, ambassador to Estonia, for her helping to establish the embassy in Tallinn. He wrote: "We arrived in town with an American flag to hang outside our hotel room 'chancery,' a couple of cellular phones, a few crates of bottled water and a sense that at least in a modest way we were making history. The problems were formidable. Our small team had disembarked in a society which was literally in a state of collapse. Both the city government and, indeed, the Popular Front national government were rotten through and through with old Communists who had the inclination to do everything possible to minimize and hinder the reestablishment of an American diplomatic presence."

Commending Ms. Austin for her role in finding embassy housing, Mr. Frasure said: "I would guess that we spent two-thirds of our time in those early months



Award winner Kathleen Austin, second from left, with Joyce Hunt, left, widow of terrorist victim Leamon Hunt, for whom the award is named. Others, left to right: Patrick

Kennedy, assistant secretary for administration; Nadine Austin, mother of the winner, and Bryan Hunt, Mr Hunt's son. Mr. Hunt was slain in Italy.

looking to get our people out of hotels. Our trek led us through a seemingly endless number of filthy, urine-smelling, rat-infested and dangerous apartment buildings. We finally started to uncover newly-built small houses in the suburbs, constructed by Estonians trained in Finland. But we were in stiff competition with 15 other embassies, plus a bunch of Western businessmen who had a lot more money than we had. I am proud to say that we now have all of our Americans in clean and safe housing. Kathleen also fought for and got our residential guard program—the first in the former Soviet Union.

"The city authorities did everything possible to thwart us. Our breakthrough came when we 'temporarily' took over Komsomol headquarters, which were being closed down. This gave us one floor in a badly-run-down but structurally solid office block in the middle of town. This move gave Kathleen an opening, and she blasted through it. We decided to go for the whole building and consolidate all of our operations here. But the other five floors were filled with a dubious collage of Komsomol spinoffs, all clearly doing things other than what their titles implied . . . Over six months, Kathleen, in a marvelous campaign of bureaucratic trench warfare, charmed, cajoled and browbeat

city officials into moving them all out. We took back the building, squalid room by room. We are now beginning a \$7-million reconstruction by the Office of Foreign Buildings Operations and the Army Corps of Engineers."

Ms. Austin was lauded, too, for serving as an advance officer for high-level visitors, including the Secretary and the President, and for setting up administrative operations at the post. Mr. Frasure wrote: "When you start with a new post, you start with nothing. Everything had to be created by Kathleen—a Foreign Service national structure and compensation plan, administrative regulations, files—the list is endless. It was often painful setting the pace. For example, we pleaded with the Department for a general services officer and secure communications. Six months later we got both.

"When the mini-inspection team came last year, they told me that this post was more effective and had higher morale than any other former Soviet post. The Secretary noted, *inter alia*, that 'the embassy is always one step ahead in addressing urgent administrative questions.' Kathleen Austin has been the essential person in the setting up of this embassy, more so than her harried ambassador. She has done a remarkable job under very tough circumstances." □





SANTIAGO, Chile—At award ceremony, left to right: Jaime Reyes, Ambassador

Curtis W. Kamman, Joan C. Sallis, Thomas P. Kelly.



BOGOTA, Colombia—Winners of Group Meritorious Honor Award: Joseph E. Davenport, left, Stephen P. Shinnick, Karen A. Finer.



WARSAW, Poland—At award ceremony, from left: Solveig Johnson, Danuta Ke-

sicko, Barbara Jedlinsko, Jolanta Pienkowska, Anita Parker, Jack Hurley,

chargè Michael M. Hornblow, Ewa Boguszewska, Krzysztof Szuba. ■

# How to Be a BIRD

BY JAN COTE

*The author, a Foreign Service officer, was the systems manager in Harare during the hang-glide launchings she describes here. She and her husband, Pete Campolongo, a general services assistant, have since headed for the happy hopping-off places in Dakar.*

My husband stood with intense concentration on the edge of the cliff. The wind lifted and pitched him ever so slightly from left to right. Each gust would ram



Ms. Cote

mercilessly against him, forcing him back. He bent to steady himself. And then, like a hawk takes to the wind, so Pete ran straight off the edge. It was a 2,300-foot drop from the mountains of the Eastern Highlands of Zimbabwe to the valley below.

My stomach drops with him, each time he leaves that edge. I'm not as experienced as he is. So far, my highest takeoff has only been from 500 feet. But I'm getting there. It must be the incredible rush of adrenaline that makes us do this again and again. Or maybe it's that wonderful feeling of being Mary Poppins or Peter Pan. To



The author on her first flight.

soar like a hawk into the clouds, catching the thermals and circling, never wanting to return to earth. The dream of flying into clouds as the world around you turns white and misty—like floating in a cool cotton ball.

Hang-gilding looks easy until you have to carry 65 pounds of kite up a mountain (not including the gear) while you're thinking: "Gosh, don't they make chairlifts for this?" But landing is the hardest step to learn. Just ask our beat-up muscles and bones.

Here in Zimbabwe, out in the bush, is no place to take risks. But, oh, the thrill of it! I have a cornfield "named after me," which means I fell into one. I could have won an award for the bruise I got on my behind. Al Marquis, our administrative officer, wondered why I was fidgeting so much during the meeting of the administrative section people that week. He thought I was trying to hurry the meeting along, but the truth was that I just couldn't sit.

Pete has two trees "named after him." Each time we passed them we'd all laugh and say: "Hey! There's Pete's tree!" Once it took us two hours to get both him and the kite out of the tree-tops, suspended at 15 feet. He played Tarzan to get down.

How did we get into this?

Through Rob and Margaret Foster, dedicated hang-gliders and teachers at the International School here. One of the first things we learned from them was that the glider itself was not the only equipment we needed. A crash helmet is a must; plus a harness which is strapped to you and connected to the kite by safety straps and a carabeener; a variometer to tell you if you are rising or falling; an airspeed indicator to know how fast you're flying—critical for control; a windsock at the landing site to tell you which direction to land in (and an extra pair of pants to change into after a particularly hairy flight. But I'm kidding.)

In the bush of Zimbabwe, there's no one to enforce rules. Even if there were, there's no nearby hospital. Nor is there any way of getting the glider and gear to the top of the hill unless you carry it up yourself. Many times we thought: "We're too old for this nonsense" (I'm 35 and Pete's 41) as we huffed and puffed up the mountain-side.

Our soaring around in the sky was an amazing sight to the people in the villages below. Each time we landed, there would be a crowd of villagers surrounding us—smiling, amazed, curious.

We can hardly wait to get to Dakar. We hear there's a dandy cliff there near the lighthouse. ■

# LIFE IN THE FOREIGN SERVICE



## The car that almost got away—but don't blame the embassy

BY CHRIS LEIBENGOOD  
*Regional security officer*

This is a story of how two Foreign Service nationals in Rome—they're brothers—helped to preserve the good name and the innocence of the U. S. embassy in an auto theft case.

It began on a sunny day in the capital when a well-dressed man appeared at a car dealership, driving a car with diplomatic license plates. He claimed to represent the American embassy and expressed interest in purchasing a new Land Rover for the mission (don't we wish). The car wasn't available for a test drive at that moment, so he made an appointment to meet the dealer's representative outside the embassy later in the day.

That afternoon, the two met at an appointed place near our compound. The car salesman was then tricked by the "embassy representative" into letting him test-drive the uninsured car—solo. It should come as no surprise that once in the car, the "diplomat" drove off, not to return.

Naturally, the car salesman soon appeared at the embassy looking for his car. That was when Lorenzo Bottari, the su-

At award ceremony for the *Bottari* brothers—*Lorenzo*, left, and *Aldo*, right. Others, from left: secretary *Katherine McGowen*, security officer *Frank Cairo*, the author, secretary *Anna Rita Barbacci*.

pervisory investigator for the regional security office, joined the case. He alerted embassy receptionists and the local guard force to be on the lookout for the stolen car and the thief.

The alarm bore fruit. The next day, an alert guard reported that the stolen car had just passed the embassy headed toward Piazza Fiume. Mr. Bottari and fellow investigator Marco Surano leaped to their motor scooters in search of the car. It was spotted near the intersection of Via Sicilia and Via Piemonte at a coffee bar. Taking a quick look inside the bar, they saw a person fitting the description of the car-snatching "diplomat" having a *caffelungo* (ah, Rome!). Mr. Bottari kept watch on the bar while Mr. Surano summoned the police.

Once briefed, the police talked with the suspected car thief, who repeated his claim that he was a diplomat assigned to the U. S. embassy. But Mr. Bottari advised the police that this was not the case, and the thief became visibly disturbed. The police conducted a cursory search of our culprit and discovered a 9-mm Beretta pistol in his waistband. Now the police were visibly disturbed, and they immediately took the pseudo-diplomat into custody.

Later, the police advised us that they had tied 20 some aliases to the thief. One of these identities had been entered in

their lookout system as a culprit in the theft of several expensive cars. The car salesman was thrilled to have the car returned from its "test drive," as he would have been personally responsible for the cost of the car had it not been recovered. He sent the embassy a letter of appreciation for the "brilliant operation." But, it wasn't over yet.

The next day, Mr. Bottari's brother, Aldo, who works in our financial management center, had been having lunch off-campus.

As one would suspect, he is alert to numbers and, while returning to the embassy, he spotted a car with diplomatic plates that rang a bell in his memory. He recalled reading a cable, sent by the security office several days before, that reported the theft of diplomatic license plates from one of our embassy cars. Wondering if it might be the same car, he contacted his brother, who confirmed that these were the same license plates.

Again, the police were summoned. They determined that, along with the plates, the car was also stolen. It was impounded and later identified as being the same car the thief had used during his initial visit to the car dealer. Then, however, it had yet another set of diplomatic plates on it that had been stolen from another embassy days before.

Now the crook's in jail, the stolen cars are recovered and the good name of Embassy Rome is intact. In recognition of their work, the brothers were presented cash awards during a ceremony at the mission. ■

# EDUCATION & TRAINING

## Schedule of courses at the Foreign Service Institute

Program	Sept.	Oct.	Nov.	Length
<b>AREA STUDIES: INTENSIVE COURSES</b>				
Africa, sub-Sahara (AR 210)	—	12	—	2 weeks
East Asia (AR 220)	—	12	—	2 weeks
Latin America/Caribbean (AR 230)	—	12	—	2 weeks
Near East/North Africa (AR 240)	—	12	—	2 weeks
South Asia (AR 260)	—	12	—	2 weeks
Southeast Asia (AR 270)	—	12	—	2 weeks
Central, East Europe/successor states to the Soviet Union (AR 280)	—	12	—	2 weeks
Western Europe (AR 290)	—	12	—	2 weeks

### AREA STUDIES: ADVANCED COURSES

Andean (AR 533)	These courses are integrated with the corresponding languages and are scheduled weekly for three hours. Starting dates correspond with language starting dates.			
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)				



The map becomes a prop for the Zaire game, with instructor Isabelle Wega bringing it into play.

## Wanna play? This is the new way to learn a language

By REBECCA STROJAN

The author, from Wellesley College, is an intern at the Foreign Service Institute.

In a new twist, gaming exercises are being conducted at the Foreign Service Institute to complement language training. The Schools of Area Studies and Language Studies are joining forces. So far, two games have been carried out in languages—the first entirely in Spanish, centered around Cuba, the second in French, focused on Zaire.



Ms. Strojan

Richard Jackson, dean of the School of Area Studies, sees the games as "a unique opportunity to think in a foreign language outside the confines of the classroom." Some students have reported the exercises allowed them to discover what situations they could handle comfortably and what skills they still needed to develop.

Marsha Kaplan, French language training supervisor, says: "The Zaire game is designed to be a confidence-building exercise. Its principal value comes from the interaction and the group decision-making process. Using a real country for the scenario, makes the interaction more substantive and more linguistically challenging." Students bound for Belgium, France, Cameroon and other African countries participated.

Several players in the Zaire game scored higher than expected on language tests later in the week. One student, tested three days after participating in the Zaire game, scored a 3+ in speaking and a 4 in reading after 23 weeks of French language training. She began her training with no knowledge of French. Several other students, entering the language program with skills at level 2, finished language training with scores in the 3+ to 4 range, in speaking as well as reading.

—(Continued on next page)

Many students said they were pleased to have had the opportunity to use French in new and different ways. "This is what we'll really do at post," was quoted, adding: "This game was much more realistic than classroom exercises."

With the addition of language competency to next year's employee evaluation report, the games will take on added significance for players, says Mr. Jackson. He explains: "Many desk-bound State employees have little opportunity to use foreign languages, making it difficult for supervisors to evaluate their performance. However, the gaming exercises provide a way to utilize foreign language skills while posted in Washington. Several participants in the Zaire and Cuba exercises came from the Africa and Latin America bureaus. The Foreign Service Institute subsequently documented their strong performance, as possible ammunition for rating officers to draw on next year."

The move to the new National Foreign Affairs Training Center campus next month will bring state-of-the-art facilities to gaming. Team rooms will be adjacent to each other. Game planners and participants can be expected to benefit from well-equipped control rooms and audio-visual equipment.

Gaming will be tested over the next year in Russian and at three field schools teaching Chinese, Japanese and Korean. □

## State wins 5 seats in M.I.T. seminar

Five Foreign Service officers have been selected to participate in a seminar offered here by the Massachusetts Institute of Technology through the end of this year, on "Foreign Politics, International Relations and the National Interest." The five are Jason P. Hyland, desk officer for Kyrgyzstan and Kazakhstan; Gary H. Maybarduk, deputy director, planning and economic analysis staff, Bureau of Economic and Business Affairs; Robert C. Perry, director, Office of Program Management, Bureau of International Narcotics Matters; Lawrence G. Rossin, detailed to the National Security Council as director for inter-American affairs; and Yvonne F. Thayer, director, Office of Bilateral Affairs, Bureau of International Organizations Affairs. □

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Program	Sept.	Oct.	Nov.	Length
<b>FAMILIARIZATION AND SHORT-TERM (FAST) COURSES</b>				
Albanian (LAB 200)	—	25	—	8 weeks
Arabic (modern standard)(LAD 200)	—	25	—	8 weeks
Arabic (Egyptian)(LAE 200)	—	25	—	8 weeks
Arabic (North African)(LQW 200)	—	25	—	8 weeks
Bulgarian (LBU 200)	—	25	—	8 weeks
Chinese (standard)(LCM 200)	—	25	—	8 weeks
Czech (LCX 200)	—	25	—	8 weeks
Estonian (LES 200)	—	25	—	8 weeks
Finnish (LFJ 200)	—	25	—	8 weeks
French (LFR 200)	—	25	—	8 weeks
German (LGM 200)	—	25	—	8 weeks
Hebrew (LHE 200)	—	25	—	8 weeks
Hindi (LHJ 200)	—	25	—	8 weeks
Hungarian (LHU 200)	—	25	—	8 weeks
Italian (LJT 200)	—	25	—	8 weeks
Japanese (LJA 200)	—	25	—	8 weeks
Korean (LKP 200)	—	25	—	8 weeks
Latvian (LLE 200)	—	25	—	8 weeks
Lithuanian (LLT 200)	—	25	—	8 weeks
Polish (LPL 200)	—	25	—	8 weeks
Portuguese (Brazilian)(LPY 200)	—	25	—	8 weeks
Romanian (LRQ 200)	—	25	—	8 weeks
Russian (LRU 200)	—	25	—	8 weeks
Serbo-Croatian (LSC 200)	—	25	—	8 weeks
Spanish (LQB 200)	—	25	—	8 weeks
Thai (LTH 200)	—	25	—	8 weeks
Turkish (LTU 200)	—	25	—	8 weeks
<b>EARLY-MORNING LANGUAGE COURSES</b>				
Arabic (modern standard)(LAD 300)	—	12	—	17 weeks
Chinese (standard)(LCM 300)	—	12	—	17 weeks
French (LFR 300)	—	12	—	17 weeks
German (LGM 300)	—	12	—	17 weeks
Italian (LJT 300)	—	12	—	17 weeks
Japanese (LJA 300)	—	12	—	17 weeks
Portuguese (LPY 300)	—	12	—	17 weeks
Russian (LRU 300)	—	12	—	17 weeks
Spanish (LQB 300)	—	12	—	17 weeks
<b>ADMINISTRATIVE TRAINING</b>				
Advanced disbursing officers (PA 251)	7	—	—	4 weeks
Budget and financial management (PA 211)	—	19	—	6 weeks
C.F.M.S. system overview and orientation (PA 150)	—	—	16	1 day
	—	—	17	1 day
Customer service (PA 143)	9	—	—	2 days
F.S.N. classification and compensation (PA 232)	13	—	8	2 weeks
General services operations (PA 221)	6	4	1	12 weeks
	20	—	8	12 weeks
	27	—	15	12 weeks
	—	—	22	12 weeks
	—	—	29	12 weeks
How F.A.A.S. works at overseas posts (PA 213)	15	—	18	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
Overseas cashier's training (PA 293)				Correspondence course
Overseas cashier's supervisor's training (PA 294)				Correspondence course
Property management for custodial officers (PA				

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Program	Sept.	Oct.	Nov.	Length
135)	9	—	18	2 days
<b>CONSULAR TRAINING</b>				
ConGenRoslyn basic consular course (PC 530)	Continuous enrollment:			26 days
Consular orientation program (PC 105)	Continuous enrollment:			6 days
Immigration law and visa operation (PC 102)	Correspondence course			
Nationality law and consular procedures (PC 103)	Correspondence course			
Overseas citizens services (PC 104)	Correspondence course			
Passport examiners (PC 110)	Correspondence course			
<b>CURRICULUM AND STAFF DEVELOPMENT TRAINING</b>				
Basic facilitation and delivery workshop (PD 513)	15	—	—	3 days
Design and evaluation workshop (PD 511)	—	21	—	3 days
<b>ECONOMIC TRAINING</b>				
Foreign Service economic and commercial studies (PE 250)	13	—	—	36 weeks
Science, technology and foreign policy (PG 562)	13	—	—	1 week
<b>EXECUTIVE DEVELOPMENT</b>				
E.E.O. awareness for managers and supervisors (PT 107)	16	21	—	2 days
Foreign affairs leadership seminar (PT 119)	—	18	—	2.2 weeks
Inspectors management training (PT 104)	14	—	—	4 days
Introduction to management skills (PT 207)	13	13	—	4 days
Washington tradecraft (PT 203)	20	26	—	2 weeks
<b>INFORMATION MANAGEMENT TRAINING</b>				
Information system management program (PS 212)	7	—	—	23 weeks
Introduction to Lotus 1-2-3 (PS 118)	1	—	—	2 days
	7	—	—	2 days
	16	—	—	2 days
	30	—	—	2 days
Introduction to PC and MS-DOS (PS 111)	13	—	—	3 days
	20	—	—	3 days
	27	—	—	3 days
Introduction to Word Perfect (PS 115)	9	—	—	2 days
	14	—	—	2 days
	23	—	—	2 days
<b>OFFICE MANAGEMENT COURSES</b>				
Advanced WP + (PK 154)	27	14	—	2 days
Basic WP (PK 129)	1	—	—	2 days
Basic WP + (PK 155)	7	5	4	2 days
	20	—	—	2 days
Better office English: (oral) (PK 226)	13	12	29	30 hours
Better office English: (written) (PK 225)	27	25	—	40 hours
Civil Service secretarial training for entering personnel (CS-Step)(PK 104)	27	25	22	2 weeks
Drafting correspondence (PK 159)	—	—	15	1 week
Effective speaking and listening skills (PK 240)	—	—	8	18 hours
Employee relations (PK 246)	—	—	17	2 days
Glossary (PK 151)	22	7	—	1 day
Level 2 Foreign Service secretarial training (PK 301)	13	—	29	3 weeks
Level 3 Foreign Service secretarial training (PK 302)	—	18	—	2 weeks
Proofreading (PK 143)	1	—	—	2 days
Secretarial statecraft (PK 160)	—	4	—	2 days
Senior secretarial seminar (PK 111)	—	13	—	3 days
Supervisory studies seminar (PK 245)	27	—	—	4 days
T.A.T.E.L. (PK 140)	3	8	18	1 day

—(Continued on next page)

## Overseas Briefing Center offers 14 courses

The Foreign Service Institute's Overseas Briefing Center is offering 14 courses through December:

—"Introduction to Foreign Service Life," September 20-24, November 29-December 3: challenges and opportunities for adults; the structure and characteristics of overseas missions; interacting with other cultures.

—"Life After the Foreign Service," October 5-6: adjusting to retirement; for retirees and those within one year of retirement.

—"Away Day for Students," October (tentative): building self-esteem and teamwork.

—"Transition to Washington for Families, Singles and Couples," September 18.

—"Transition to Washington for Foreign Service Students," September 18.

—"Security Overseas Seminar," September 13-14, 27-28, October 18-19, November 8-9, 22-23, December 6-7: safety and survival strategies and managing in a crisis.

—"Understanding Regulations, Allowances and Finances in the Foreign Service Context," September 15-17, November 17-19: allowances, preparation of wills and other legal documents, paying taxes in the Foreign Service.

—"American Studies," September 30-October 1, December 9-10: trends in U. S. culture, being an American in an overseas community.

—"Protocol and U. S. Representation Abroad," September 29, December 8.

—"Employment Planning," October 18-22, 24-28: strategies for finding employment overseas and in Washington; resume writing; interviewing and utilizing overseas experiences in an employment plan.

—"Documenting Mobile Experiences," October 20: resume writing for Foreign Service wives and husbands.

—"Marketing Foreign Service Spouse Talents," October 21: job search techniques, interviewing skills.

—"Post Options for Employment and Training," October 19: job opportunities overseas and tips on completing Form 1-171.

—"English-teaching," November 8-10.

To register for the courses, except the security seminar, call (703) 875-5342 or 5345; or send your name, address, agency and social security number to Foreign Service Institute, Overseas Briefing Center, 1400 Key Boulevard, Room 400, SA-3, Arlington, Va. 22209. For the security seminar, call (703) 875-5353 two weeks before the course is scheduled. ■

## Curtailment

*Reality's blunt-edged when it's spelled out  
in chalk; the TM-1 was just a piece of paper, but this—  
a crate big enough to mail a Volkswagen in,  
"Moscow, Russia"  
scrawled on the wood,  
and everything I own nailed up inside.  
Blue truck, drunken dinosaur  
lumbering backward into the street,  
G.S.O. workers, feet dangling, on the  
tailgate;  
there go 18 months  
down to a dock somewhere.  
Three more days: the living room now  
echoes  
like it did when we found it;  
strange to think that just three days ago  
we were curled up in here watching  
reruns.  
Now there are floors to scrub,  
some open bottles of liquor  
to be gotten rid of,  
the pocket-sized shortwave  
and a few paperbacks for company.  
Hard to think of wheels-up  
and changing planes in Brussels just  
now;  
all of that's too far away: 72 hours;  
this time zone's become comfortably  
familiar,  
like this verandah, and those lizards  
you thought you'd never get used to,  
giving the cats a valedictory thrill  
As they dart along the garden wall  
like they did before walls.*

—KELLEY DUPUIS □

## Courses offered by Defense intelligence

The Defense Intelligence College, in conjunction with the Office of Career Development and Assignments, is offering two graduate-level courses at State. "In-

telligence Collection" will meet 5:15-8 p.m. on Thursdays, September 7-November 9. "Political Terrorism" will meet 5:15-8 p.m. on Tuesdays, September 9-November 11.

Classes have a limited enrollment, with priority given to degree-seeking students and those who have taken at least three prior classes. Registration materials can be picked up in Room 2815. For information, call (202) 647-7306. ■

—(Continued from preceding page)

Program	Sept.	Oct.	Nov.	Length
	10	—	—	1 day
	16	—	—	1 day
	17	—	—	1 day
	24	—	—	1 day
	30	—	—	1 day
Wang office (PK 161)	23	—	17	1 day
WP + transition (PK 153)	9	—	13	1 day
	13	—	—	1 day
<b>ORIENTATION</b>				
Department officers (PN 105)	24	21	20	3 days
Foreign Service officers (PG 101)	9	—	19	9 weeks
Foreign Service specialists (PN 106)	—	2	15	17 days
Designated posts (PN 112)	17	—	20	4 days
<b>OVERSEAS BRIEFING CENTER*</b>				
American studies (MQ 115)	30	—	—	2 days
Documenting Foreign Service experiences (MQ 701)	—	20	—	1 day
Employment planning (MQ 700)	—	18	—	1 week
English-teaching (MQ 107)	—	—	8	3 days
Introduction to Foreign Service life (MQ 100)	20	—	29	1 week
Life after the Foreign Service (MQ 600)	—	5	—	2 days
Marketing Foreign Service spouse talents (MQ 702)	—	21	—	1 day
Post options for employment and training overseas (MQ 703)	—	19	—	1 day
Protocol (MQ 116)	29	—	—	2 days
Security overseas seminar (MQ 911)	13	18	8	2 days
	27	—	22	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 Foreign Service context (MQ 104)	15	—	17	3 days
*Advance registration required for all courses.				
<b>POLITICAL TRAINING</b>				
Executive-congressional relations (PP 204)	13	—	—	3 days
Foreign affairs interdepartmental seminar (PP 101)	7	—	—	2 weeks
Foreign affairs seminar (PP 104)	—	—	1	1 week
Human rights in the foreign policy process (PP 507)	30	—	—	1 day
Human rights reporting (PP 506)	7	—	—	1 day
Intelligence and foreign policy (PP 212)	13	—	—	3 days
National security and arms control (PP 203)	—	25	—	1 week
Negotiations art and skills (PP 501)	28	—	29	1 week
Political tradecraft (PP 202)	—	26	—	3 weeks
U.S.U.N. orientation (PP 213)	15	—	—	2 days ■

# CIVIL SERVICE PERSONNEL

## Promotions

### GG-11

**Choi, Bok Sook**, Foreign Service Institute, Asian and African Languages

### GG-12

**Thomas, Judith**, Foreign Service Institute, Asian and African Languages

### GG-13

**Jantharat, Prawet**, Foreign Service Institute, Asian and African Languages

### GM-13

**Davis, Janet V.**, Passport Services

**Enstrom, Karen L.**, Intelligence and Research, Office of Analysis for Western Europe and Canada

**King Whitmire, Cynthia D.**, Office of Foreign Missions

**Mayer, Constance M.**, Bureau of Intelligence and Research, Arab-Israel States Division

**Pace, Jerry R.**, Bureau of Administration, Information Management

**Smith, Marion I.**, Office of Foreign Missions

**Wiley, Beverly M.**, African Affairs, Office of Executive Director

**Yacoubian, Mona.**, Intelligence and Research, North Africa and Arabian Peninsula Division

### GM-14

**Ahn, Choong-Sik**, Intelligence and Research, Northeast Asia Division

**Dolliff, Phillip R.**,

Politico-Military Affairs  
**Gibbons-Fly, William H.**, Oceans bureau, Fisheries Affairs

**Keefer, Edward C.**, Office of Historian, Asian and American Division

**Schwar, Harriet D.**, Office of Historian, Middle Eastern and African Division

### GM-15

**Ames, David E.**, Bureau of Administration, Information Management

### GS-1

**Kennedy, Amy S.**, Paris

### GS-3

**Berry, Getoria M.**,  
Pre-Assignment training

**Wooten, Ronita N.**,  
Pre-Assignment training

### GS-4

**Blandford, Kamaria Abeo**,  
Passport Services

**Jordan, Wayaka Marie**, Passport Services

**Peek, Paul Thomas**, Seattle  
Passport Agency

**Sellers, Mary E.**, Philadelphia  
Passport Agency

### GS-5

**Fitzpatrick, Amy**, Medical Services

**Howard Jr., Carlton T.**, Office of Chief Financial Officer,  
Payroll Operations

**McGlohone, Lori Ann**, Passport Services

**Miragliotta, Karen A.**, Passport Operations

**Moore, Tyron C.**, Office of Chief Financial Officer, Payroll Operations

### GS-6

**Hupka, Terri L.**, Office of Foreign Buildings,  
Administrative Management

**Poole, Jennifer Carleen**,  
Operations Center

### GS-7

**Barrows, Mathias E.**, Houston  
Passport Agency

**Boyd, Marjorie E.**, International  
Narcotics Matters

**Bullock, Tabitha N.**, Nuclear  
Risk Reduction Center

**Figueroa, Luz C.**, Stamford  
Passport Agency

**Greenberg, Brenda L.**, Bureau of  
Administration, Freedom of  
Information

**Hetland, Arline R.**, Office of  
Under Secretary for  
Management

**Hogan Jr., David F.**, Passport  
Services

**Hogan, Ann Elizabeth**, Office of  
Inspector General

**Holsendorff, Juanita S.**,  
Politico-Military Affairs

**Liptak, Agnes Koriako**, Bureau  
of Consular Affairs, Office  
of Program Support

**McLaren, Patricia A.**, Houston  
Passport Agency

**Neal, Shirley J.**, Executive  
Secretariat

**Peters, John C.**, New Orleans  
Passport Agency

**Pierce, Stephen M.**, East Asian  
and Pacific Affairs, Office  
of Executive Director

**Reddon, Bessie E.**, Bureau of  
Administration

**Rogers Jr., Charles Edwin**,  
Northeast Passport  
Processing Center

**Sohn, June Mejung**, Executive  
Secretariat, Systems  
Management

**Yuan-Winter, Christine Bo**,  
Politico-Military Affairs

**Zackery, Marsha Tillman**, Office  
of Under Secretary for  
Management

### GS-8

**Andrews, Cynthia Lynne**,  
Legislative Affairs

**Luck, Olga**, Bureau of  
Administration, Freedom of  
Information Division

### GS-9

**Brunfield, Eva M.**, Chicago  
Passport Agency

**Damus, Rosette P.**, Visa Services

**Davis, Terry Vanessa**, Office of  
Foreign Missions, Tax and  
Customs Division

**Green, Reginald James**, Bureau  
of Public Affairs, Office of  
Executive Director

**Grimes-Barton, Veda H.**, Office  
of Chief Financial Officer,  
Payroll Systems

**Hurley, Patricia**, Philadelphia  
Passport Agency

**Miron, Nelly**, Los Angeles  
Passport Agency

**Reilly, Neil M.**, Bureau of  
Administration

**Scott, Romy S.**, Consular  
Affairs, Office of Executive  
Director

**Valdecanas, Maria C.**,  
Intelligence and Research,  
Office of Executive Director

### GS-10

**Aguirre, Alice M.**,  
Inter-American Affairs,  
Ciudad Juarez Consular  
Affairs, El Paso

### GS-11

**Austin, Marc T.**, Presidential

Management Intern Program  
**Diggs, Patricia Ann**, Legislative  
Affairs

**Ehlers, Arthur H.**, Bureau of  
Personnel

**Escobar, Mario A.**, Bureau of  
Administration,  
Telecommunications  
Operations

**Gibson, Mary E.**, Bureau of  
Administration,  
Telecommunications  
Operations

**Jones, Delores L.**, Visa Services

**Kerr, Katherine Semakis**,  
Intelligence and Research,  
Office of Executive Director

**Mitchell, Melody E.**, Bureau of  
Administration,  
Telecommunications  
Operations

**Moore, Nicole M.**, Bureau of  
Public Affairs, Press  
Relations

**O'Neill, Amy W.**, Intelligence  
and Research, Office of  
Executive Director

**Perez, Ana Victoria**, Bureau of  
Personnel

**Pike, Lawrence Vernon**,  
Intelligence and Research,  
Office of Executive Director

**Robinson, Lawanna E.**, East  
Asian and Pacific Affairs,  
Office of Executive Director

**Tabb, Linda Antoinette**,  
Inter-American Affairs,  
Office of Executive Director

**Workman, Carol A.**, Diplomatic  
Security, Contract  
Administration and  
Procurement

### GS-12

**Church, Andrew**,  
Politico-Military Affairs

**Coates, Leon D.**, Office of Chief  
Financial Officer, Working  
Capital Fund Section

**Cooper, Tracy Y.**, Bureau of  
Administration, Information  
Management

**Glover, Rita Maria**, Bureau of  
Personnel, Information  
Management

**Hughes, Debbie B.**, Office of  
Chief Financial Officer,  
Working Capital Fund  
Section

**Johnson, Patricia A.** Foreign  
Service Institute, Personnel  
Office

**Jones, John A.**, Bureau of  
Administration,  
Telecommunications



Operations

**Keeling, Gail E.**, Bureau of Administration, Information Management  
**Kelly, Paula Diane**, Bureau of Administration, Information Management  
**Kuhn, Lisa T.**, Bureau of Administration  
**Lilly, Delilah S.**, Office of Protocol, Ceremonials Division  
**O'Shea, Gayle E.**, Bureau of Administration, Information Management  
**Potts, Leroy George**, Office of Geographer, Global Issues Division  
**Suryan, Kathleen Emily**, Bureau of Personnel  
**Thompson, Guy B.**, Bureau of Administration, Telecommunications Operations

XS-10

**Williams, Wesley, L.**, Bureau of Administration, Printing Services

## Appointments

**Abramo, Vincent J.**, Office of Foreign Buildings, Construction Management  
**Aggrey, O. Rudolph**, Bureau of Personnel  
**Anderson, Paul A.**, Office of Foreign Buildings, Art in Embassies  
**Armstead, Angela L.**, African Affairs, Office of Executive Director  
**Beirne, Vincent J.**, Office of Foreign Missions  
**Bender, Jutta M.**, Family Liaison Office  
**Beverly, Joanne W.**, Office of Inspector General  
**Bishop, James K.**, Human Rights and Humanitarian Affairs  
**Bognar, Veronika**, Foreign Service Institute, North and East European Languages  
**Bowman, Laura E.**, International Organization Affairs  
**Brescoll, Daniel S.**, Office of Legal Adviser, Office of Executive Director  
**Butler, Marcellus J.**, Office of Chief Financial Officer, Pre-Assignment Training  
**Buttross, Regina Marie**,

European Affairs, Office of Executive Director  
**Castanzo, Joseph M.**, Washington Passport Agency  
**Casto, Sean M.**, Economic and Business Affairs, Office of Executive Director  
**Colbert, Lyllis Carolyn**, Visa Services  
**Counihan, Kathleen Tara**, Ottawa  
**Curry, Mary Louise**, European Affairs, Office of Executive Director  
**Daly, Edwin W.**, Office of Foreign Buildings, Architectural Branch  
**Davidson, Lynne Ann**, Policy Planning Staff  
**Demehry, Orang**, Office of Chief Financial Officer, Pre-Assignment Training  
**Denby, Fred L.**, Office of Foreign Buildings, Program Management  
**Desai, Anuj, R.**, Office of Legal Adviser, Office of Executive Director  
**DiBartolo, Gina C.**, Overseas Citizens Services  
**Drabiuk, Eric Henry**, Economic and Business Affairs, Office of Executive Director  
**Dudley III, John B.**, Office of Foreign Buildings, Policy and Program Analysis  
**Earnest, Kevin J.**, Office of Foreign Missions  
**Edillon, Joel A.**, Office of Foreign Buildings, Mechanical Engineering  
**Eichelberger, Kimberly T.**, Office of Foreign Buildings, Administrative Management  
**Ellison, Noni L.**, Bureau of Administration, Information Management  
**Ervin II, Roger M.**, African Affairs  
**Fox, Monique N.**, Office of Chief Financial Officer, Pre-Assignment Training  
**French, Mary Mel**, Office of Protocol, Visits Division  
**Frick, Rhonda L.**, Office of Chief Financial Officer, Pre-Assignment Training  
**Galbraith, Peter W.**, Zagreb  
**Garcia, Erin C.**, Office of Chief Financial Officer, Pre-Assignment Training  
**Graham, Jacqueline**, Family Liaison Office  
**Greer, Colleen A.**, Pre-Assignment Training  
**Hachigian, Nina L.**, Office of

Legal Adviser, Office of Executive Director  
**Hallahan, Janmari**, International Organization Affairs, Administrative Services  
**Heller, Mandee J.**, Office of Chief Financial Officer, Pre-Assignment Training  
**Hodge, Kellie P.**, Consular Fraud Prevention Program  
**Hughes, Benjamin M.**, Family Liaison Office  
**Humphrey, David C.**, Office of Historian, Arms Control and Economic Division  
**Jackson, Robyn R.**, Oceans Bureau, Office of Executive Director  
**Jackson, Stephanie L.**, Bureau of Administration, Freedom of Information  
**Jentleson, Bruce W.**, Office of the Secretary  
**Justice, Maria M.**, Office of Foreign Buildings, Financial Management  
**Kanter, Arnold Lee**, Politico-Military Affairs  
**Kenneybrew, Neuftearia A.**, Office of Foreign Buildings, Administrative Management  
**Kutchi, Mark**, Office of Foreign Buildings, Mechanical Engineering  
**Lamotte, Kenneth R.**, Office of Legal Adviser, Office of Executive Director  
**Lapin, Richard A.**, Office of Legal Adviser, Office of Executive Director  
**Lee, Malcolm R.**, Office of the Secretary  
**Lehmann, Lucie Marie**, Legislative Affairs  
**Lichtman, Steven Michael**, Office of Chief Financial Officer, Pre-Assignment Training  
**Liu, Eric P.**, Bureau of Public Affairs, Office of Assistant Secretary  
**Long, Michael S.**, Office of Legal Adviser, Office of Executive Director  
**MacFarlane, Mary L.**, Paris  
**Marshall, Dara I.**, Office of Chief Financial Officer, Pre-Assignment Training  
**McClenaghan, Eliza Jane**, Office of Under Secretary for Management  
**McKenzie, Michael A.**, Office of Legal Adviser, Office of Executive Director  
**Moen, Cory A.**, International Boundary Commission, United States and Canada

**Moran, Theodore H.**, Office of the Secretary  
**Morris, Melissa K.**, Office of Foreign Buildings, Building Design and Engineering  
**Newman, David S.**, Office of Legal Adviser, International Claims and Investment Disputes  
**Nichols, Crystal M.**, Consular Affairs, Communications and Records Section  
**Palacio, Sonia M.**, College Student Intern Program  
**Parsons, Craig Alexander**, Politico-Military Affairs  
**Patel, Darshana**, Bureau of Administration  
**Pollach, Samuel K.**, Summer Clerical Program  
**Poyma, Katherine M.**, Bureau of Administration, Graphics and Editorial Services  
**Purvis, Nigel H.**, Office of Legal Adviser, International Claims and Investment Disputes  
**Putnam, Jeanette A.**, Riyadh  
**Ramos, Olinda L.**, College Student Intern Program  
**Raos, Joselito Pelina**, Los Angeles Passport Agency  
**Reed Jr., Mark**, Office of Foreign Buildings, Program Management  
**Reuben, Mark Robert**, Inter-American Affairs  
**Reyes, Jorge F.**, Office of Chief Financial Officer, Pre-Assignment Training  
**Roach, Quiana E.**, Summer Clerical Program  
**Robinson, Jeneen L.**, College Student Intern Program  
**Ryan, Susan Elizabeth**, Office of Chief Financial Officer, Pre-Assignment Training  
**Sanchez, Veronique L.**, Office of Legal Adviser, Office of Executive Director  
**Schultheis, Nathan J.**, Office of Inspector General  
**Schwartz, Mitchell J.**, Bureau of Public Affairs, Office of Assistant Secretary  
**Seybolt, Kelli Lynn**, Office of Foreign Buildings, Policy and Program Analysis  
**Smith, Rufus, J.**, Office of Legal Adviser, Office of Executive Director  
**Sohn, Christina E.**, Politico-Military Affairs  
**Stevens, Carl Dennis**, Politico-Military Affairs  
**Swanson, Weidan**, Foreign Service Institute, Asian and

African Languages  
**Taran, Gleb O.**, Office of Foreign Buildings, Program Management  
**Terry, Marc Allan**, Bureau of Consular Affairs, Communications and Records Section  
**Todack, Natalie J.**, Office of Foreign Buildings, Financial Management  
**Tolson, Erin K.**, Politico-Military Affairs  
**Whately, Matthew L.**, Bureau of Personnel, Recruitment Office  
**Watson, Mark Lewis**, Diplomatic Security, Personnel Management  
**Williams, Benita D.**, Office of Foreign Buildings, Program Management  
 Acquisitions Division  
**Wimberley, Steven L.**, Office of Foreign Buildings, Program Management  
**Woodward, William H.**, International Organization Affairs, Office of Assistant Secretary  
**Zwahlen, Samira**, Summer Clerical Program

## Reassignments

**Baker, Ann Laurretta**, Operations Center to Inter-American Affairs, Office of Assistant Secretary  
**Cahoon, Fannie Elena**, Geneva Arms Reduction Negotiations to Office of Under Secretary for Political Affairs  
**Dudley Jr., Richard W.**, Operations Center to Office of Counselor of the Department  
**Ford, Paige T.**, Inter-American Affairs to International Organization Affairs  
**Grant, Oliver M.**, Pre-Assignment Training to Economic and Business Affairs, Office of Development Finance  
**Heslep, Sandra Lee**, Geneva Arms Reduction Negotiations to Politico-Military Affairs  
**Johnson, Cozetta D.**, Office of Counselor of the Department to Office of the Under Secretary for International Security Affairs  
**Marshall, Gloria Marie**, Office of Counselor of the Department to Office of Under Secretary

for Economic Affairs  
**Mayes, Jacqueline E.**, Visa Services to Foreign Service Institute, Office Management Training  
**McCullen, Cynthia Leigh**, Bureau of Administration, Freedom of Information to Bureau of Public Affairs  
**Rothstein, Danny**, International Narcotics Matters to Operations Center  
**Rowe, Joann M.**, Bureau of Economic and Business Affairs to Office of Counselor of the Department  
**Smith, Robin Lynn**, Consular Affairs to African Affairs  
**Sudbrink, Thomas G.**, Visa Services to Curator, Diplomatic Reception Rooms  
**Toyer, Elaine M.**, Bureau of Public Affairs, Office of Historian to Near Eastern and South Asian Affairs  
**Waters, Juanita A.**, Office of Foreign Buildings to Office of Procurement Executive

## Resignations

**Armstead, Angela L.**, African Affairs, Office of Executive Director  
**Birge, Jane E.**, Office of Legal Adviser, Office of Executive Director  
**Bridges, Soumayah K.**, Office of Chief Financial Officer, Payroll Operations  
**Burn, Christopher J.**, Intelligence and Research, Regional Forces Division  
**Caison, Kelly Beth**, Office of Legal Adviser  
**Cosier, Maeva D.**, Office of Foreign Buildings, Interior Design and Furnishings  
**Daniel, Tony C.**, Pre-Assignment Training  
**Davidson, Lynne Ann**, Policy Planning Staff  
**Davis, Carol F.**, Bureau of Personnel, Presidential Appointments Staff  
**Demianczuk, Yolanda M.**, Consular Affairs, Overseas Citizens Services  
**Drayton, Evelyn A.**, Bureau of Administration  
**Fluet, Andrew W.**, Bureau of Administration, Information Management  
**Garrison, Sheryl L.**, Office of Foreign Buildings, Program

## Lester Booth: 50 years under his belt, now going for 51

Lester O. Booth is not the State Department's first printer—Benjamin Franklin beat him to that title. But Mr. Booth has beat ol' Ben perhaps 50 times over in another department, which is length of service at State. Mr. Booth, who works in the Publishing Services Division, was recognized on June 22 for having completed more than 50 consecutive years as an employee of the U.S. Government. And he's not retiring. He's going for 51.

He entered the federal service in 1942 as a messenger at the old War Department, shifting to

State (where he's been ever since) in 1947. His nearly half-century of service here has been in Publishing Services. While he isn't known to have manufactured his own ink, as ol' Ben did, his colleagues have credited him with mastering nearly every other tool and task of the printer's trade.

For all but six months of his Government service, Mr. Booth has worked the night shift, taking advantage of his off-duty hours to contribute to the community. He has been a volunteer fireman, and his door has always been open to children in his neighborhood. He and his wife are veteran foster parents.

"I'm from the old school," he says. "If I can help someone, I'm there. I only hope to look back someday and say that I was always there to help, never to hurt." □



Lester O. Booth is honored by his colleagues. Behind him is Phillip Tlnney, an executive in the

Office of Information Management. (State Department photo by Ann Thomas)

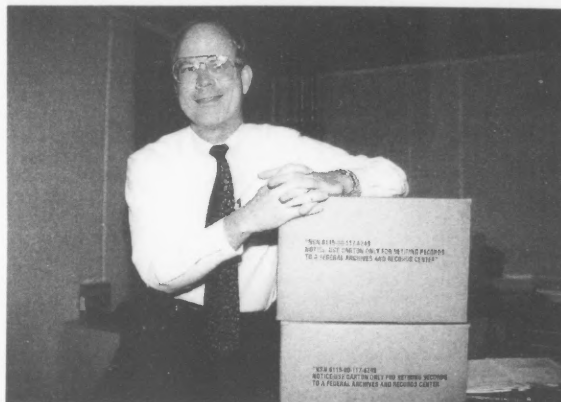
## 'You can't take it with you' is the refrain of the records man

As the official records officer at State, deciding which sets of papers must stay here and which may go, Kenneth Rossman says he's fascinated by a job that "provides an interesting window on what's going on in the present, as well as the past."

The chief of the administration bureau's records management branch spent 18 years at the National Archives before coming here two years ago. He assisted Presidents Nixon and Ford with their memoirs, helped Ladybird Johnson set up the L.B.J. Library in Texas and played a role in preserving the records of both Kennedy assassinations.

At State, he reviews the files of departing ambassadors and other officials to determine what they can take with them when they leave.

"When Secretary Baker left, we went over his files," Mr. Rossman says. "He took only two boxes with him. That's unusual for a Secretary of State. Most of his predecessors have taken several. Mr. Baker took only his key documents—briefing papers and records of cabinet meetings, for example. These records will keep him abreast of what he was thinking when historical developments took place. He can use them to write his memoirs. I was pleased that he took so few documents



**Kenneth Rossman, with boxes slated for storage, either at the National Archives or at the**

because it showed he had confidence in the people at State to preserve his records in a responsible way."

Mr. Rossman tries to ensure that departing officials don't take classified or sensitive information (medical or personnel files, for instance), and that the records they do take are photocopies, rather than originals. "It's my job to say: 'Mr. Ambassador, that doesn't belong to you,'" he says.

"When I work with the top officials, I often tell them a story to put them at ease before we go over their records. Several years ago, I was driving on a highway in California with my 10-year-old son, when we saw a policeman stop another driver. My son said: 'Daddy, how much does a policeman make?' I said: 'Oh, about as much as I do.' My son

**Department's records center in Hyattsville, Md.**

said: 'But Daddy, what he does is so much more important!'

"I tell this story to make it known that I'm not the records 'cop' of the Department; I'm an adviser. I'm not out to blow the whistle on anybody, but if someone wanted to cart away dozens of boxes of files or remove sensitive material, that would be a violation of law and I'd stop him or her. I'd call the legal adviser or the inspector general if necessary.

"So far, I've encountered little resistance here. I worked with one individual who wanted to take his chronological file, which contained adverse personnel actions against some of his staffers. I thought this might violate the privacy of these individuals, so I recommended against it.

"One official wanted to take

his personal notebooks. This can be a sticky area. I got my staff together, and we went over the notebooks to try to determine whether they were, in fact, private notes, or official records that should remain in the Department. Eventually, we decided that the notes amounted to a kind of stream-of-consciousness document that would probably be useful only to the individual himself.

"Another officer wanted to take files on some former hostages, which he had brought with him from a previous job. I advised him that it would be more appropriate for these records to be stored at State, and he agreed. Most people want to do the right thing; it's just a matter of educating them."

In addition to advising top officials, Mr. Rossman assists rank-and-file employees. He says: "I conduct classes at the Foreign Service Institute and at posts overseas on the need for accurate recordkeeping—what should be filed, how long records should be kept, when they should be retired.

"The Department is highly visible to historians and journalists, and the courts have made it clear that these people must have access to our files. Our records are much in demand. State's central file—consisting of cable traffic, congressional letters and other key documents—is highly sought-after by archivists. And our freedom-of-information requests are the highest of any agency except the F.B.I.'s. So preserving these records is an important task."

—BARBARA QUIRK □

**Management**  
**Gonatas, Marina R.**, Office of Legal Adviser, Office of Executive Director  
**Gotoh, Yoshiaki**, Foreign Service Institute, Asian and African Languages  
**Hairston, Valerie Kay**, Office of UN Political Affairs  
**Hogan, Idora E.**, New Orleans Passport Agency  
**Kim, Jina**, Bureau of

Administration, Freedom of Information  
**Koerner, Andrew Scott**, Oceans bureau, Office of Executive Director  
**Lee, Cheung Hau**, Medical Services  
**Liao, Wen Chen**, Foreign Service Institute, Asian and African Languages  
**Lomax, Erika L.**, Intelligence and Research, Office of Executive Director

**Lopez, Rose Ann**, Office of the Secretary  
**McKee, Dennis Alan**, Politico-Military Affairs  
**McLeod, Mary Elizabeth**, Office of Legal Adviser  
**Pinkley, Lori Leigh**, Politico-Military Affairs  
**Price, Sheila J.**, Office of Deputy Secretary  
**Regan, William W.**, Diplomatic Security, Physical Security Programs

**Renwick, Lisa Van't Hoff**, Bureau of Administration  
**Ricciardi, Coreen Louise**, Delegation to Open Skies Conference  
**Scharf, Michael Paul**, Office of Legal Adviser  
**Sheldrick, Heather C.**, Bureau of Administration, Information Management  
**Washington, Elizabeth Ann**, Bureau of Consular Affairs, Passport Services

## Retirements

**Carter, James V.**, Bureau of Administration, Telecommunications Operations

**Griffin, Mary Ann**, Bureau of Administration, Office of Allowances

**Howarth, Josette Paule**, Foreign Service Institute, Romance Languages

**Lee, Shirley A.**, Foreign Service Institute, Country and Regional Training Programs □

## Raters are commended

The following officers have been commended for the quality of the performance rating reports they have prepared on their subordinates:

### Senior Executive Service

**Reginald Bartholomew**  
David A. Colson  
Randall M. Fort  
Jill E. Kent  
Alan J. Kreczko  
Michael J. Matheson  
Phyllis E. Oakley  
Richard J. Smith  
Edwin D. Williamson

### Performance Management Recognition System

**Raymond V. Arnaudo**  
E. Richard Atkinson  
John A. Barcas  
Gary Bobbitt  
Jerome Bosken  
Anita L. Botti  
William J. Brencick  
David E. Brown  
Eleanor Busick  
Robert L. Caffrey  
William L. Camp  
Bruce E. Carter  
James Chamberlin  
Vincent Chaverini  
Priscilla A. Clapp  
Marguerite Coffey  
Robin DeLaBarre  
Tim Dixon  
Larry Emery  
Richard Fath  
Robert S. Gelbard  
M. Dixie Goodrich

**Margaret Grafeld**  
Peter Gurvin  
Steven Hartman  
Jean Hartung  
Andrienne B. Hatchett  
Carolyn P. Holliday  
Douglas R. Hunter  
Leslie Jacobs  
James Kelley  
Glenn W. LaFantasie  
Natalie Lee  
Frank Machak  
Richard Maroney  
Gary Maybarduk  
Thomas McGrath  
Brunson McKinley  
M. Ann Morgan  
James Murphy  
James C. Murray  
Betty Ng  
Thomas Nightengale  
Donald F. Patierno  
Edward J. Perkins  
Carl Petchik  
Harry W. Porter III  
Roger Raslavsky  
Ronald Reams  
Robert Reinstein  
Norman W. Runkles  
Elden Russell  
Frank Sass  
James Schoonover  
Amy L. Schwartz  
Richard T. Scully  
William Z. Slany  
Richard J. Smith  
Joseph C. Snyder III  
Carles Stout  
Robert Surprise  
Carlton Thorne

### Performance Management System

**Joseph Acquavella**  
Earl Ambre  
David Ames  
Avery Anderson  
Edward Archer  
Barbara Arnett  
Sedat Asar  
Mary Aylward  
George Baker  
Ann M. Barrett  
Shirley J. Beard  
Janet E. Beik  
Regina L. Belt  
Renee Bemish  
Robert Berger  
Edward A. Betancourt  
Lawrence Biro  
Sharon Bisdee  
Bonna Bonnard  
Clinton Boushell

**Lana Bradley**  
Carlus Breland  
William Brencick  
Ralph E. Breslar  
Jack Briggs  
Joseph Brookman  
William Brown  
Richard Bruno  
Jack M. Bryant  
Robert Bubniak  
Bohdan Bulawka  
Pamela Bundy  
June Callahan  
William L. Camp  
John Campbell  
Lance Casady  
Walter Cate  
Lois A. Cesarini  
Daniel Chapman  
Donald Charlson  
Priscilla A. Clapp  
Melvin Clark  
William Clarke  
Dan O. Clemmer  
Nellie Clemons-Green  
Steven Coffey  
Andrew Corsun  
Steven Cox  
Helen J. Daniels  
Roger Dankert  
Donald Daymont  
Alex De La Garza  
Stephen Dingbaum  
Charlotte Dudley  
Francis Dulemba  
Thomas Duncan  
John Durbin  
Lynwood Eaton  
David Epstein  
Robert Essington, Sr.  
Brenda Evenski  
Theresa Farrell  
John Feldman  
Richard Feltault  
James Ferguson  
Dennis Finnerty  
Robert W. Fitts  
Dorothy Flaak  
Marsha Frost  
Howard Gadsick  
Kim Gallant  
Margarita Geoghegan  
George Goodrich  
M. Dixie Goodrich  
Gary Gower  
Margaret Grafeld  
Charles Greco  
Karen H. Groomes  
Rose Grover  
Charles Gurney  
Danuta Guzowski  
David Haas  
Patricia Harrington  
F. Allen Harris  
Jeanne Hassan  
John Hedges

**Charles Hellmann**  
Timothy Henderson  
Alan Herto  
J. Stephen Hipson  
Mary Stone Holland  
Robert G. Houdek  
Richard Howard  
Douglas Hunter  
Kenneth Hunter  
Sharon Hurley  
Richard Iselin  
Andrea Jones  
Mary J. Jones  
Mary Kavaliunas  
Barry J. Kefauver  
John E. Kelley  
Catherine Kemp  
LaRae Kemp  
Elizabeth Elliott Kimmel  
Ronald Kirkpatrick  
Emily Krantz  
Sandra Kristoff  
Paul Larsen  
Gary Latham  
James Lawrence  
Natalie Lee  
Melvyn Levitsky  
Joan Lewis  
John H. Lewis  
Sue Li  
Jennifer Long  
Frank Machak  
Thomas Macklin  
Annie R. Maddux  
Richard Maroney  
Lionel Martin  
Carl Matthews  
Francis Matthews  
Gregory Mattson  
Mary Matzen  
Howard Mayo  
Margaret McKelvey  
Brunson McKinley  
J. Phillip McLean  
Thomas McMahon  
Maria Melchiorre  
John Mermel  
Charles Mills  
Arthur Mock  
Kendall Montgomery  
M. Ann Morgan  
Gay William Mount  
Dan W. Mozena  
William Mullican  
Richard Natale  
Susan Neher  
Philip Nichols  
Harold Niebel  
Jean Nodzon  
Steven J. Nolan  
Fayeann Novak  
Gary Padgett  
Anne Patterson  
William Penn  
Sandra Penny  
Hinda Perdeaux

**Frances Perros**  
Lee Peters  
Elizabeth Pratt  
Robert M. Pringle  
Martin Prochnik  
Douglas Proops  
Thomas Raezer  
Lorna Ramsey  
Edward Ramotowski  
Michael Ranneberger  
Ronald Reams  
Sidney Reeves  
Daniel Reifsnnyder  
Nicholas J. Ricciuti  
Eric Ries  
Yasuko Riggs  
Harold Rinier  
Richard E. Ristaino  
Janie Robinson  
Royce A. Rock  
Alpha Rose  
Gary Rosiecki  
Kenneth Rossman  
Neil Rudd  
Karen McGuire Rugh  
James Sandlin  
Karl Sanger  
John F. Scott  
Veronica Scott  
Nancy Serra  
Daniel Sheerin  
Stephen Shogi  
Kathleen Siljegovic  
H. Richard Sindelar  
Jacqueline Smith  
Kay Smith  
Anne Snuggs  
Seaton Stapleton  
Carles Stout  
Richard J. K. Stratford  
Robert Surprise  
Kenneth Sykes  
Albert Thibault  
Clifford Thomas  
Joyce Thomas  
Joseph Tolson  
Ruben Torres  
Steven Turkel  
Sandra Ulmer  
Margaret Uyehara  
Thomas Vaik  
Robert Walker  
Barrie Walkley  
Juanita Waters  
Mary Robin Waters  
John Watson  
Sanford Watzman  
Daniel Webber  
Robert Weitzel  
Evelyn Whitaker  
Mae Whitehead  
Wesley Williams  
James Willis  
Michael Woods  
James Woolfork  
S. Donald Youso ■

# FOREIGN SERVICE PERSONNEL

## Appointments

Abbott, Nancy Jean, Manila  
 Adams, Kelly E., Sofia  
 Anderson, Curt M., Bonn  
 Asdourian, Terri, Nairobi  
 Bailey, Michael A., Mexico City  
 Baxter, Richard A., Toronto  
 Bechelani, Alicia, Hermosillo  
 Bednarik, Justine N., Abidjan  
 Bigelow, Kenneth J., Mexico  
 Bowker, Elizabeth Allyn, Ottawa  
 Brasfield, Kathleen L., Pusan  
 Brayshaw, Lester M., Specialist Intake  
 Brown, David Edward, Beijing  
 Brown, Melissa G., Lome  
 Bruce, David, Moscow  
 Charlton Jr., John F., Lomé  
 Clayton, Teresita A., Dhaka  
 Constantopoulos, Alexander, Specialist Intake  
 Couch, Mark T., Specialist Intake  
 Curran, Sylvia Reed, Beijing  
 Davis, Ernest E., Brazzaville  
 De Santo, Cathy Anne, Banjul  
 De Vos-Dunn, Aletha Curtis, Kathmandu  
 Del Rossi, Monica P., Brussels  
 Dochin, Charlene S., Bangkok  
 Espada, Eduardo Juan, Mexico City  
 Estrada, Constance H., Lima  
 Felt, Emily C., Toronto  
 Fichte, Eric A., Matamoros  
 Fisher, Richard B., East Asian and Pacific Affairs  
 Fleming, Colin W., Toronto  
 Fletcher, Kimberly F., Luxembourg  
 Fowler, Lisa A., La Paz  
 Galbraith, Peter W., Zagreb  
 Galmetzer-Shemanski, Karin, Islamabad  
 Garringer, Tracy E., Bangkok  
 Gebrekidan, Meskerem, Nouakchott  
 Gerblick, Julie M., Bangkok  
 Gilmore, David N., Specialist Intake  
 Glaitiff, Tracy Lynn, Calgary  
 Graff, Mariaelisa, Brussels  
 Griffin, John Michael, Nassau  
 Haag, Elizabeth L., Hong Kong  
 Haines, Sabrina Maria, N'Djamena  
 Hancock, Jason, Moscow  
 Handel, Deanna Elline, Khartoum  
 Harris, Petra Helen, Bridgetown  
 Hayes, Angela Regina, Bogota  
 Henke, Marcia K., Specialist Intake  
 Hoschouer, Natividad A., Bonn

Hough, Lisa L., Beijing  
 Howard, Anna M., Lusaka  
 Hull, Timothy L., Specialist Intake  
 Huxtable, Philip, Monrovia  
 Ivory, Misuzu M., Sydney  
 Johnson, Yuliana, Beijing  
 Knudsen, Christine, Libreville  
 Kramer, Sohair W., Khartoum  
 Krauss, Neil, Lusaka  
 Leaphart, Stephanie, Bamako  
 Lewis, Lisa R., Montreal  
 Lora, Nancy P., Bangkok  
 Lutz, Gerald L., Specialist Intake  
 Mahoney, Sossi M., Sanaa  
 Maldonado, Robert B., Tel Aviv  
 Martin, Joanne M., Shenyang  
 Martinez, Ricardo L., Bandar Seri Begawan  
 Martinez, Sylvia A., Kingston  
 McAmis, Haydee, Bogota  
 McGlothlin, Kevin, Port Louis  
 McSherry, Natalie M., Suva  
 Milburn, Elena, Ciudad Juarez  
 Monroe, William T., Beijing  
 Moye, Judy, Moscow  
 Moyle, Christa A., Bonn  
 Mulfinger Orozco, Julia, Hermosillo  
 Nelson, Karen G., Specialist Intake  
 O'Byrne, Deidre G., Dublin  
 Olsen, Elizabeth Ann, Kampala  
 Olson, Lori A., Niamey  
 Peterson, Sandra B., Nouakchott  
 Pineda, Stella L., Monterrey  
 Poland, Gretchen D., Tunis  
 Post, Mark A., European Affairs  
 Ratchakamin, Heidi, Udorn  
 Reel, Glenna S., Bangkok  
 Rickert, Gerd Granstrand, Bucharest  
 Riegg, Julie C., Colombo  
 Riesland, C. Joan, Khartoum  
 Sammis, John Frederick, Beijing  
 Schmidt, Carol A., Bonn  
 Schwab, Francis, Chile  
 Schwartz, Barbara L., Specialist Intake  
 Senecal, Deanne M., Istanbul  
 Silguero Maness, Yolanda, Luxembourg  
 Slack, Micheal Dean, Guangzhou  
 Smith, Daisy, La Paz  
 Sowinski, Patricia A., London  
 Sullivan, Ana Maria, San Salvador  
 Tansey, Robert Joseph, Beijing  
 Thompson, Francesca, Paris  
 Tomasi, Marie D., Budapest  
 Vick, Susan Ann, Calgary  
 Waldo, Jeffrey Scott, European Affairs, Post Management Branch  
 Walker, Diane Marie, Windhoek

Waller, James G., Treasury Department  
 Ward, Randolph E., Bonn  
 Watson, Cecilia-Marina, Barranquilla  
 Weinstein, Tanya, Conakry  
 Weinstein, William, Beijing  
 West, Dianne K., Hong Kong  
 Whitehead, Agathe M., Bangui  
 Williams, Karen Lorraine, Windhoek  
 Williams, Kenton, La Paz  
 Wills, Regina Mancusi, Brussels  
 Wingate, Patrick, Moscow  
 Wong, Charles T., Bureau of Personnel, Summer and Intern Programs  
 Young, Nancy V., Rio de Janeiro

## Transfers

Adair, Marshall P., Foreign Service Institute, Functional Training to Southern European Affairs  
 Aiston, Kevin C., Nuclear Risk Reduction Center to Central African Affairs  
 Alexander Jr., Norman, Visa Services to Bureau of Personnel, Examination Division  
 Allsbury, Thomas C., Diplomatic Security to Office of Inspector General  
 Alvarez, Mirta, International Organization Affairs to Human Rights and Humanitarian Affairs  
 Andrews Jr., Alexander G., Libreville to African Affairs  
 Arndt, John R., Inter-American Affairs to U.S. Congress  
 Aspell, William T., Bangkok to Phnom Penh  
 Barreyro, Hector P., Santo Domingo to Consular Fraud Prevention Programs  
 Baum, Harold C. M., Visa Services to Inter-American Affairs, Office of Policy Planning and Coordination  
 Bean, James Warren, Foreign Service Institute, University Training to Operations Center  
 Beede, Christopher James, Economic and Business Affairs, Office of Investment Affairs to Office of Bilateral Trade Affairs  
 Beyrle, John Ross, Vienna to Executive Secretariat  
 Bonkowsky, Elizabeth L., Foreign Service Institute, Language Training to Nuclear Risk Reduction Center  
 Brakel, Willem H., Foreign Service Institute, Economic-Commercial Training to African Affairs, Economic Policy Staff  
 Brattain, Steven M., Manama to Bonn  
 Briggs, Jacquelyn L., Operations Center to West African Affairs/Francophone  
 Buehrer, Wayne A., Moscow to Bangkok  
 Bushnell, Prudence, Foreign Service Institute, Functional Training to African Affairs  
 Carle, Lisa M., Paris to Economic and Business Affairs, Office of Investment Affairs  
 Carper, John F., Tegucigalpa to Diplomatic Security, Policy Coordination Staff  
 Caudill, Mark A., Kuwait to Near Eastern and South Asian Affairs  
 Cheever Jr., Francis S., Foreign Service Institute, Language Training to Nuclear Risk Reduction Center  
 Chiocco, Ralph D., Foreign Service Institute to San Salvador  
 Cleary, Colin Michael, Foreign Service Institute, Language Training to Warsaw  
 Coates, Joyce E., Hamburg to Career Mobility Program  
 Connerley, John Alan, Consular Affairs, Consular Systems Division to Inter-American Affairs  
 Conrad, Robert A., Bureau of Diplomatic Security, Office of Physical Security Programs, Project Coordination Branch, DAS for Countermeasures & Counterintelligence to Bureau of Diplomatic Security, Office of Protection, Dignitary Protection Division, Deputy Asst. Secretary for Operations  
 Cooper, James Ford, Office of the Deputy Secretary to Inter-American Affairs  
 Covey, James P., Near Eastern and South Asian Affairs to Office of the Deputy Secretary

**Crawford, Randy G.**, Diplomatic Security, Secretary's Detail to Diplomatic Security, Miami Field Office

**Daughton, Thomas F.**, Rabat to Near Eastern and South Asian Affairs

**Dean, Margaret M.**, Intelligence and Research to Near Eastern and South Asian Affairs

**Desrocher, John P.**, Bonn to Operations Center

**Dillon Jr., Raymond W.**, African Affairs to Nuclear Risk Reduction Center

**Dittmer, Clark M.**, Diplomatic Security to Intelligence and Research

**Donahue, Kathleen E.**, Kinshasa to Paris

**Donoghue, Daniel John**, Bureau of Personnel to Bureau of Administration, Beltsville Communications Center

**Dudley, Anthony A.**, East Asian and Pacific Affairs to Jakarta

**Dudley, James Lawrence**, Foreign Service Institute, University Training to Santiago

**Dunn, Terrence James**, Colombo to Near Eastern and South Asian Affairs

**Edgett, Russell**, Intransit-Thailand to Hermosillo

**Eisenbraun, Stephen E.**, U.S. Congress to Operations Center

**Ellsworth, Matt Allen**, Foreign Service Institute, Language Training to Nuclear Risk Reduction Center

**Farago, Natalie**, Monterrey to Kiev

**Farrar, Jonathan D.**, Inter-American Affairs to Office of Counselor of the Department

**Ferguson, Kevin L.**, Frankfurt to Washington Regional Diplomatic Courier Division

**Finegan, John Joseph**, Tegucigalpa to Frankfurt

**Floyd, Jane Miller**, Pacific Island Affairs to Suva

**Fort, Jane Anderson Benton**, European Affairs, Russian and Security Affairs Division to Foreign Service Institute, Language Training

**Frank, Ralph**, Foreign Service Institute, Functional Training to Near Eastern and South

Asian Affairs, Office of Executive Director

**Froman, David F.**, Bureau of Administration, Information Management to Belgrade

**Fuller, Gerry William**, Human Rights and Humanitarian Affairs to Visa Services

**Gamble, Roger R.**, Office of Chief Financial Officer to Office of Under Secretary for Management

**Ganzer, Ann K.**, Office of Under Secretary for Management to Inter-American Affairs, Office of Executive Director

**Geisel, Harold W.**, Moscow to Office of Under Secretary for Management

**Goodspeed, Daniel Edward**, International Communications and Information Policy to Near Eastern and South Asian Affairs

**Gowen III, George A.**, Paris to Economic and Business Affairs, Office of Cocom Affairs

**Grabow, George F.**, Diplomatic Security, Anti-Terrorism Assistance Division to Jakarta

**Graze, Deborah E.**, U.S. Congress to Operations Center

**Greenfield, Lafayette M.**, Career Mobility Program to Nairobi

**Grobel, Olaf**, Foreign Service Institute, Country and Regional Training Programs to School of Professional Studies

**Hall, John Martin**, Intelligence and Research to Foreign Service Institute, Language Training

**Halstead, Ted William**, Seoul to Bureau of Personnel

**Harden-Wasson, Kathleen**, Diplomatic Security, Los Angeles Field Office to Manila

**Harris, F. Allen**, African Affairs, Office of Regional Affairs to Bureau of Personnel

**Hayes, Joseph E.**, Foreign Service Institute, National Defense University to East Asian and Pacific Affairs, Office of Economic Policy

**Henzel, Christopher Paul**, Operations Center to Near Eastern and South Asian Affairs

**Herbst, John E.**, Tel Aviv to Near Eastern and South Asian Affairs

**Heskin, Carolyn I.**, Bureau of Personnel, Examination Division to Office of Foreign Buildings, Operations and Post Support Office

**Hollenbeck, Gerald Donald**, Khartoum to Diplomatic Security, Counterintelligence Programs

**Hough, Evan Thomas**, Foreign Service Institute, Language Training to Beijing

**Hughes, Miriam K.**, Bureau of Personnel to Foreign Service Institute, Language Training

**Hunt, Janice E.**, Office of Chief Financial Officer to Bureau of Personnel, Examination Division

**Hutson, Thomas R.**, European Affairs to Bridgetown

**Johnson, Eley M.**, Paramaribo to Accra

**Johnson, Gilbert Matthew**, Bureau of Personnel to Economic and Business Affairs, Office of Bilateral Trade Affairs

**Johnson, Judith Rodes**, Intelligence and Research to Brussels

**Johnson, Shelley E.**, Office of Foreign Missions, Travel Division to Consular Fraud Prevention Programs

**Jones, Richard H.**, Foreign Service Institute, Functional Training to Near Eastern and South Asian Affairs

**Justesen II, Benjamin R.**, Singapore to Politico-Military Affairs

**Kamian, Harry R.**, Pre-Assignment Training to San Salvador

**Kauffman, Edward J.**, Casablanca to Bureau of Administration, Information Management

**Kauzlarich, Richard Dale**, European Affairs to Office of the Secretary, New Independent States

**Kavanagh, Julie Lynn**, Rio de Janeiro to Politico-Military Affairs

**Keegan, Patricia King**, East Asian and Pacific Affairs, Office of Assistant Secretary to Inter-American Affairs, Office of Assistant Secretary

**Kennon, Mark R.**, Beijing to

## Anapestic Assignments

BY EBP

*There was a person assigned to Baku  
Who at first wasn't sure of what to do.  
He thought that it was in the Far East, near Taiwan,  
But upon learning it was in Azerbaijan,  
Packed his bags and airfreight,  
and off he flew. □*

Operations Center

**Kent, George P.**, Pre-Assignment Training to Tashkent

**Keogh-Fisher, Susan E.**, Dean and Virginia Rusk Fellowship to African Affairs

**Kilway, Michael J.**, Near Eastern and South Asian Affairs to Riyadh

**Kirby Jr., William A.**, Bureau of Personnel to Near Eastern and South Asian Affairs

**Kleinwaks, Elise H.**, Foreign Service Institute, Language Training to East Asian and Pacific Affairs

**Kompa, Marianne**, Foreign Service Institute to Career Mobility Program

**Kragen, Robert Edward**, Diplomatic Security, Office of Security Technology to Frankfurt

**Kushner, Todd Andrew**, Economic & Business Affairs, Office of Bilateral Trade Affairs to Office of Food Policy Programs

**Lalas, Steven J.**, Athens to Bureau of Personnel

**Lebeau, John J.**, Hamburg to European Affairs

**Levine, Jeffrey D.**, Operations Center to Eastern European Affairs

**Likins, Rose M.**, Office of the Deputy Secretary to Foreign Service Institute, Language Training

**Limprecht, Joseph A.**, Near Eastern and South Asian Affairs to Bureau of Personnel

**Lindsey, Edward G.**, Islamabad to Near Eastern and South

- Asian Affairs
- Littrel Jr., Warren E.**, Bureau of Administration, Information Management to Cairo
- Luftman, Eric Wade**, Foreign Service Institute, Language Training to East Asian and Pacific Affairs
- Mack, David L.**, Near Eastern and South Asian Affairs to Politico-Military Affairs
- Magnusson, Lori G.**, Intelligence and Research to Central African Affairs
- Manger, Walter H.**, Bureau of International Communications and Information Policy to International Organization Affairs
- Martinez, Elizabeth Lee**, East Asian and Pacific Affairs to Foreign Service Institute, Language Training
- Matthews, Matthew John**, Foreign Service Institute, Economic-Commercial Training to Inter-American Affairs
- Mauger III, G. Nicholas**, Foreign Service Institute, Language Training to Kuala Lumpur
- Mauro, Jeffrey D.**, East Asian and Pacific Affairs to Manila
- McCall, Louis A.**, Office of Inspector General to East Asian and Pacific Affairs
- McCarthy, Michael**, Bangkok to Colombo
- McCoy, Frank Venson**, Bureau of Personnel, Assignments Division to Career Mobility Program
- McGehee, Scott M.**, Paris to Near Eastern and South Asian Affairs
- McGuinness, Margaret E.**, Operations Center to Office of the Secretary
- McLean, Martin**, Foreign Service Institute to Bureau of Personnel, Examination Division
- McMullen, Ronald Keith**, Department of the Army to Near Eastern and South Asian Affairs
- McNamara, Thomas E.**, Office of Counter-Terrorism to Politico-Military Affairs
- Melrose Jr., Joseph H.**, Office of Chief Financial Officer to Bureau of Personnel
- Minahen, Sharon Louise**, Bureau of Administration, Information Management to Career Mobility Program
- Ming, Lili**, Bureau of Personnel, Assignments Division, to Majuro
- Moller, Patricia N.**, Intelligence and Research to East Asian and Pacific Affairs
- Montgomery, William Dale**, Office of the Deputy Secretary to International Narcotics Matters
- Mortimer, Lesley J.**, Foreign Service Institute, University Training to Quito
- Newton, David G.**, Politico-Military Affairs to Office of Inspector General
- Nichols, Brian A.**, San Salvador to Executive Secretariat
- Nist, Theodore Arthur**, European Affairs to Foreign Service Institute, Language Training
- Norman, Robert L.**, Izmir to Belgrade
- O'Donnell, Lee Young-Eun**, Executive Secretariat to East Asian and Pacific Affairs
- O'Donohue, Peter Adams**, Foreign Service Institute, Language Training to Nuclear Risk Reduction Center
- O'Keefe, Francis M.**, Nouakchott to African Affairs
- Olechna, Dennis A.**, Berlin to European Affairs
- Owens, Barbro Appelquist**, National Security Council to Politico-Military Affairs
- Paige, Bonnie Frank**, Office of Chief Financial Officer to Foreign Service Institute, Language Training
- Paschyn, Bohdan Y.**, Bureau of Administration, Office of Assistant Secretary to Office of Foreign Buildings, Latin America Area Branch
- Patterson Jr., Robert E.**, Intelligence and Research, Russia Division to Office of UN Political Affairs
- Patterson, Mildred Anne**, Consular Affairs, Citizens Emergency Center to Intelligence and Research
- Paul, Christopher J.**, Bogota to Tashkent
- Perito, Robert M.**, East Asian and Pacific Affairs to International Narcotics Matters
- Pfarr, Cameron D.**, Berlin to European Affairs
- Pierce, William Allen**, Riyadh to Bureau of Personnel, Assignments Division
- Pope, Edward Carl**, Office of Under Secretary for Management to Office of Foreign Buildings, European and Canadian Area Branch
- Quinn, Charlotte A.**, European Affairs to Warsaw
- Ratner, Jacqueline**, Bogota to Bureau of Personnel
- Regnier, Michael N.**, Khartoum to African Affairs
- Reuther, David E.**, Near Eastern and South Asian Affairs to Politico-Military Affairs
- Rice, Diane B.**, Bureau of Personnel, Senior Officer Division to Near Eastern and South Asian Affairs
- Rice, Gregory M.**, La Paz to Tashkent
- Richard, Christopher J.**, Office of UN Social and Refugee Affairs to Foreign Service Institute, Language Training
- Rohrer, Bradley D.**, Frankfurt to Diplomatic Security, Office of Security Technology
- Rowe, Leslie Ventura**, Inter-American Affairs to Bureau of Personnel, Examination Division
- Rowe, Paul Edward**, Foreign Service Institute, University Training to Dhaka
- Rushing, Charles E.**, Politico-Military Affairs to Executive Secretariat, Office of Executive Secretary
- Russell, Daniel A.**, European Affairs to Office of Under Secretary for Political Affairs
- Russell, Theodore E.**, Environmental Protection Agency to Bureau of Personnel
- Ryan, Douglas P.**, Inter-American Affairs to East Asian and Pacific Affairs, Office of Economic Policy
- Sambaiew, Nancy H.**, Foreign Service Institute, Language Training to Moscow
- Sambaiew, Vladimir Peter**, Bureau of Personnel to Moscow
- Saums II, Edmund Robert**, Economic and Business Affairs to Foreign Service Institute, Language Training
- Schifferdecker, Arnold P.**, Oceans Bureau, Office of Environmental Protection to Bureau of Personnel, Examination Division
- Schilling, John W.**, Diplomatic Security, Dignitary Protection to Bureau of Personnel
- Schroeder, Beverly A.**, Cape Town to Bureau of Personnel, Office of Employee Relations
- Sens, Andrew D.**, Inter-American Affairs to Office of Counselor of the Department
- Shapiro, David M.**, Politico-Military Affairs to Intelligence and Research
- Sheppard, Gary**, Bogota to Diplomatic Security
- Shurtleff, Leonard G.**, Office of Under Secretary for Management to African Affairs, Office of Regional Affairs
- Silliman, Douglas A.**, Foreign Service Institute, Language Training to Islamabad
- Simons Jr., Thomas W.**, International Narcotics Matters to Office of the Deputy Secretary
- Singlaub, Mary Ann**, Bureau of Personnel to African Affairs, Office of Regional Affairs
- Smith, Daniel Bennett**, European Affairs to Department of Air Force
- Smith, Sandra Ruth**, Intelligence and Research to Bureau of Personnel, Assignments Division
- Smith, Thomas**, Inter-American Affairs to Bureau of Administration, Information Management
- Snell, Terry R.**, Office of the Secretary, Nonproliferation to Eastern European Affairs
- Snyder III, Joseph C.**, Bureau of Public Affairs to Office of UN Political Affairs
- Spiegel, John C.**, Office of Aviation Negotiations to Consular Fraud Prevention Programs
- Stafford Jr., Clarence O.**, Diplomatic Security, Physical Security Programs to Manila
- Stanton, William A.**, Islamabad to Office of Under Secretary for Political Affairs
- Starr, Karen**, Near Eastern and South Asian Affairs to Office of the Secretary

**Steele, Thomas A.**, International Organization Affairs to Intelligence and Research

**Steinberg, Donald K.**, Pretoria to National Security Council

**Stephens, Jerry M.**, Paris to Warsaw

**Stocking, Thomas E.**, Algiers to Diplomatic Security, Physical Security Programs

**Sullivan, Stephanie S.**, West African Affairs/Francophone to Office of Foreign Buildings, Africa Area Branch

**Sutphin, Paul R.**, near Eastern and South Asian Affairs to Foreign Service Institute, Language Training

**Swenson, Roger G.**, Politico-Military Affairs to Oceans bureau, Nuclear Technology Cooperation Division

**Tanner, David Lynn**, Bureau of Diplomatic Security, Washington Field Office to Office of Counterintelligence Programs

**Thomas Jr., Harry Keels**, Office of Under Secretary for Political Affairs to Operations Center

**Thomas, Kay M.**, Frankfurt to Office of Under Secretary for Management

**Timmer, Paul Norman**, European Affairs to Bureau of Personnel, Assignments Division

**Toms, Lowell Lamar**, Diplomatic Security, Office of Security Technology to Casablanca

**Tucker, John C.**, Foreign Service Institute, Language Training to Nuclear Risk Reduction Center

**Tulenko, Timothy Andrew**, Intelligence and Research to Politico-Military Affairs

**Undercoffer, Graham L.**, Lagos to African Affairs

**Van Vranken, Howard A.**, Operations Center to Near Eastern and South Asian Affairs

**Vernon, Daniel A.**, Honiara to Bureau of Personnel

**Vertocnik, Robert Anthony**, Diplomatic Security, Overseas Operations to Office of Foreign Buildings, Administrative Management

**Vogelgesang, Sandra Louise**, Bureau of Personnel to Office of Under Secretary

for Management

**Von Briesen, Mary**, Near Eastern and South Asian Affairs to Defense Department

**Wagner, Susan M.**, Foreign Service Institute, University Training to Office of Ecology, Health and Conservation

**Washington, Gilder**, Bridgetown to Bureau of Personnel

**Wayman, James L.**, Port-of-Spain to Operations Center

**Wells, Donald Eugene**, Consular Fraud Prevention Programs to Intelligence and Research

**Witt, Mary Hillers**, Operations Center to Bureau of Personnel

**Wray, Eugenia Leola**, Bureau of Personnel, Assignments Division to Inter-American Affairs

**Young, Andrew R.**, Hong Kong to Near Eastern and South Asian Affairs

**Young, Thomas M.**, Buenos Aires to Office of Chief Financial Officer

## Resignations

**Acosta, Olivia T.**, Niamey

**Ames, Nancie Ellen**, Leave-without-pay status

**Andersen, Lilith Peklic**, Freetown

**Balderas, Diana M.**, Bonn

**Bauer, Mary K.**, Arms Control and Disarmament Agency

**Bertsch, Sonia L.**, Bonn

**Bigelow, Kenneth J.**, Leave-without-pay status

**Bock, J. Richard**, Defense Department

**Chadwick, Colette P.**, Bureau of Administration, Information Management

**DeThomas, Karen**, Addis Ababa

**Duggan, Sheila Marie**, Nairobi

**Ensenat, Donald Burnham**, Bandar Seri Begawan

**Fiveash, Sharon L.**, Berlin

**Fleming, Teresa Elizabeth**, San Jose

**Gadsden, Sally F.**, Paris

**Ginyard, Karl A.**, East Asian and Pacific Affairs

**Goodwin, Gayle E.**, Manama

**Graham, Jacqueline**, Bonn

**Granara, William Eugene**, Tunis

**Harpole, John Christopher**, Bogota

**Holbrook, Tze-Chien**, Shenyang

**Holtzman, Daniel L.**, Economic and Business Affairs, Office of International Commodities

**Hughes, Diane Michele**, Brazzaville

**Huntsman Jr., Jon M.**, Singapore

**Jojola, Rudolph R.**, Bureau of Administration, Information Management, Voice Systems Branch

**Jones, Margaret A.**, East Asian and Pacific Affairs

**Kem, Toura Irene**, Phnom Penh

**Lalas, Steven J.**, Bureau of Personnel

**Lebarron, Mary E.**, Singapore

**Majewski, Susan M.**, Leave-without-pay status

**McKenzie, Connie**, Caracas

**McPartland, John Joseph**, Kingston

**Miracle, William Charles**, Foreign Service Institute

**Mitchell, Chrystal**, Tel Aviv

**Morse, Jan Louise**, Luxembourg

**Nixon, Margaret Charlene**, San Salvador

**Pascoe, B. Lynn**, East Asian and Pacific Affairs, Office of Assistant Secretary

**Poppe, Carol Ann**, Kuala Lumpur

**Powell, Russell A.**, Ashgabat

**Rink, Robert Brian**, Near Eastern and South Asian Affairs, Office of Regional Affairs

**Sartor, Iris R.**, Durban

**Sieloff, Maria V.**, Warsaw

**Sleeper, Astri T.**, Brussels

**Smith, Christine B.**, Bonn

**Smith, Daisy**, La Paz

**Strauss, Elaine M.**, Frankfurt

**Taylor, Bradley D.**, Canberra

**Tuttle, Julia R.**, Cairo

**Waldo, Jeffrey Scott**, Dakar

**Wan, Chui Lan**, Beijing

**Whitley, Julia**, Tel Aviv

**Willis, Sheree W.**, Kuala Lumpur

**Wing, Amparo C.**, Lima

## Retirements

**Bishop, James K.**, Human Rights and Humanitarian Affairs

**Bowker Jr., Donald L.**, Athens

**Fuller, Donald L.**, Bureau of Administration, Information Management, Cryptographic Systems

**Harrop, William C.**, Near Eastern and South Asian Affairs

**Hawes, John H.**, Diplomat-in-Residence

**Loomer, Marguerita H.**, London

**McRae, Barbara B.**, Brussels

**Schwab, Francis**, Chile

**Shaw, John B.**, Inter-American Affairs, Regional Center, Miami, Fla.

**Trail III, George A.**, Lagos

**Turner, Pauline E.**, New Delhi □

## Foreign Service nominations

The following presidential nominations have been confirmed by the Senate:

Foreign Service officers of Class 4, consular officers, and secretaries:  
**Frank J. Yacenda**

Consular officers and/or secretaries:  
**Alfred Ben Anzaldua**  
**Carroll Joseph Austin**  
**Gregory L. Avrakotos**  
**Tamara L. Baker**  
**David A. Beam**  
**Heidi L. Benner**  
**Drew Gardner Blakeney**  
**Donald Armin Blome**  
**Robert B. Boyles**  
**Daniel John Bushey**  
**Padraig Pearse Declan Byrne**  
**Kaye-Anne Canon**  
**Sally A. Cochran**  
**David Conforti**  
**Amy Lynn Dawson**  
**James Patrick DeHart**  
**Stephen A. Druzak**  
**Thomas S. Dyman**  
**Laura A. Eagleeye**  
**Mary Eileen Earl**  
**Linda Laurents Eichblatt**  
**Ruta Dainauskas Elvikis**  
**Margo Grimm Eule**  
**Stephanie Jane Fossan**  
**Jeffrey R. Gerlach**  
**Cecilia M. Guzik**  
**Christopher Scott Hegadorn**  
**Shirley J. Hervey**  
**Brian C. Hogan**  
**Thomas Scott Jennings**  
**Harry Russell Kamian**  
**Paul E. Kiechlin**  
**Marc E. Knapper**  
**Susan Michelle Kohn**  
**Margaret L. Konski**  
**Blair L. LaBarge**  
**William Scott Laidlaw**  
**Bernard Edward Link**  
**Lee MacTaggart**  
**David R. Marlowe**  
**James A. McNaught**  
**Carolyn P. Meisenger**



Eamon H. Moran  
 Mary Jane Pella  
 Jeffrey John Perry  
 Larry P. Pleasant  
 J. Bruce Prior  
 David F. Reames  
 Carl M. Rosene  
 Kai Ryssdal  
 Norman Thatcher Scharpf  
 C. Michael Schneider  
 Jennifer L. Schools  
 Paul F. Schultz III  
 Donald Mark Sheehan  
 John D. Shippy  
 Justin Hicks Siberell  
 Thomas Y. Sylvester  
 Anthony Syrett  
 Sergio Enrique Torres  
 Herbert Smith Traub III  
 Arnoldo Vela  
 J. Richard Walsh  
 Thomas J. Walsh  
 Benjamin Weber  
 Lauren Annis Wright  
 David K. Young  
 George J. Zimmerman  
 Darcy Fyock Zotter □

### Specialist tenuring

The Specialist Tenuring Board has completed its review of the files of candidates eligible for

tenure consideration at its March session. Granted career status:

Adams, Sarah  
 Bray, Robert  
 Callaway, James  
 Carter, Marlene D.  
 Chamberlain, Harry  
 Clayton, Rachel D.  
 Fairchild Jr., Lon C.  
 Feiser, Sharon E.  
 Fern, Daniel  
 Grider, Ronald M.  
 Hunt, Susan J.  
 Ioane, Falaniko A.  
 Ironfield, Sally B.  
 Jarman, Glenwood  
 Jensen, Peter K.  
 Jeffroy, Brigitte A.  
 Jolley, Mary B.  
 Kennedy, Scott M.  
 Leazier, John D.  
 Major, Laurie M.  
 Moore Jr., Harry H.  
 Pinzino, Luigina E.  
 Price, Richard C.  
 Rittenhouse, David M.  
 Roach, Carolyn J.  
 Smith, Janice G.  
 Starr, Larry F.  
 Strance, Sheryl Lynne  
 Swedberg, Dale  
 Turner, Mary M.  
 Vaughn, Deborah

Villines, Nelda  
 Wardman, Harold B.  
 Woolfork, James □

### Tenure board

The Commissioning and Tenure Board has completed its review of the files of candidates eligible for tenure consideration at its March session. The following have been granted tenure:

Aaron, M. Eugene  
 Aguiar, Mark A.  
 Amirthanayagam, Aruna  
 Bissonette, Bonita S.  
 Brocking, M. Elisabeth  
 Brokenshire, Kent C.  
 Carpenter, Paul S.  
 Cassidy, Joseph P.  
 Dunphy, Jacqueline Kay  
 Gibney, James S.  
 Holman, Amy Elizabeth  
 Hutchens, Daniel A.  
 Keiser, Glen C.  
 Kresen, Ellen K.  
 Lacina, Patricia A.  
 Larson, Karin L.  
 Lochman, Laura A.  
 Lukens, Lewis A.  
 McBryde, Doris  
 McCracken, James E.

Mozdzierz, William J.  
 Mullins, Michael C.  
 Nelson, Nancy J.  
 Newell, David T.  
 Novinger, George T.  
 Odlum, Geoffrey M.  
 Poulton, Lynette J.  
 Price, John T.  
 Reid, Earline M.  
 Rudensky, Maria M.  
 Samelson, Jeffrey L.  
 Schensted, David P. □

### Officers are commended

These officers were commended by the March session of the Commissioning and Tenure Board for the quality of the reports they prepared on their subordinates:

*Rating officers*  
 Ellice, Douglas  
 Gilmer, Paul G.  
 Jones, John M.  
 Grossman, Marc

*Reviewing officers*  
 Dillard, Diane  
 Gallucci, Robert  
 Mull, Stephen D. ■



**FOREIGN SERVICE INSTITUTE**—In Foreign Service secretarial training for entering personnel, standing (left to

right): *Stgrid Grant, Eunice Watson, Kevin Wood, Anne Goetz, Clara Conder, Carolyn Gough, Edith Tavakoli, Catherine Elliott,*

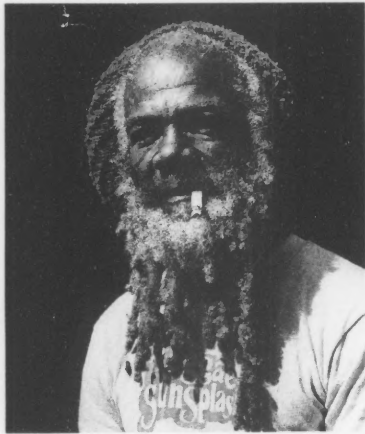
*Laura McCarthy, Helen Johnston, Penelope Tavenico, Madeleine Fortney, Barbara Findley.* Seated: *Sherie Worthington,*

*Glenys McPherson, Sandra Griffis, Betty McNaughton, Sharon Fiveash, Christine Fulena (instructor).*

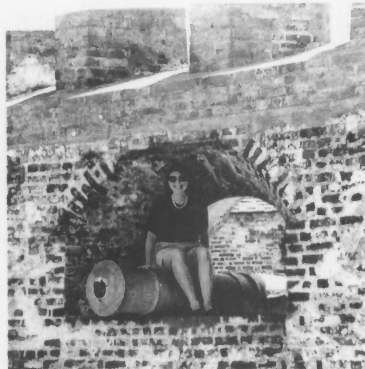
# POST OF THE MONTH

## KINGSTON

This embassy is in the capital of Jamaica, the third-largest Caribbean island, south of Cuba. U. S. Foreign Service people there are featured as part of STATE's continuing series.



A member of the Rastafarians, a native group. (Photo by Jamaica Tourist Board)



Liz Perry, wife of assistant general services officer Mark Perry, on a cannon at Fort Charles.



The embassy, which occupies four floors of the Mutual Life Building. (Photo by Jennifer Watt)



**Devon House, a restored mansion.**  
*(Photo by Jamaica Tourist Board)*



**Consul general John Vessey, with children Andrea and John, at a restaurant overlooking the city.**



**Consular officer Thomas Rice in the Blue Mountains.**



**Ambassador Glen A. Holden, center, with members of the Jamaica Society, from left: Virginia Loo Faris, Whilston Taylor, Jackie Wright, Madge Barnett, Henry Mallett.**



A Jamaican craftsman. (Photo by Jamaica Tourist Board)



Consular officer John Wecker and wife Cindy with their "catch of the day."



Cindy Wecker, wife of consular officer John Wecker.



Messenger Allan Livermore.



Consular officer *Eva Wigold* with a trophy she won at the Caymanas Polo Club.



Consular officers *Mark Leoni* and *Uzra Zeya* in the Blue Mountains.



Ambassador *Glen A. Holden* with *Teresa Daniels*, *Liz Perry*, *Miriam Kaiser*, *Linda Lipinski* and embassy children, at the ambassador's residence.



Secretaries *Ollie Giles*, left, and *Jenny Brenner*, on a bamboo raft.



*Claire and Laura Ballweg, daughters of political officer Tom Ballweg, at the commissary.*



*Jamaican men at Stony Hill. (Photo by Susan Fortney)*



*Consular officer Tom Rice and economic officer Herm Rossi at the peak of Blue Mountain.*



*Regional security officer Douglas Roberts outside the embassy.*



*Liz Perry, wife of assistant general services officer Mark Perry, displays a saber at the Jamaican craft market.*



*Labor attachè Ted Seay plays cricket.*



*Jamaican women in the marketplace.*



*Guard Donovan Russell.*



Ambassador *Glen A. Holden* and his wife at their farewell picnic.



Narcotics officer *Walter Davenport*.



In the Jamaican Carnival parade: consular officer *Mark Leoni* and Foreign Service national employees *Linda* and *Debbie Rickards*.



The ambassador's residence. (Photo by *Susan Fortney*) ■



# 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.**      **INSIDE THE BELTWAY**  
*Our neighbor had a heart attack and was saved by the paramedics. He told me it hit him out of the blue. Aren't there usually warning symptoms when a heart attack strikes?*

**A.**  
There usually are. The signals are (1) uncomfortable pressure, squeezing or pain in the center of the chest that lasts for more than a few minutes, or goes away and comes back; (2) Pain spreading to the shoulders, neck or arms; and (3) Chest discomfort, with light-headedness, fainting, sweating, nausea or shortness of breath.

If you have any of these signs or symptoms, you should seek help immediately. On occasion, people suffering from these symptoms discount them as "heartburn" or "gas," and lose precious minutes and hours in seeking medical assistance.

On the preventive side, may I emphasize the importance of maintaining your health with regular aerobic exercise, by not smoking, eating a heart-healthy diet, controlling your weight and blood pressure (with medication if necessary), as well as minimal use of alcohol. Perhaps you and your neighbor can walk briskly or jog together several times a week. Remember: if you haven't exercised regularly, start

slowly. If you're over 40 or have health-risk factors, check first with your doctor before you start an exercise program.

**Q.**      **EUROPE**  
*My father, who has resided in a good nursing home for several years (because of a hip problem), is now diagnosed as having Alzheimer's disease. On our recent home leave last year, we noted he had a tendency toward forgetfulness and a bit of frailness in his manner. What are the symptoms that establish and confirm this diagnosis?*

**A.**  
The symptoms of Alzheimer's are progressive, and do vary from person to person. In some instances there is a rapid decline, but generally the changes occur over a period of many months. At first, the experiences are minor and almost imperceptible and are usually attributed to an emotional upset or other physical illnesses. Eventually, however, the person becomes more forgetful, repeatedly, particularly about recent household events. The person may forget to turn off the oven or a TV, may misplace things, may take longer to complete a task that previously was commonplace (getting dressed, basic hygienic activities, etc.), or may ask the same question over and over.

As the disease progresses, patients become confused, restless, irritable and agitated. Their speech, judgment, concentration and overall orientation to their surroundings become affected. Eventually, they are totally incapable of caring for themselves. We don't know why these changes occur in the brain, but theories are being developed and tested in research laboratories. Most researchers agree that Alzheimer's is not caused by hardening of the arteries, nor is there evidence that the disease is contagious. Although emotional stress may affect the person's mood and behavior, it doesn't cause the disease. The changes that occur in an elderly Alzheimer's patient are sources of deep frustration for the patient as well as for family members who watch the changing behavior of their loved ones. It sounds like your father is in a good setting where a profes-

sional staff and full-time care is available for him. Your family should continue to visit, love and talk to him, treating him with the dignity he deserves.

**Q.**      **FAIRFAX CITY, VA.**  
*What is the difference between "good" and "bad" cholesterol? The numbers don't mean much to me although, comparing my results with the normal values, I can see that I am not in the recommended range.*

**A.**  
L.D.L. (low-density lipoprotein) cholesterol is the so-called bad cholesterol that can accumulate in artery walls. The process results in a buildup of plaque which is a condition called atherosclerosis, sometimes referred to as hardening of the arteries. H.D.L. (high-density lipoprotein) cholesterol is the so-called good cholesterol that evidently protects you against atherosclerosis by carrying excess cholesterol away from your artery walls. If your L.D.L. cholesterol level is too high, or your H.D.L. too low, you are at greater risk for coronary heart disease.

You want a low L.D.L. and a high H.D.L. number. You should discuss your results with your health-care provider, who will be knowledgeable about this and about the laboratory values that are reported to you. Remember: in addition to your dietary control, you can lower cholesterol by maintaining your ideal weight, by exercising regularly, and if you're a smoker, by stopping smoking.

**Q.**      **EAST AFRICA**  
*We've just arrived at a post where there are frequent power outages. Are there any guidelines on how long food is safe in refrigerators and freezers when the electricity is out?*

**A.**  
Our environmental health staff notes that a fully-stocked freezer will keep foods frozen for two days after losing power, if

you do not open the door. A half-full freezer can maintain its freezing power for roughly a day. Each time you open the door, air rushes in, reducing the freezer's effectiveness. Should the freezer be off for more than a day or two, you could put dry ice in it, if such a luxury is available at your post. Twenty-five pounds of dry ice should hold a 10-cubic-foot-full freezer below freezing for three to four days. If the freezer is half full, the same amount of dry ice will keep it stable for two to three days.

When power goes off in a refrigerator, you can normally expect your food-stuffs to stay cool for four to six hours, depending on how warm your kitchen is. Blocks of ice can be added to the refrigerator to keep it cool if there is a delay in getting the power returned. Obviously, if food is no longer cool to the touch when the refrigerator door is opened, dairy products, mayonnaise, meats and other perishables should be discarded. When in doubt, throw them out.

**Q.**

WASHINGTON

*What is a high-risk or "premium" pregnancy? I heard my doctor using those terms when talking about another woman in her office.*

**A.**

High-risk pregnancies are those where special care is required to bring the pregnancy to a successful conclusion—that is, to bring a healthy infant into the world without endangering the mother's health. Sometimes a pregnancy is considered risky because of the mother's health—for example, a mother with diabetes who uses insulin daily, or a woman who has a chronic condition such as lupus or heart disease. Pregnancy in these women must be carefully managed by their physicians in order to achieve a successful outcome.

On occasion, a high-risk situation can

occur in a woman as a result of the pregnancy itself, such as her developing high blood pressure during the pregnancy. Multiple births are also considered to be a higher risk for the mother and infants than just a single baby in the womb. Women who've had great difficulties in conceiving because of infertility problems are also considered to have high-risk pregnancies and are monitored cautiously through their pregnancies. Women who have difficulty maintaining a pregnancy—that is, those who have a tendency to have repeated miscarriages—require additional monitoring during their prenatal course. In addition, advanced maternal age (women delivering their first baby in their late 30's and any woman delivering in her 40's) puts one at greater risk for developing complications of pregnancy.

In every pregnancy, regardless of risk category, early prenatal care and continuous prenatal care throughout the pregnancy are key elements to a successful outcome for the mother and the baby. ■



**BRUSSELS, Belgium**—The tri-mission health clinic is opened by nurse *Lucy O'Rourke*, Dr. *Burnett Pixley*, and European Community Ambassador *James Dobbins*.



**SANTIAGO, Chile**—Nurse *Luisa Hawkes*, right, receives Meritorious Honor Award.

With her are *Maria de la Luz Correa*, and *Wayne E. Julian*.

# BUREAU NOTES

## THE SEVENTH FLOOR

### Office of the Secretary

SECRETARY CHRISTOPHER traveled to Cairo, Tel Aviv, Jerusalem, Damascus and Amman, August 1-6, to discuss the peace talks with officials in the Middle East. Accompanying him and serving as members of the advance team were executive assistant ELIZABETH JONES and her personal assistant, SUSAN EDWARDS; LIZ LINEBERRY, personal assistant to the Secretary; DENNIS ROSS, special Middle East coordinator, and his deputy, AARON MILLER; MAX ROBINSON, deputy executive secretary, Executive Secretariat; LYNWOOD M. DENT, executive director, Executive Secretariat; LYNN SWEENEY, computer specialist; Secretariat Staff officer EUGENE TADIE and line assistant PATTY GILLESPIE (advance team); the assistant secretary for public affairs, THOMAS DONILON, and his deputy and Department spokesman, MICHAEL MCCURRY, and special assistants MARY ELLEN GLYNN and JUDY WEBSTER; the assistant secretary for Near Eastern affairs, ED DJERJIAN, and his deputy, DANIEL KURTZER; and National Security Council staff member MARTIN INDYK. □

### Office of the Under Secretary for International Security Affairs

Under Secretary LYNN DAVIS addressed the Council on Foreign Relations, in New York, June 11, on cooperative security

and the United Nations . . . She participated in the Secretary's Open Forum, June 15 . . . She traveled to London, Bonn and Paris for discussions with the Coordinating Committee on Multilateral Export Controls (CoCOM), then proceeded to Moscow . . . On July 19 she led an interagency delegation to London, Paris and Beijing, to discuss the President's decision on nuclear testing . . . She visited Bonn and Tokyo to discuss Cocom issues, nonproliferation and security issues, returning July 29. Special assistant JOHN BARKER accompanied her. □

## ADMINISTRATION

### Front Office

Assistant Secretary PATRICK F. KENNEDY presented the Leamon R. Hunt Award for Administrative Excellence to KATHLEEN T. AUSTIN during a ceremony in the Treaty Room, August 4. The presentation followed a luncheon hosted by JOYCE HUNT. Ms. Austin is serving as the administrative officer in Tallinn. □

### Office of Operations

*Office of Safety/Health and Environmental Management:* DAVID NEEDHAM visited Havana to determine contamination

**NUCLEAR RISK REDUCTION CENTER**—At award ceremony, from left: Paul Martin, David Marks, director Harold W. Kowalski Jr., John Fogarty.

levels in the basement storage area and to assist the post with cleanup precautions . . . After returning from their inspection of Athens, inspectors briefed STEVE URMAN on safety, health, and environmental management recommendations at post . . . EILEEN VERITY and KEN STRAWBERRY conducted an occupant emergency evacuation training session for Main State warden room personnel, fire watch officers, and domestic safety designees.

*Office of Facilities Management and Support Services:* NOLA LIBBY and CHARLES MAYS served as acting building managers at the Portsmouth Consular Center in July and August.

*Office of Language Services:* Language Services staff and contractors provided assistance to the Department of Justice . . . Staff interpreters PETER AFANASENKO and SIM SMILEY-COPP, former staff member FRANCES SEEDS and three other contractors assisted PRESIDENT CLINTON at the economic summit in Tokyo and during his visit to Korea . . . PATSY ARIZU and STEPHANIE VAN REIGERSBERG interpreted for the visit of the Argentina President . . . DIMITRY ZARECHNAK traveled to Moscow for missile talks . . . GISELA MARCUSE was in Bonn for military talks . . . Ms. Arizu headed a team of six interpreters at a National Oceanic and Atmospheric Administration conference in Atlanta, and accompanied A.I.D. administrator BRIAN ATWOOD to Guatemala City for meetings with the President and other officials . . . JIM FEENEY, RUTH CLINE and LAURA MYERS compared the French, Spanish, Portuguese and English texts of the Inter-America convention on serving criminal sentences abroad . . . PAUL HOPPER compared a Peace Corps agreement with Belarus. □

### Foreign Buildings Operations

Deputy assistant secretary JEROME F. TOLSON JR. met with ambassador-designate THOMAS J. DODD, Uruguay, regarding the post housing profile and tenets of the recently-published housing standards. The ambassador was advised that the ambassador's residence is undergoing an electrical upgrade and that funding has been provided to replace plumbing fixtures at the residence.

Ambassador-designate WILLIAM G. MILLER, Ukraine, met to review progress of the chancery renovation project and the projected need for additional office space in the near future. Success in locating staff housing and the lack of an acceptable long-term ambassador's residence were also discussed . . . Mr. Tolson visited the Kullman In-



dustries factory in Woodbridge, N.J., to observe modular construction of the 6,000-square-foot chancery destined for Bissau . . . Acting deputy assistant secretary JOSEPH T. SIKES provided a briefing for ambassador-designate JEFFREY DAVIDOW, Venezuela, on progress on the new office building project and putative requirements for additional support facilities. How the eventual chancery relocation will affect the embassy's residential requirements was also discussed . . . Ambassador-designate SIDNEY WILLIAMS, Bahamas, was provided an overview of the Office of Foreign Buildings Operations organization, and a briefing on the nature of its operational support to overseas posts. He was advised that the ambassador's residence is in good condition and that the long-term-leased chancery is adequate and functional . . . Ambassador-designate JAMES J. BLANCHARD, Canada, was provided a progress review of planning for the Ottawa new office building project and moving toward beginning the design of the facility . . . A meeting was held with ambassador-designate REGINALD BARTHOLOMEW, Italy, to discuss the recent completion of the chancery uninterrupted power supply project and planning for an upgrade of all chancery electrical systems . . . Ambassador-designate EDWARD C. PERKINS, Australia, met for a briefing on the progress of planning for the Sydney consulate office building relocation, and the results of property rationalization efforts in Australia . . . Ambassador-designate SWANEE HUNT, Austria, was provided a briefing on the Office of Foreign Buildings Operations organization and its operational support to overseas posts. She was advised that the chancery facade renovation, which includes roof repairs and window replacement work, will be completed this year . . . The director for operations and post



SANTIAGO, Chile—At award ceremony in front of the new embassy building, left to right: Francis Schwab; George F. Heritage, Superior Honor Award; Ambassador Curtis W. Kamman; Franklin S. Hutchinson, Certificate of Appreciation.

support, PATRICK R. HAYES, met with ambassador-designate JEANETTE HYDE, Barbados, to discuss the nature of Foreign Buildings Operations and post support, including a discussion of the housing program for Bridgetown. Ms. Hyde was informed that contracts had been awarded to upgrade the ambassador and deputy chief of mission residences and that the work will be accomplished over the next six to eight months. □



LA PAZ, Bolivia—Ambassador Charles R. Bowers, left, and Joseph Toussaint,

project director, Foreign Buildings Operations, at the site of a new office building.

## Information Management

**Systems Operations:** DAVID COOPER traveled to Honolulu, Hawaii . . . BRIAN PETERSON and RON LAY completed the "Black Packet Switchin'" course at the Warrenton Training Center . . . Communications facility project officer GEORGE SURVA traveled to Athens, Greece, to conduct a telephone survey . . . ROBERT PACE was in Calgary, Canada, for a telephone installation . . . EDWARD WATSON and JOSEPH SHANAHAN were completing a State Department telephone installation at the Warrenton Training Center.

**Information Services:** EDWARD WILSON hosted a trade craft briefing for Foreign Service officers who had recently been assigned to the Department.

**Planning and Development:** AL HAYNES was part of an installation and training team that went to Embassy Cairo with the post personnel foreign national application . . . MARY REES, GARY PADGETT, PHYLLIS ZOETIS and PATRICK BRENTON attended the American Research Group's three-day local area network wiring systems course . . . Mr. Brenton and Ms. Zoetis attended an American Research Group course on internetworking Ethernet local area networks. □

## AFRICAN AFFAIRS

**Office of the Assistant Secretary:** Assistant Secretary GEORGE E. MOOSE attended a luncheon at the German embassy, May 3, in honor of HELMUT SCHAEFER, the German minister of state . . . On May 4 he testified before the Senate Foreign Relations Committee's Africa subcommittee, regarding Sudan . . . Later that day, he attended a reception in honor of the African Business Round Table . . . He gave the opening remarks at the Bureau of Intelligence and Research's conference on "Political Islam in Black Africa," May 5 . . . On May 7 he spoke to retirees at Foreign Service Day and attended a reception in their honor . . . The assistant secretary attended a dinner in honor of the Moroccan foreign minister hosted by the ambassador, May 11 . . . On May 12, Mr. Moose testified before the Africa subcommittee regarding U. S. foreign assistance to Africa . . . That evening he attended a reception in his honor hosted by Friends of Africa . . . He attended the "World and You" conference and a luncheon with District of Columbia Mayor SHARON PRATT KELLY, May 14 . . . He hosted a luncheon for KENNETH WOLLACK, acting president

of the National Democratic Institute . . . On May 18, he attended the African American Institute's dinner and delivered the keynote speech . . . World Bank Officials hosted a luncheon in his honor, May 19 . . . Mr. Moose traveled to New York, May 21, for meetings with U.N. officials . . . On May 22 he traveled to Senegal and Gabon . . . On June 1 he gave the opening speech at the bureau's chiefs of mission conference, in the Loy Henderson Conference Room . . . He attended the South Africa National Day reception . . . He attended the British ambassador's dinner in honor of the British minister of state for foreign and commonwealth affairs and the minister for overseas development, June 2 . . . On June 4 he delivered the



**LIBREVILLE, Gabon**—At Meritorious Honor Award ceremony, kneeling, left to right: *Martin Malende, Dieudonne Etoga, Guidiera Bandiougou, Demba Camara.* Standing: *Pamphile Edou Eyene, John Tepe Komi, Idriss Khala, Joseph Moutsinga,*

*Demba Sow, Margarita Sabbagh, Saibou Bankole, Justine Koumba, Ambassador Joseph C. Wilson, Albert Mouloungui, Kader Rassoul, Marie Agbangla, Abdoulave Mahamat, Daniel Fern, Silvie Sibert, Matthew Rooney.*



**CONAKRY, Guinea**—Ambassador *Dane F. Smith Jr.* (left) presents Superior Honor Award to deputy chief of mission *Alan B. C. Latimer.*



**ABIDJAN, Côte d'Ivoire**—Ambassador *Hume Horan* presents Superior Honor Award to *William J. Haugh*, right, administrative officer.

keynote speech at TransAfrica Forum's 12th annual foreign policy conference . . . Mr. Moose attended a luncheon meeting in honor of the South African minister for constitutional development, **ROELF MEYER**, June 7 . . . He testified before the Senate Foreign Relations Committee's Africa subcommittee, June 9 . . . On June 12 he gave the opening remarks to the Cardozo High School model United Nations Group, in the Loy Henderson Conference Room . . . He hosted a luncheon for **BRUCE McCOLM**, president of the International Republican Institute . . . The assistant secretary spoke before the Aspen Institute/Carnegie Endowment's South Africa forum, on "U. S. Policy Toward a New Southern Africa," June 15 . . . On June 16 he attended the Cameroonian national day reception . . . Mr. Moose attended **VICE PRESIDENT GORE's** reception in honor of the Namibian president, June 17 . . . The assistant secretary traveled to Angola, Mozambique and South Africa, June 19-26 . . . He attended a meeting in Cairo, June 28-30 . . . On July 1 Mr. Moose attended a reception at the South African embassy in honor of that country's president and his wife . . . On July 7-12 he traveled to Moscow and Paris . . . He attended a luncheon meeting, July 15, with **WARREN WEINSTEIN** of the World Bank/International Finance Corp . . . The evening of July 16, Mr. Moose delivered remarks at AfriCare's African Diplomatic Outreach Program meeting, and attended the reception held afterward . . . On July 19-20 he gave a short briefing to mem-

bers of the instructional leadership group which is sponsored by the Una Chapman Cox Foundation and the National Geographic Society . . . Mr. Moose gave opening remarks at a U. S. Africa Chamber of Commerce conference, July 22 . . . Later that day, he participated in a panel at the U. S. Institute of Peace's workshop on "South Africa's National Peace Accord and the International Community" . . . On July 23 he attended the Egyptian national day reception . . . On July 27 he attended a reception hosted by the Joint Center for Political and Economic Studies.

**Office of the Executive Director:** The bureau welcomed the new executive director, **WILLIAM J. HUDSON**, August 2. He replaces **ANDREW J. WINTER**, who has been designated ambassador to The Gambia . . . At the bureau award ceremony hosted by principal deputy assistant secretary, **EDWARD BRYNN** on July 14 the following awards were presented:

A cash award to **MARY RIGBY** for her support of the personnel management specialist and the management assistant. She had also helped cover the post management officers' secretarial slot during absences in that office.

A Superior Honor Award with cash to **MICHAEL S. HOZA** for his developing and implementing the administrative and management arrangements for the establishment of an American presence in Luanda, Angola.

A Superior Honor Award with cash to **STEPHANIE S. SULLIVAN** for her perfor-

mance as desk officer for Burkina Faso, Mali and Niger. She also received a 10-year length-of-service award.

A Meritorious Honor Award with cash to WILLIAM J. BRENCICK for his work coordinating and negotiating a final draft of National Security Review 30, on U. S. policy in Africa, among 22 U. S. Government agencies and crafting a policy statement based on this review. He also received a 20-year length-of-service award.

A Meritorious Honor Award to WILLIAM E. LUCAS for building relationships between the embassy and the African National Congress.

Length-of-service awards to TIMOTHY ANDREWS and KARL OLSON (10 years). In addition, the assistant secretary for politico-military affairs, ROBERT L. GALLUCCI, awarded JEAN L. TYLER of African Affairs' Systems Management Division a "Certificate of Commendation" for her work as a member of the Somalia task force.

*Office of East African Affairs:* Somalia coordinator DAVID SHINN led an interagency assessment team to Somalia, July 20-27, and consulted on Somalia in Paris, Bonn, Rome, Khartoum, Addis Ababa and Nairobi . . . TED ANDREWS began work as country officer for Somalia and Djibouti, June 28. He came from Colombo, where he served as political officer.

*Office of Southern African Affairs:* APRIL GLASPIE assumed charge on July 29 as director of southern African affairs . . . SUSAN KEOGH-FISHER has returned as officer-in-charge for South Africa, after a

year as the Dean Rusk fellow at Georgetown University . . . DAN MOZENA replaced JIM CARRAGHER as deputy director after a year as officer-in-charge for South Africa . . . MARTIN BRENNAN replaced RICHARD ROTH as the other deputy director, after three years as refugee and migration officer in Bangkok . . . HOWARD F. JETER was sworn in as ambassador to Botswana, August 5 . . . MARY HAYES replaced DAVID FETTER as desk officer for Botswana, Lesotho and Swaziland, on August 16 . . . ROBERT JACKSON replaced ANDREW PARKER on the Zimbabwe desk after four years as chief of the political section in Harare . . . DENNIS HANKINS replaced LOIS CECSARINI on the Angola desk after four years as refugee coordinator in Port-au-Prince . . . PHILLIP EGGER replaced MOOSA VALLI on the Malawi and Zambia desk after three years as consular officer in Sofia. □

## CONSULAR AFFAIRS

*Visa Services:* Deputy assistant secretary JOHN C. ADAMS departed the Visa Office, July 30, to assume duties as consul general in Manila . . . From July 21-23 MICHAEL L.

**SINGAPORE**—At consular workshop for Foreign Service officers, front row, from left: Jeff Gorsky, Linda Specht, Sarah Metzger, Richard Haynes, Ralph Boyce Jr., Debra Heien, Georgia Rogers, Isabel Myers, Timo-

HANCOCK, associate director, was in Portsmouth, N.H., to tour the site of the future National Immigrant Visa Processing Center, scheduled to open in January . . . GEORGE LANNON, director, Office of Field Support and Liaison, traveled to Havana, Cuba, July 6, to participate in the U. S./Cuban bilateral migration talks . . . The office welcomed KAREN STANTON, chief of written inquiries; KEN SHIVERS, deputy chief of the Coordination Division; and GERRY FULLER, special projects officer, Office of Field Support and Liaison.

*Overseas Citizens Services:* Principal deputy assistant secretary DAVID L. HOBBS traveled to Mexico City, July 15-16, for discussions on Chinese alien smuggling . . . On July 16-17 JENNY FOO and MICHAEL BEATTY, East Asian and Pacific Division, Citizens Consular Services, attended the annual meeting of the National League of Families of American Prisoners of War and Missing in Action in Southeast Asia, at Andrews Air Force Base. Ms. Foo and Mr. Beatty were on hand to serve as liaisons to the families of the civilian prisoners of war and missing in action . . . SHIRLEY CRAWFORD, Latin America, Caribbean, and Canadian Division, Citizens Emergency Center, attended a crisis management workshop in Mexico City, July 27-August 11 . . . She visited the U. S. consulate in Matamoros and

*thy Sandusky. Back row: E. Bruce Howard, Nick Williams, Thomas Snead, Joseph Young, Jeffrey Schwenk, Douglas Kelly, Charles Jess, Kenneth Gross, Jeffrey Dafler, Don Wells, Charles Bennett, William Lesh.*



the consular agency in Cancun . . . MILDRED PATTERSON has left her position as director of the Citizens Emergency Center for a position in the Bureau of Intelligence and Research . . . She has been replaced by MAURA HARTY, who was the bureau's special assistant.

**Passport Services:** On July 15, TIMOTHY WIESNET, assistant regional director at the Los Angeles Passport Agency, executed passport applications for Immigration and Naturalization Service inspectors and agents who were required to accompany Chinese illegal aliens on their return to China, following the alien smuggling incident off the coast of Mexico . . . SAKAE HAWLEY, regional director at Los Angeles, was the featured speaker at the Los Angeles Federal Executive Board's opening ceremony of a World War II exhibit on "A People at War," sponsored by the National Archives and Records Administration. The exhibit marks the 50th anniversary of events that turned the tide of the war, in July 1943 . . . On August 4, MARGARET DOYLE, adjudication section chief, and MARGARET AYER, processing section chief, Los Angeles, attended a training workshop on learning to communicate, sponsored by the National Businesswomen's Leadership Association, in Ontario, Calif.

**Fraud Prevention Programs:** On July 12 CLYDE BISHOP, acting director, made a

**SINGAPORE**—At consular workshop for Foreign Service nationals, front row, from left: *Jun Yao, Khin May Hla, Hartati Kertonadi, Salona Nou Chapau, Jenny H. Y. Shih-Tsai, Kok Mi Cathy Tang, Carmencita Toledo Reyes.* Back row: *Robin Crane, To-*

presentation to participants in the Foreign Service Institute's advanced consular course . . . In July ANN AGUILERA traveled to the Chicago Passport Agency to review its fraud program, then visited the new Immigration and Naturalization Service inspection facilities at O'Hare Airport . . . She traveled to Artesia, N.M., to train Immigration and Naturalization Service journeymen examiners, in fraudulent document identification, then visited the Dallas/Ft. Worth Airport to provide a briefing for Immigration and Naturalization Service inspectors on alien smuggling. . . . Before returning, she visited the Arlington, Tex. facility of the Immigration and Naturalization Service, where alien registration cards are produced . . . On July 22 BARBARA PREVITI conducted antifraud training for Immigration and Naturalization Service inspectors at the Federal Law Enforcement Training Center, Glynco, Ga. . . . On July 9 RUTH LINCOLN organized a briefing by officers from Fraud Prevention Programs and the Visa Office, at the Department, for ROBERT PATTERSON of New Zealand's immigration service . . . LAURA LIVINGSTON has departed the office to assume a fellowship under the Una Chapman Cox program . . . Fraud Prevention Programs welcomed H. PABLO BARRERO, JOHN C. SPIEGEL and ARTHUR MILLS.

*yoko Hirata, Joo Won Kim, Hae Jun Parko, Vichai Kiyapathya, Maria Aurora Carpena, Rosa Galante, Akiko Otokita, Jian Min Liu, Ambassador Jon Huntsman, Georgia Rogers, Juliana Leong, Don Wells, Get Tenne Tan, Jeff Gorsky, Nick Williams.*

**Public Affairs and Legislative Liaison:** RICHARD WILLIAMS has joined the staff as the director. He was in Hong Kong. □

## DIPLOMATIC SECURITY

**Diplomatic Security Service:** DENNIS WILLIAMS became director for overseas operations in July . . . SCOTT MCGUIRE became chief of the Dignitary Protection Division in July. He replaced NICK PROCTOR, who is the new regional security officer in Tokyo . . . MIKE WANAGEL became the new deputy chief of the Dignitary Protection Division in July. He replaced BRUCE TULLY, who has been assigned as the regional security officer in Jakarta . . . Other recent departures from the division include those of HAL COUNTRYMAN (Bucharest), TONY DEIBLER (Kuwait), JIM WALSH (Buenos Aires), NANCY ROLPH (Athens), and JOHN SCHILLING (Personnel). Recent arrivals include those of JOHN ROOT, KEVIN BAUER and BOB CONRAD.

Special agents DEAN SCHEAR and KEN BERRY have joined the staff of Criminal Investigations . . . JERRY LOPEZ has left Criminal Investigations for an assignment in Bangkok . . . RON REAMS, JERRY LOPEZ and JIM FERGUSON conducted a review of the criminal investigations program in the Los Angeles and San Francisco field offices . . . Mr. Lopez, Mr. Ferguson and PETER GIBBONS conducted program re-





**FRANKFURT-AM-MAIN, Germany—** Couriers *Bob LaPlante*, left, and *Mick Miller* open the world's first Diplomatic Courier Museum. The collection includes chains, seals, photographs, a manacle and perhaps the oldest special courier order, dated July 6, 1779.

views in Philadelphia and Chicago . . . **CLINT BOUSHELL**, Clearance and Readjudication Branch, attended a training seminar in Denver at the Human Interaction Laboratory.

Special Agent **DAVID BRACKINS** began a 30-day detail to Somalia in July . . . Special agent **FREDERICK BURGUIERES** went on temporary detail to Haiti as the assistant regional security officer . . . Assistant Secretary **ANTHONY QUANTON** had a brown-bag lunch with Washington Field Office special agents, July 22. Topics of



**DIPLOMATIC SECURITY—**Diplomatic Security Service director *Mark E. Mulvey* presents a plaque to *Pat Harrington*, who left the bureau in July. She began her career as a GS-2 support clerk and ended as chief of the Employee/Contractor Branch.

discussion included Diplomatic Security staffing, assignments and its reorganization . . . Special agent-in-charge **STEPHEN JACOBS** and **ANTHONY RICHARDS** met with **PAM HOLIDAY**, director of Washington passport services, and **TOMMYE GRANT**, fraud coordinator, to discuss passport fraud prevention programs, July 23 . . . **JOHN STEIN**, section chief, criminal unit, and **DONALD CHARLSON**, unit supervisor, gave a passport fraud presentation to officers of the Northern Virginia Police Training Academy, July 21.



**FRANKFURT-AM-MAIN, Germany—** Deputy principal officer *Leo R. Wollemborg*, left, and consul general *Pierre Shostal* with

diplomatic courier *Mick Miller*, right, as he returns to Washington to become the director of the Diplomatic Courier Service.

Special agents **DAN WEBER** (Los Angeles Field Office) and **STEVE COONTZ** (San Francisco Field Office) participated in the annual California police summer games . . . Mr. Weber competed in the men's singles tennis event, and Mr. Coontz in the senior men's karate kumite (sparring) event. He won a silver medal.

**Countermeasures and Counterintelligence:** Deputy assistant secretary **WILLIAM D. CLARKE**, accompanied by **JON LECHEVET** and **PAUL FISHER**, Office of Information Systems Security, traveled to Lowell, Mass., July 20-21. The visit entailed a full day of briefings by Wang corporate officers on the development of Wang's open office solutions and security products for these systems . . . **CHRISTINE AXSMITH**, a contractor with ManTech Strategic Associates,



**DIPLOMATIC SECURITY—**Assistant Secretary *Anthony Quainton* presents *Lucius A. Jackson* (left) the John Jacobs Rogers Award at a retirement luncheon.

assigned to the Office of Information Systems Security, has been selected by the National Security Agency to present a paper at the 16th annual national computer security conference, September 22.

A retirement luncheon was held for **LUCCIUS A. JACKSON** on July 23 at the George Washington University Club. Mr. Quainton presented the John Jacob Rogers Award. Mr. Clarke presented a 25-year Certificate of Service. **MARK STEVENS**, master of ceremonies, presented a Department of State plaque for appreciation of more than 27 years of service. □

## EAST ASIAN AND PACIFIC AFFAIRS

Assistant Secretary **WINSTON LORD** accompanied the President and the Secretary to the G-7 summit in Tokyo, July 7-9. The



President's party continued on to South Korea, July 10-11. Mr. Lord then joined a senior delegation that visited Hanoi and Ho Chi Minh City, July 14-16. Deputy assistant secretary KENNETH QUINN took part in the Vietnam meetings . . . Mr. Lord rounded out the month by accompanying the Secretary to Singapore for the Association of Southeast Asian Nations ministerial conference, July 22-29, for a series of meetings with the nations and their dialogue partners.

Deputy assistant secretary THOMAS C. HUBBARD participated in additional talks with representatives of North Korea, July 13-19, in Geneva . . . He traveled with the Secretary to Singapore to attend the Association of Southeast Asian Nations post ministerial conference, July 22-29 . . . Regional Affairs Office director THERESA A. TULL attended the Asia Foundation conference on America's role in Asia, June 20-22, in Singapore. The bureau labor, human rights and international organizations adviser, BRUCE MALKIN, was in Geneva, June 14-18, for the International Labor Organization's annual conference.

**Office of Japanese Affairs:** STEVE ECTON has assumed his responsibilities as director of the office, replacing RUST DEMING . . . JOHN DINGER has taken over as deputy director of the Japan desk, replacing JOHN SCOTT . . . BOB LUDAN, Japan desk chief for economic affairs, has departed for two years of Chinese language training.

**Office of Australia/New Zealand Affairs:** New arrivals in the office are MICHAEL OWENS, LOUIS McCALL and KENNETH CHERN. Previously in the bureau's Office of Pacific Islands Affairs, Mr. Owens is the new director. He replaced SYLVIA STANFIELD, who is departing for Wellington. Mr. McCall, formerly of the Inspector General's Office, is the new assistant director, replacing RUSSELL LA MANTIA. Mr. Chern, previously with the Office of Japanese Affairs, replaced BRIAN WOO as Australia country officer. Mr. Woo departed for Hong Kong . . . Mr. Owens traveled to Australia, July 27-30, to participate in the politico-military talks that Australian government officials had with Defense Under Secretary FRANK WISNER in Cairns. He then



**HONG KONG—J. Michael Pate, Foreign Service nurse practitioner, left, receives Meritorious Honor Award from Richard L. Williams, consul general.**



**BANGKOK, Thailand—At personnel management workshop, sitting, from left: Caroline Soe Myint, Susan M. Struble, Barbara A. Sherman, Nantana Sribunnak Paradee Snidvongs, Sauvarat Talumpusutti,**

**Achana Singholaka, Sirichai Charoenvanwong, Charounsri Marnitayakul. Standing: Patricia A. Frye, Sugunya Pongpairoj, Chanthanom Rajsabouth, Panchanit Shoosri, Busakorn Bunnag, Michael A. McCarthy, Clara**

**A. Nichimoto, Kanjana Harinvorarob, Christine R. Silves, Laksamee Pimolsaengsuriya, Barbara E. Tate, Pamela R. Holland, Nongluck Kojanan, Elizabeth Engles, Leda R. Albar, David W. Atherton.**

traveled to Canberra and Sydney for consultations with embassy and consulate officials . . . Principal deputy assistant secretary PETER TOMSEN chaired the Asia Pacific Economic Cooperation senior officials meeting in Seattle, June 28-July 2. Acting deputy assistant secretary PHILIP T. LINCOLN JR. attended and chaired part of the meeting. JOSEPH HAYES, CLAUDIA KENDREW, JOHN MERANTE and PAMELA SMITH of the Economic Policy Office participated. MICKIE FOWLER of the front office provided support for the conference, which was the third of four planned senior officials meetings leading up to the U. S.-hosted ministerial meeting in November.

JACK ANDRE, acting director, Economic Policy Office, departed the bureau for Bangkok. His replacement as acting director is JOE HAYES from the National War College. Other new arrivals in the economic office include BILL PRIMOSH from the National Security Council, DOUG RYAN from Mexican desk, PAM SMITH from the Textile Office and ELAINE GARLAND from the Foreign Service Board of Examiners. □

## ECONOMIC AND BUSINESS AFFAIRS

TODD KUSHNER, Office of Food Policy, participated in bilateral market access negotiations for the Uruguay Round, in Geneva, July 19-30 . . . SANDRA MENDYK discussed export issues with farmers in California during a California agricultural leadership exchange, August 23-27 . . . TOM ROBINSON held similar consultations with Pacific Northwest wheat farmers, August 14-18.

LARRY ROEDER, chief of licensing, Office of Economic Sanctions Policy, was stationed in Brussels, May 24-July 1 as the U. S. liaison to the Serbian sanctions coordinator and the sanctions assistance mission communications office. The two offices are the main arms of the European Communities and the UN Security Council for coordinating sanctions enforcement along the borders and coasts of Serbia and Montenegro. In addition to representing the United States to both offices and providing expert advice on economic sanctions, Mr. Roeder coordinated investigations into sanctions violations and developed a special database for tracking suspicious shipping. He was also the primary liaison with the multinational interdiction force, and arranged for the interdiction of numerous arms and contraband smugglers along the coast of the former Yugoslavia. At the close of his mission, the two offices

provided Mr. Roeder an award for his efforts, to date the only award either has given out.

CLARKE N. ELLIS joined the bureau on June 28 as special negotiator for the European energy charter . . . He traveled to Brussels, Belgium, June 28-July 2 for negotiations on the charter basic agreement.

MATT McMANUS, Office of Global Energy, traveled to Caracas, Venezuela, July 19-23, to participate in the Overseas Private Investment Corp.'s trade mission there, which focused on opportunities in the energy sector . . . SUE CRONIN participated in the first week of the "Global '93" war games, July 12-30, at the Naval War College, Newport, R.I. Serving as the sole State representative on Week 1's mock National Economic Council, Ms. Cronin helped forge the hypothetical economic scenario for the subsequent segments of the game.

BYRON SIGEL, Developed Country Trade Division, attended U. S.-Japan semiconductor consultations in Kyoto, Japan, August 2-3 . . . THOMAS CADOGAN (Jakarta), STEVE FOX (New Delhi), JOHN GARNER (Canberra), VINCENT VALLE (Caracas) and JOHN CARWILE (Office of International Commodities) participated in a two-week training program for regional resource officers in Washington and Denver, July 12-24 . . . JACK CRODDY, deputy director, Office of Investment Affairs, participated as lead negotiator on investment issues in the European energy charter basic agreement plenary sessions, June 29-July 2, in Brussels.

HOWARD LANGE, director, Office of Intellectual Property and Competition, participated in meetings at the World Intellectual Property Organization headquarters in Geneva, June 21-July 2, on possible new international agreements in the field of copyright protection . . . KATHRYN CABRAL, of the office, participated in meetings with the government of Hungary in Budapest, July 7-9, and in Washington, July 26-28. A bilateral agreement on intellectual property was initiated on July 28 . . . Ms. Cabral also joined a U. S. delegation discussing trade, intellectual property and investment agreements with the Baltic states, in Tallinn, Estonia, July 12-13; in Riga, Latvia, July 15-16; and in Vilnius, Lithuania, July 19-20 . . . STEVE PRUETT, same office, participated on the intellectual property rights delegation which traveled to Brasilia for consultations, July 19-21

**People:** Arrivals: DANIEL K. TARULLO, assistant secretary; MARA TEKACH-BALL and MICHAEL C. MOZUR, Office of Monetary Affairs; OLIVER GRANT, Office of Development Finance; JOHN F. FOGARTY and GILBERT M. JOHNSON, Developing Countries and Trade Organizations Division; CASSIUS C. JOHN-

SON, Office of Aviation Negotiations; DAVID C. DIGIOVANNA, Textiles Division; CLARKE N. ELLIS and CLARK CROOK-CASTAN, Office of Global Energy; MARGARET HAWLEY-YOUNG, Office of Food Policy and Programs; SURA JOHNSON, Office of Maritime and Land Transport; CHRISTOPHER JONES, Office of Aviation Programs and Policy; JAMES J. HAMILTON, Office of East-West Trade; DAVID C. CHANG, Office of International Commodities. □

## FOREIGN SERVICE INSTITUTE

**Overseas Briefing Center:** RAY LEKI is the new director of the center . . . SHARON CARPER has left for her family's assignment to Addis Ababa . . . EMILY ASHTON joined the staff from the University of Chicago as a summer intern . . . The center is collaborating with the Association of American Foreign Service Women, the Family Liaison Office, the Office of Overseas Schools and the Foreign Service Lounge to present a week of offerings directed toward employees and family members re-entering Washington from a post abroad. Brown-bag lunches will be presented the week of September 13-17 from noon to 1:30 addressing the topics "Understanding the Re-entry Cycle—Why Do I Feel So Bad about Coming Home?," "How Can I interact with My Child's School in the United States?," "Staying Safe in Washington," "What is the Employment Scene Like in Washington?" and a videotape of previous teen returnees discussing their experiences. On Saturday, September 18, a morning session will aim at helping newcomers get situated. The session will be on "Getting Connected to Washington Resources." Teens will be given tips on their own re-entry concerns in a workshop sponsored by Around the World in a Lifetime (Awal). Registration is required for all sessions. Call (703) 875-5342/5.

**School of Area Studies:** PETER BECHTOLD, chairman for the Near East and North Africa, spoke at the Defense Language Institute in Monterey, and the Federal Bureau of Investigation in San Francisco, July 19-20 . . . ANNE E. IMAMURA, chairwoman of Asian studies, participated in a panel on "Japanese and American Women: Goals, Achievements and Social Change," at the Japan Information and Culture Center, July 27 . . . W. KENDALL MYERS, OLAF GROBEL and 12 interns of the School of Area Studies attended a seminar of the National Intelligence Council on "War and Ethnicity in Eastern Europe," July 27.

**School of Language Studies:** MADELINE EHRMAN, director of research evaluation and development, presented a paper in



**FOREIGN SERVICE INSTITUTE**—In advanced consular course, front row, from left: Paul Birdsall, Mary Ellen Hickey, Michael O'Malley, Terry Leech, Steven Wang-

ness, Greta Holtz, Christopher and Thomas Rogan. Back row: Nick Williams, Ellen Conway, Robert Hannan, Celeste Lewis, Philip French, Donald Stader, Janet Whiteside,

Penny Rogers, Robin Haase, David Morris, Thomas Mayr, Michele Bernier-Toth, Jaine Jackson, David O'Leary.

Newport Beach, Calif. on "The (M.B.T.I.) Type Differentiation Indicator and Adult Language Learning," as a member of an invitational symposium on education.

**School of Professional Studies:** NICK WILLIAMS, director of consular training, conducted two workshops in Singapore; the first was May 17-21 for Foreign Service nationals and the second May 24-28 for Foreign Service officers. Participants came from 19 posts in Asia. □

## HUMAN RIGHTS AND HUMANITARIAN AFFAIRS

Assistant Secretary JOHN SHATTUCK spoke on the World Conference on Human Rights at a breakfast meeting of the Lawyers Committee on Human Rights, July 22 . . . On July 20 at the Department, he chaired an exchange of briefings on projects of government and private agencies that have been involved in cooperation with the former Soviet Union in the fields of disabilities, the elderly and other social programs.

On July 15 deputy assistant secretary NANCY ELY-RAPHEL hosted a meeting with 15 Kuwaiti prosecutors, including the

Kuwaiti attorney general. The meeting focused on the role of prosecutors in protecting human rights. The Kuwaitis were in the United States for a rule-of-law training program sponsored by the bureau and the Department of Justice, at the Federal Bureau of Investigation's National Academy, Quantico Va. . . . GEORGE LISTER, senior policy adviser, spoke on U. S. human rights policy at a Freedom House meeting in Washington, July 13.

An overflow crowd attended a brown-bag lunch the bureau sponsored on July 15, featuring SERGEI PASHIN, chief for judicial reform within Russian President BORIS YELTSIN's executive office. Mr. Pashin was in Washington attending the Jury Trial Seminar sponsored jointly by State, A.I.D., U.S.I.A. and the judicial branch. He offered insights on legal reform issues in Russia . . . Bilateral affairs officer CAROL SMETANA participated in a conference on conflict prevention in Kosovo and Macedonia, July 18-20, at Airlie House, Warrenton, Va., cosponsored by Search for Common Ground, Centro Studi di Politica Internazionale and the British American Security Information Council . . . Bilateral affairs officer KENNETH LYONS was seconded to the United Nations as an international polling station officer for the May 23-28 elections in Cambodia.

**People: Departures:** Special assistant ROSEMARY O'NEILL; the director of the

Office of Multilateral Affairs, DEAN WELTY, and deputy director KAREN KRUEGER; departing interns JENNIFER SUN and MANDY POTTS. **Arrivals:** MIRTA ALVAREZ, from the Bureau of International Organization Affairs replacing Ms. Krueger (she will be dealing with human rights issues in the United Nations) and WENDY SILVERMAN, from the Office of the Secretary of Defense, who will be working on democracy promotion and policy and program coordination. □

## INSPECTOR GENERAL'S OFFICE

Inspector general SHERMAN M. FUNK briefed members of Congress on the Office of Inspector General's findings concerning the issuance of visas to Sheik OMAR ALI AHMED ABDEL RAHMAN. In response to requests by members of the House Foreign Affairs Committee, Mr. Funk has briefed the subcommittee on international operations and the subcommittee on international security, international organizations and human rights . . . Deputy inspector general ROSCOE S. SUDDARTH participated in the "Global '93" national war games at the Naval War

College, Newport, R.I. July 19-23 . . . As part of the Department's efforts in conjunction with the Vice President's national performance review, aimed at streamlining operations, three bureaus—Consular Affairs, European and Canadian Affairs and the Office of Inspector General—are participating in a pilot project to see how the travel-vouchering process may be streamlined. RUBEN TORRES, deputy executive director, Office of Inspector General, is participating in the project, which is tentatively scheduled to begin early next year. In the interim, an extensive review of private and public sector practices, laws, rules and regulations is being undertaken.

On July 26 the Office of Security Oversight held a retirement luncheon to honor TERENCE J. SHEA for 41 years with the federal government and the Department, the last four of which he served as assistant inspector general for security oversight. The luncheon at the Fort McNair Officers' Club, was attended by more than 90 of Mr. Shea's friends and associates. ALAN GOWING, director, Compliance, Plans, and Policy Staff, was the master of ceremonies. Presentations and speeches were made by Mr. Funk, Mr. Suddarth; the assistant secretary for diplomatic security, ANTHONY QUAIN-TON; the principal deputy assistant secretary and director for diplomatic security, MARK MULVEY; the chief of the evaluations group for the Center for Security Evaluation, MIKE SULLIVAN; the deputy assistant inspector general for security oversight, DONALD NORMAN; and ARLAN KINNEY, security inspector, who presented the office gift.

A retirement ceremony was held on July 21 for retiring inspectors WILLARD A. DE-PREE and SAMUEL E. LUPO. CLYDE D. TAYLOR, assistant inspector general for inspections, hosted the event. Director general GENTA HAWKINS HOLMES presented the ambassadorial flags to Mr. DePree and Mr. Lupo. The Wilbur E. Carr award for distinguished service was presented by Ms. Holmes to both retirees . . . ROBERT STERN, with 27 years service, was also honored in his retirement. Farewells were given to inspectors LOUIS McCALL, now deputy director of East Asian and Pacific affairs, Office of Australian and New Zealand Affairs; KENNETH ROSENBERG, who will be the new director of the Regional Administrative Management Center, Paris; CHARLES KEIL, the new consul general in Guatemala; RICHELE KELLER, who will be the deputy principal officer in Johannesburg; CHARLES SLATER, going on an excursion tour as the administrative officer in Freetown and planning on returning to Inspections; and JOANNE THOMPSON, who will be the new administrative officer in N'Djamena.

The Office of Inspections began a num-

ber of bureau and post inspections in July: under the leadership of RICHARD HOWLAND, the Bureau of Human Rights and Humanitarian Affairs; led by DANIEL O' DONOHUE, the Executive Secretariat staff; directed by Mr. Lupo, the Bureau of Administration; by DAVID NEWTON, the Bureau of East Asian and Pacific Affairs . . . ROBERT PETERSON and CHARLES NASH performed a compliance followup review of embassies in Pakistan, Yemen and the United Arab Emirates.

On June 21, the Office of Investigations special operations director, WILLIAM N. CRANE, attended the first international law enforcement conference on computer evidence, at the Federal Bureau of Investigation's academy in Quantico, Va. The purpose of the weeklong conference was to initiate development of forensic standards for the scientific examination of computer-related evidence. The conference was attended by approximately 70 delegates representing police and law enforcement agencies and crime laboratories from the United States and around the world. Division director DANIEL REILLY attended the technical investigative equipment training program at the Federal Law Enforcement Training Center, Glynco, Ga., in May.

The assistant inspector general for security oversight, FRED BRANDT, and the deputy assistant inspector general for the office, DON NORMAN, made presentations on the functions of the Office of Inspector General

to the new Foreign Service specialist orientation class . . . Mr. Norman led a compliance followup review team to La Paz, Bolivia, and outlying installations . . . GEORGE CASSIS led inspection teams to the United Kingdom and Albania . . . STAN BIELINSKI led a team on an inspection of Tel Aviv, Jerusalem and Amman . . . JERRY WILSON led inspection teams to Guatemala City and Panama City. □

## INTELLIGENCE AND RESEARCH

*Office of Analysis for Russia, Eurasia and East Europe:* MARTHA MAUTNER, acting director, spoke on Russia, Eurasia and eastern Europe at the briefing arranged by Public Affairs for the Department's summer interns, July 12 . . . She addressed the Yale University summer political science seminar, on the disintegration of the Soviet empire, in New Haven, July 15 . . . She spoke to the Congressional Youth Leadership Council, on Eurasian and East European issues, at the Department, July 22 . . . MORTON SCHWARTZ, analyst, spoke on U.S.-Russian relations to graduate students from the University of Pittsburgh's Graduate School of Public and International Affairs, July 9.

*Office of Political-Military Analysis:* CHARLES JEFFERSON, director, traveled



INTELLIGENCE AND RESEARCH—Award winners with acting assistant secretary Philip C. Wilcox Jr. (center), from left: "Administrator of the Year" Susan Nelson, Dennis W. Keogh Award winner James

Pierce III, "Operations Specialist of the Year" Lisa Ritter, "Analyst of the Year" Steven Fleischmann, "Best New Analyst" Constance Mayer, "Secretary of the Year" Joanne Bramble.



**INTELLIGENCE AND RESEARCH—** Superior Honor Award recipients with acting assistant secretary *Phillip C. Wilcox Jr.* (center), from left: *Kenneth Sykes, A. Gregory Thielmann, Wayne White, William Hill, David Hertzberg.*

to Ossining, N.Y., to participate in a Russian-American dialogue on the United Nations as a peace enforcer, July 27-29 . . . **RANDALL ELLIOTT**, chief, Regional Military Forces Division, with staffers **ELIZABETH MANDEL**, **FRANK JANNUZI**, **BRUCE FRIEDMAN** and **MARK STOUT**, traveled to Newport, R.I., to participate in "Exercise Global '93" at the Navy War College, July 12-23. □

## INTERNATIONAL NARCOTICS MATTERS

**DAVID LYON**, director, Office of Transnational Issues, and **ROGERS WOOLFOLK** traveled to Patrick Air Force Base, Fla., for meetings with the Air Wing staff and aviation service contractor senior management officials, July 13-16 . . . Colonel **TERRY BRANHAM**, Air Wing deputy chief and officer-in-charge of Air Wing operations at Patrick Air Force Base, and Lieutenant Colonel **GERALD DAVID**, chief, Aviation Liaison Division, received Legion of Merit medals from the Department of Defense on their retirement from the Army.

**People: Arrivals:** In the Office of Program Management, Colonel **DAVID HUNT**, from Department of Defense Liaison . . . **Departures:** public affairs adviser **LAUREN HALE**, and from the Management Systems Division, **DANNY ROTHSTEIN**, secretary. □

## INTERNATIONAL ORGANIZATION AFFAIRS

**BILL McILHENNY**, Office of UN Political and Multilateral Affairs, traveled to New York to participate in the UN-sponsored negotiations on Governors Island regarding a political settlement for Haiti. The negotiations were conducted June 28-July 3. Later in July, Mr. McIlhenny joined **LAWRENCE PEZZULLO** for talks with the UN under secretary general . . . On July 26 Mr. McIlhenny traveled to New York for further consultations on Haiti . . . **SHEILA BERRY**, same office, traveled to New York, July 16, for consultations with the U. S. mission, on decolonization . . . **JOSEPH SNYDER**, director of the office, was in New York, July 27, for consultations with the U. S. mission to the United Nations.

**TERESA HOBGOOD** served as an adviser to the U. S. delegation at the 103rd council session of the Food and Agriculture Organization, in Rome, June 14-25 . . . **CHRISTOPHER PARK** traveled to Vienna as a member of the U. S. delegation to the May 11-14 meeting of the administrative and budget committee of the International Atomic Energy Agency . . . **JOHN D. FOX**, director, Office of UN System Administration, in his individual expert capacity, participated as a member in meetings of the UN Committee on Contributions, in New York, July 14-July

2 . . . On July 4 **MADELYN EVANS** represented the bureau's Office of UN Employment Information, at the Career Fair of the National Conference of Returned Peace Corps Volunteers, at the University of California at Berkeley.

**CHUCK CASPER**, chief, UN peacekeeping budgets, accompanied General Accounting Office staffers **MICHAEL WELSH** and **WALTER HERSMANN** on a review of UN peacekeeping operations in Angola and Western Sahara, June 6-17. In Angola, they visited the U. S. embassy/liaison mission and UN operations in Luanda, as well as regional operations and refugee camps in Benguela, Lobito and Lubango. In the Western Sahara, they were briefed at UN headquarters in Laayoune, and flew to a UN outpost at Smara, in the interior, with an overland return through the Sahara. In Morocco, they visited the consulate in Casablanca and the embassy in Rabat. The General Accounting Office report on peacekeeping is expected by Congress in the fall. Assistance was rendered in Angola by **BERNICE POWELL**, and by **RICHARD SACK** in Morocco.

Assistant Secretary **DOUGLAS J. BENNETT** traveled to Geneva, Vienna, Rome and London, July 5-14, for consultations with officials of UN agencies, and with his counterparts in host governments . . . **SANDRA A. DEMBSKI**, director, Office of International Economic Policy, attended the annual session of the UN Economic and Social Council in Geneva, June 28-July 2 . . . **ELIZABETH W. SHELTON**, deputy director, Office of International Economic Policy, attended the annual session of the UN Economic and Social Council in Geneva, June 26-July 8.

**Office of Policy, Public and Congressional Affairs:** Director **DOUGLAS KINNEY** served as deputy coordinator of the Department's Somalia monitoring group . . . He briefed Naval postgraduate school faculty on the future of peace management by the United Nations . . . Mr. Kinney and **NANCY GALLUP SHEY** briefed members and staff on congressional participation in the U. S. delegation to the 48th UN General Assembly . . . Intern **ERICA COSGROVE** of Berkeley's Peace and Conflict Resolution Studies Center represented the bureau at the Army Training and Doctrine Command's conference at Newport News, to draft the Army's new peacekeeping manual.

**People: Transfers:** **WILLIAM M. BARTLETT** from Bonn to the Office of Peacekeeping and Humanitarian Operations . . . **NATHAN BLUHM** from the Bureau of Intelligence and Research to the Office of Peacekeeping and Humanitarian Operations . . . **JOHN W. CHAMBERLIN** from the Air Force Academy to the Office of UN Political Affairs . . . **CAROL S. FULLER** from the

Bureau of African Affairs to the Office of International Development Assistance . . . JEFFREY R. KERN from the Bureau of Personnel to the Office of Administrative Services . . . JOSEPH C. SNYDER III from the Bureau of Public Affairs to the Office of UN Political Affairs . . . SUSAN ZELLE from Madras to the Office of UN Political Affairs . . . MIRTA ALVAREZ from the Office of UN Political Affairs to the Bureau of Human Rights and Humanitarian Affairs . . . KIMBERLY J. DEBLAUW from the Office of International Development Assistance to the Bureau of European and Canadian Affairs . . . JAY R. GRAHAME from the Office of UN Social and Refugee Affairs to the Job Search Program . . . MARTHA L. MELZOW from the Office of the Assistant Secretary to the Bureau of Inter-American Affairs . . . JAMES F. MORIARTY from the Office of UN Political Affairs to the Foreign Service Institute . . . CHRISTOPHER J. RICHARD from the Office of UN Social and Refugee Affairs to the Foreign Service Institute . . . THOMAS A. STEELE from the Office of Human Rights and Women's Affairs to the Bureau of Intelligence and Research . . . *Resignation:* VALERIE K. HAIRSTON from the Office of UN Political Affairs . . . *Entered on duty:* LAURA E. BOWMAN in the Washington Office of the U. S. Permanent Representative to the United Nations. □

## NEAR EASTERN AFFAIRS

*Office of the Assistant Secretary:* Assistant Secretary EDWARD P. DJEREJIAN was nominated by the President to be the next ambassador to Israel, June 18. The Secretary requested that Mr. Djerejian remain as assistant secretary until January . . . Mr. Djerejian traveled to Moscow, July 4-8, to lead the U. S. delegation to the third meeting of the steering group on multilateral negotiations of the Middle East peace talks. He was accompanied by the director of the Office of Regional Affairs, ALLEN KEISWETTER; the director of Israeli affairs, THOMAS MILLER; Israel economic officer JAKE WALLE; special assistant (Colonel) JOE BAVARIA and staff assistant LARRY SILVERMAN . . . Mr. Djerejian traveled to Brussels, July 9, to attend a meeting of the U. S.-European Communities—Canada working group on Iran. He was accompanied in Brussels by RONALD NEUMANN, director, Office of Northern Gulf Affairs . . . Mr. Djerejian then traveled to the Middle East to join special Middle East coordinator DENNIS ROSS for visits to Jerusalem, Damascus, Amman and Cairo. Other members of the delegation were deputy Middle East coordinator AARON MILLER and the special assistant to the President, MARTIN INDYK . . .

Mr. Djerejian testified before an open session of the House Foreign Affairs Committee, subcommittee on Europe and the Middle East, on developments in the Middle East, July 27. Prior to the hearing, he briefed members of the subcommittee on the peace talks. Deputy assistant secretary DAVID L. MACK traveled to Brussels, July 17-18, for consultations on the Middle East with the experts of allied countries in NATO and the European Communities . . . On June 22 he addressed foreign policy experts of 25 countries in a conference organized at the Department by Meridian International Center . . . Mr. Mack left the bureau in late June to begin an assignment as a visiting professor at the National War College . . . TONI VERSTANDIG has joined the bureau as a deputy assistant secretary overseeing relations with Egypt and the Arabian Peninsula. She is also responsible for congressional relations and regional economic affairs. She was formerly on the professional staff of the House Foreign Affairs Committee . . . KAREN SASAHARA and TOM DAUGHTON are the new staff assistants to the assistant secretary in the bureau. Ms. Sasahara recently completed a tour with the Multinational Force and Observers in the Sinai Peninsula. Mr. Daughton has completed a tour as political officer in Rabat, Morocco.

*Office of the Public Affairs Adviser:* RICHARD LeBARON joined the office, June 16, as the new public affairs adviser . . . Deputy public affairs adviser CALVIN A. MITCHELL traveled to Princeton, July 14-15, to speak to the summer fellows at the Woodrow Wilson School of Public and International Affairs, on U. S. policy toward the Middle East and careers in the Foreign Service.



NEAR EASTERN AFFAIRS—Assistant Secretary Edward P. Djerejian, center, presents Superior Honor Awards to Ron Neumann, director, Office of Northern Gulf

Affairs, and David Reuther, deputy director, Office of Northern Gulf Affairs. With them are Mrs. Reuther and Mrs. Neumann.



ABU DHABI, United Arab Emirates—Administrative officer James M. Alderman, receives Superior Honor Award. With him are Ambassador William A. Rugh, left, and Liv Alderman.

**Office of Arabian Peninsula Affairs:** MARGARET DEAN has completed her assignment with the Bureau of Intelligence and Research and has taken over as director of the office . . . Deputy director JERRY FEIERSTEIN discussed Gulf security issues, July 16, with Meridian International Center visitors from Kuwait and Yemen.

**Office of Egyptian Affairs:** RICHARD JONES arrived June 16 from the Senior Seminar to assume the directorship. Political-military officer BARBARA PRES-GROVE traveled to Egypt, July 28-31, for bilateral political-military consultations . . . On June 29 economic officer LARRY MEMMOTT met with Egyptian officials participating in a professional development seminar at Bowie State University. He discussed U. S. relations with Egypt.

**Office of Israel and Arab-Israeli Affairs:** Director THOMAS MILLER led an interagency team to Israel for consultations on the U. S. loan guarantees, June 7-10 . . . On June 23 Mr. Miller testified before a House maritime subcommittee on Israeli cargo preferences . . . He addressed the Foreign Service Institute's Washington tradecraft course, July 15 . . . On July 18 he addressed the American-Israeli Public Affairs Committee's national political leadership training seminar. He spoke on U. S.-Israeli relations and the peace talks . . . On July 29 he spoke on issues in the U. S.-Israeli relationship, to eight members of Congress who will be traveling to Israel . . . Deputy director JOSEPH LIMPRECHT spoke on the peace talks to undergraduate students participating in the Fund for American Studies, June 17 . . . He left the office in July to become director of the Office of Career Development and Training. He has been replaced by RICHARD ROTH, who has completed an assignment as deputy director of the Office of Southern African Affairs . . . Political officer MARC SEIVERS briefed a B'nai B'rith Washington mission delegation, in the Department, on the peace talks and U. S.-Israeli relations, June 17 . . . On July 2 he briefed New York Mayor DAVID DINKINS and members of his delegation prior to the mayor's visit to Israel . . . Economic officer JAKE WALLEES had consultations in Jerusalem with the Israeli government on bilateral economic issues, and with both Israelis and Palestinians regarding the economic and refugees multilateral working groups of the Middle East peace talks . . . Political-military officer HELENE KESSLER has left the office for a year of Hebrew language training, before going to Tel Aviv as the political-military officer.

**Office of Lebanon, Syria, Jordan and Palestinian Affairs:** Lebanon desk officer MICHAEL VARGA spoke to graduate students from the University of Pittsburgh, July 9, on the Middle East peace talks and the U. S.

role . . . He left the office in late July to begin a Pearson fellowship at the World Trade Center of Miami. He has been replaced on the Lebanon desk by JUAN ALSACE, who completed his assignment as staff assistant to assistant secretary Djerejian . . . ROBERTA NEWELL has come from Riyadh to begin her assignment as the Jordan desk officer, replacing HENRY ENSHER, who is on his way to Damascus as economic officer . . . Secretaries ALICE SAUCEDO-BEAVERS and DIANE RICE have joined the office.

**Office of Maghreb Affairs:** Deputy director and Morocco desk officer JOSEPH STAFFORD left the office for his new assignment as deputy chief of mission in Nouakchott. He has been replaced by EDWARD VAZQUEZ . . . Algeria desk officer KATHY RILEY has left the office for her assignment as head of the consular section in Jerusalem . . . Following orientation travel to Algeria and Morocco, STEVE KASHKETT joined the office as country officer for Algeria . . . DAVID FETTER joined the office as the Libya desk officer.

**Office of Northern Gulf Affairs:** Director RONALD NEUMANN led the U. S. delegation to a UN-sponsored conference in Geneva, on relief in Iraq, June 2-3 . . . Deputy director DAVID REUTHER has left to begin his new assignment as director of the Office of Korean Affairs in the Office of the Assistant Secretary for Defense for International Security Affairs . . . CHRIS HENZEL has joined the office as the new Iran desk officer, replacing MICHELLE BERNIER-

TOTH, who will be consul in Abu Dhabi. Iraq desk officer PETER TINSLEY has left the bureau for an assignment in Mexico City . . . Secretary SIGRID GRANT joined the office in June.

**Peace Process Office:** After traveling to Moscow with Mr. Djerejian, July 8, special assistant JOE BAVARIA attended a verification workshop in Cairo, part of the multilateral working group on arms control and regional security . . . CLAIRE OXLEY, who has completed her assignment on the India desk, joined the office as the new special assistant for the peace talks. She replaces PAUL SUTPHIN, who is beginning a year of language training before an assignment in Jerusalem . . . Ms. Oxley met with students participating in a program sponsored by the American Arab Anti-Discrimination Committee, July 16, to discuss the Middle East peace talks and the U. S. role as a sponsor . . . Secretary BETTY McNAUGHTON joined the office in June.

**Office of Regional Affairs:** JOHN HERBST has joined the office as the new director . . . Deputy director GARY USREY traveled to Los Angeles, June 20, to address the United Muslims of America on U. S. policy, democracy and Islam . . . SCOTT McGEHEE has replaced RICHARD JARVIS as political officer/speechwriter. Mr. Jarvis will be transferring to Sanaa after language training in Tunis . . . Deputy political-military adviser TODD ROSENBLUM attended the Australia Group (chemical weapons control) talks in Paris, June 6-12. He was the Department adviser in the global war



NEAR EASTERN AFFAIRS—Assistant Secretary Edward P. Djerejian, center, presents Meritorious Honor Awards to the

deputy director of the Office of Israeli Affairs, Joe Limprecht, and Oman desk officer Jan Trickel.

game in Newport, R.I., July 19-23 . . . As part of the Middle East multilateral working group on water resources, CHARLES A. LAWSON, special assistant for science and technology, attended a seminar on water technologies in arid and semiarid areas, in Vienna, Austria, June 7-9 . . . Mr. Lawson, along with JONATHAN MARGOLIS, Bureau of Oceans and International Environmental and Scientific Affairs, led the U. S. delegation to the seminar. Mr. Lawson and Mr. Margolis also attended a U. S.-hosted intersessional activity of the water working group, concerning water data and regional water management in the Colorado River basin, July 11-12.

*Office of the Executive Director:* RALPH FRANK is the new Executive Director for the bureaus of Near Eastern Affairs and South Asian Affairs . . . LARRY CORBETT joined the post management office in July, and HOWARD VAN VRANKEN began his assignment as the personnel officer in July. □

## OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS

RAFE POMERANCE, deputy assistant secretary for environment and development, led the U. S. delegation to the ninth plenary meeting of the Intergovernmental Panel on Climate Change, in Geneva, June 29-30. Participants approved workplans for its Working Group II (impacts, adaptation and mitigation) and Working Group III (economics and other cross-cutting issues) in the run-up to the second assessment report, due to be completed in the fall of 1995. The panel also adopted procedures for the peer-review process and dealt with requests from the Intergovernmental Negotiating Committee (framework convention on climate change) for scientific and technical advice.

DANIEL A. REIFSNYDER, director, Office of Global Change, served as alternate head of the U. S. delegation and took part in related meetings of the intergovernmental panel on climate change bureau and its Working Group II, which is cochaired by ROBERT WATSON, associate director-designate for the environment in the White House Office of Science and Technology Policy . . . JONATHAN C. PERSHING, science officer, Office of Global Change, also served as a member of the U. S. delegation and participated in an informal meeting, July 1-2, in Geneva, of Organization for Econom-

ic Cooperation and Development countries and countries with economies in transition, on issues related to the preparation of national action plans under the framework convention on climate change. Mr. Reifsnnyder and STEPHANIE SMITH KINNEY, deputy director, Office of Environmental Protection, participated on the U. S. delegation to the fifth participants' meeting of the global environment facility in Beijing, China, May 25-27, which took up issues related to the restructuring effort and replenishment . . . SUSAN LEVINE, Treasury's deputy assistant secretary for international development, debt and environmental policy, led the U. S. delegation.

LYSBETH RICKERMAN, economics officer, Office of Global Change, took part in the U. S. delegation to the first meeting of Working Group III (on economics and other cross-cutting issues) on the intergovernmental panel on climate change in Montreal, Canada, May 4-8, which developed a workplan for the group's contribution to the second assessment report . . . GRANVILLE SEWELL, adaptation officer, Office of Global Change, took part in meetings in Budapest, Hungary, May 18-21, related to the U. S. "Man and the Biosphere" program . . . He also took part as a member of the U. S. management team in meetings in the South Pacific (Marshall Islands and Vanuatu), June 1-12, related to the U. S. climate change country studies initiative.

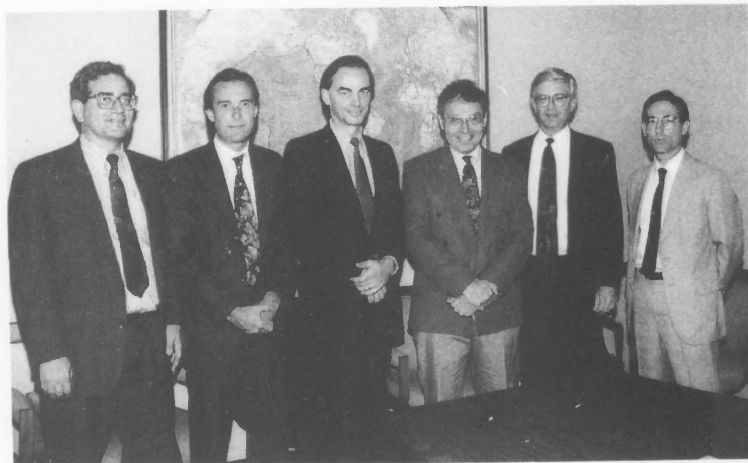
PAUL H. BLAKEBURN, director, and EVELYN WHEELER, multilateral affairs officer, Office of Terrestrial Conservation, traveled to Kingston, Jamaica, July 19-22, for negotiations amending the "Enterprise for the Americas Initiative" environmental framework agreement, so as to include child survival and child development concerns among those addressed by the Environmental Foundation of Jamaica's local fund for activities sponsored by nongovernmental organizations in Jamaica.

The deputy assistant secretary for oceans, DAVID A. COLSON, led the U. S. delegation to the seventh conference on the conservation and management of the living marine resources of the central Bering Sea, in Tokyo, Japan, June 29-July 1. He was accompanied by WILLIAM E. DILDAY, senior Pacific affairs officer, Office of Marine Conservation . . . Mr. Colson will be the lead U. S. negotiator at the eighth conference, scheduled for next month in Seoul, Korea . . . LARRY L. SNEAD, director, Office of Marine Conservation, led the U. S. delegation to the first substantive session of the UN conference on straddling fish stocks and highly-migratory fish stocks, July 12-30, at UN headquarters in New York. He was accompanied by Mr. Dilday and DAVID A. BALTON, Office of the Legal Adviser . . . Mr. Snead led the U. S. delegation to the

organizational session of the conference, April 19-23, in New York . . . Mr. Dilday represented the Department at the second international workshop on North Pacific high seas fishery management issues, cosponsored by the University of Washington and the University of Victoria, April 1-5, in Victoria, British Columbia . . . STETSON TINKHAM, senior Atlantic fisheries officer, Office of Marine Conservation, participated in discussions between the Organization of Hunters and Fishermen in Greenland and Atlantic salmon conservation groups, July 5-6, in Copenhagen . . . Mr. Colson led the U. S. delegation to the London convention's intersessional meeting, July 19-23. He was accompanied by KATHLEEN WALZ, Division of Marine Law and Policy, and MELINDA CHANDLER, Office of the Legal Adviser, in addition to representatives from five other agencies . . . Ms. Walz attended the final meeting of the intergovernmental panel of experts on radioactive waste disposal at sea, July 12-16 . . . ROBERT BLUMBERG, Division of Marine Law and Policy, represented the United States at the International Maritime Organization's Marine Environment Protection Committee session in London, July 5-9 . . . MAUREEN WALKER, chief, Division of Marine Law and Policy, headed the U. S. delegation to Port-of-Spain for the regional technical meeting for the Atlantic, Caribbean, Mediterranean region, in preparation for the upcoming UN global conference on the sustainable development of small island developing states, to be held in Barbados next year . . . ROBERT SMITH, Division of Marine Law and Policy, attended the Law of the Sea Institute seminar, in Seoul, Korea, July 14-16 . . . SANDY ROBINSON represented the Division of Marine Law and Policy at the regional technical meeting on coastal zone management, in New Orleans, July 19-23.

JOHN P. BORIGHT, deputy assistant secretary for science and technology affairs, was a delegate to the Organization for Economic Cooperation and Development "Mega-science Forum" in Paris, July 8-9 . . . KATHLEEN GAASERUD, program officer for India, Office of Cooperative Programs, visited India, June 13-24, for discussions with embassy and Indian officials regarding the Indo-U. S. Fund, and Indo-U. S. science and technology collaboration. Recommendations for allocation of \$10 million in rupees for fiscal year 1994, for collaboration in science, technology, education and culture, were drafted. She visited project sites in New Delhi, Udaipur and Jaipur . . . MARTIN PROCHNIK, director, accompanied by CARL MATTHEWS and JOHN DYSON (East Asia and Pacific Affairs), led a delegation of U. S. technical agency representatives to Shanghai, China, for a May 11-13 meeting of the U. S.-China





**SCIENCE AND TECHNOLOGY AFFAIRS**—At award ceremony, from left: **Ralph Braibanti, Kenneth Hodgkins, Andrew**

**Reynolds, Martin Prochnik, Jerome Bosken, John Boright, deputy assistant secretary.** (State Department photo by Eddie Anderson)

science and technology executive secretariat. The meeting reviewed Sino-American cooperation in research and scientific exchanges. Following the meeting in Shanghai, Mr. Matthews went on to Beijing, Guangzhou, Shenzhen and Hong Kong for consultations and familiarization . . . Mr. Prochnik joined representatives of the National Academy of Sciences and the Scripps Oceanographic Institute in Israel to represent the United States at the Binational Science Foundation board meetings, June 25-30. He was accompanied by JONATHAN MARGOLIS. Among other business, the board approved some \$4 million for 137 grants . . . Mr. Prochnik and DENNIS CARTER, program officer for central and eastern Europe, visited Zagreb, Croatia, and Ljubljana, Slovenia, April 19-23, to negotiate the texts of new bilateral science and technology cooperation agreements with science officials in Croatia and Slovenia. These two new agreements are intended to continue a tradition of cooperative research, established since 1972 under the U. S.-Yugoslavia science and technology agreement, between U. S. scientists and their Slovenian and Croatian counterparts.

Embassy Warsaw science counselor COLEMAN NEE led an interagency delegation visiting Warsaw, Poland, June 1-9, for the sixth annual meeting of the U. S.-Polish Joint Commission on Scientific and Technological Cooperation. Other State Department delegation members were Mr. Carter and LINDA STAHELI, Office of Cooperative Science Programs; JAMES CHAMBERLIN, incoming science counselor in Warsaw; and IRVING C. KESSER, Office of International

Financial Operations . . . Mr. Carter and GARY WAXMONSKY, National Academy of Sciences, visited the experimental geothermal plant near Krakow, Poland, June 5. They were briefed on small-scale applications of geothermal heat already operational at the plant, as well as a regional domestic heating plan to exploit its geothermal potential and reduce air pollution from small and large coal-fired heating plants. □

## PERSONNEL

### Family Liaison Office

The eighth mailing in the direct communication project was sent out in July. The paper, "Adult Education Opportunities," was sent to the 4,500 employees and family members who participated. The mailing included an order form for the Direct Communication Resource Clearinghouse, which contains 28 other papers, booklets and materials on topics of interest to Foreign Service personnel and their families . . . Youth coordinator KAREN LUNDAHL met, July 22, with Foreign Service parents of preteens, to discuss transition strategies for children in this age group, and possible programming based on models for teens . . . HAZEL BLAND THOMAS, community liaison office coordinator in Lagos, worked one day a week in the office, assisting evacuees from her post, during July and August . . . Employees and family members evacuated from Lagos attended a briefing, July 20, organized by support services officer LINDA OLESEN and the Bureau of African Affairs.

Director KENDALL MONTGOMERY and employment program coordinator DAVID BALL met with MICHAEL BOORSTEIN, new administrative officer for Beijing . . . Ms. Montgomery, with education counselor KAY EAKIN and Ms. Olesen, briefed Ambassador and Mrs. WILLIAM RAMSAY, who will be going to the Congo . . . Ms. Montgomery briefed several ambassadors-designate in July, including



**TUNIS, Tunisia**—Ambassador **John McCarthy**, left, presents Secretary's Pin for

**Outstanding Volunteerism to Teresa Kramer.** With her is her husband, **Richard.**

SIDNEY WILLIAMS (Bahamas); JEANNETTE HYDE (Barbados); AURELIA BRAZEAL (Kenya); NICHOLAS REY (Poland); and JOSEPH SALOOM (Guinea). Staff members briefed a number of groups in July, including those at the ambassadors seminar; deputy chief of mission seminar; the Foreign Service specialists class; the security overseas seminar; the regulations, allowances and finances course; new general services officers; and participants in the personnel management course. □

## POLITICO MILITARY AFFAIRS

**Office of Nuclear Weapons Proliferation:** Deputy director GARY SAMORE accompanied Assistant Secretary ROBERT GALLUCCI to Geneva to conduct discussions with the North Koreans aimed at getting them to reverse their stated intent to withdraw from the nuclear nonproliferation treaty and to permit international inspections of its nuclear program . . . Special assistant FREDERICK AXELGARD accompanied deputy assistant secretary ROBERT EINHORN to the Cairo verification workshop, the first in-region event of the Middle East arms control and regional security working group . . . JOE MARTY traveled to Tokyo to participate in discussions by representatives of the "Group of 7" countries on nonproliferation, in advance of the summit . . . Director JOSEPH M. DETHOMAS arrived July 6.

**Office of International Security Operations:** DEBORAH BOLTON has assumed the role of deputy director, arriving from the Air War College, Montgomery, Ala. . . Colonel FITZ CARTY, Air Force, arrived from the National War College to become the new military deputy director . . . Army Colonel TOM GRANT came from Joint Staff J-4 to head the peacekeeping unit . . . Navy Captain BILL DOWD came from the Industrial College of the Armed Forces to work military operational issues . . . JUDY JONES arrived from her exchange tour with the Navy Staff to work on the former Yugoslavia issues . . . PHIL SUTER came from the Philippines to work on peacekeeping issues . . . Lieutenant Colonel FRANK RAY retired from the Air Force, July 15, in a ceremony held in the Treaty Room . . . Commander HOWARD SIDMAN retired, July 27, from the Navy, in a ceremony aboard the destroyer, Barry . . . Six interns joined the office for the summer: MATTHEW ATKINS, from the University of Virginia; JEREMY FINE, West Point; Air Force Lieutenant SCOTT FISH-

ER, the Kennedy School; SUZANNE McGARITY, Clemson University; RANDALL SCHRIVER, the Kennedy School; and MICHELLE YOUNG, Radford University . . . DAVID GOWDEY and MARTIN BARRILLAS were awarded Meritorious Honor Awards for their roles in the Somalia task force . . . KATIE SOLON and ALEX MARGULIES received Superior Honor Awards for their service to the task force here and in Mogadishu. The latter is headed to Haiti for two months . . . ANN WRIGHT is finishing her three-month duty in Somalia as chief of the Justice Division of the UN operation mission in Somalia, and has received a Superior Honor Award for her service in Mogadishu.

**Office of Arms Control Policy for Compliance and Implementation:** ERIC RUNNING represented the Department at the 14th session of the Special Verification Commission, June 7-25, in Geneva, Switzerland. The commission was created by the U. S.-Soviet intermediate-range nuclear forces treaty to deal with compliance and implementation matters. It is concerned with converting implementation of the treaty from a bilateral to a multilateral mechanism involving the successor states of the former Soviet Union . . . CHARLES EVANS participated in three U. S. mock inspections in Ukraine, June 15-29, to expose new inspectors and escorts to actual conditions with the aim of enhancing mutual confidence in implementation of the conventional forces in Europe treaty

. . . Lieutenant Colonel THOMAS SKILLMAN has replaced Lieutenant Colonel GUY LUNSFORD as strategic arms reduction treaty action officer. Mr. Lunsford will attend the Naval War College at Newport, R.I. . . Mr. Skillman, most recently, served as staff officer with the policy and concepts branch, headquarters, Allied Air Forces in Central Europe, where his desk was the focal point for all arms control-related issues . . . ROBERT McCREIGHT, who served on detail, May through July, as action officer for the threshold test ban treaty, and backup action officer for the intermediate-range nuclear forces treaty, is transferring to the Bureau of Intelligence and Research.

**Office of Weapons Proliferation Policy:** Director VANN VAN DIEPEN traveled to Russia and China in support of missile nonproliferation talks . . . The Missile Division said goodbye to three officers: GEORGE COLVIN, who left for an assignment on the Ethiopian desk; BAIN COWELL, who has gone to Brussels; and MARK PEKALA, now on the Russian desk . . . The office welcomed BLOSSOM PERRY, from the Policy Planning Staff . . . Two interns joined the office for the summer: BOB MARTINAGE, from the Fletcher School of Law and Diplomacy, and RAY BONOAN, from Columbia . . . The Chemical and Biological Weapons Division said farewell to THOMAS PRASTER, off to Kuwait City, and welcomed intern GINA-MARIE LICHACZ from Harvard's Kennedy School, and summer-hire



**POLITICO-MILITARY AFFAIRS—** Colonel John Piazza, director, Office of International Security Operations, presents Meritorious Honor Awards to Martin Barillas

(left) and David Gowdey (right) and Superior Honor Awards to Katie Solon (center, left) and Alex Margulies (center, right) for their work on the Somalia crisis.

GRAIG PARSONS, en route from the University of Paris to the University of California at Berkeley . . . Deputy director MARTIN WELLINGTON traveled to Paris for the Australia group plenary in June, with Mr. Einhorn, and to Cairo and London for consultations in July . . . LEONARD HILL accompanied principal deputy assistant secretary TED McNAMARA to Bangkok in July, for consultations on proliferation-related export controls.

**Office of Strategic and Theater Policy:** Deputy director PATRICIA HANSCOM accompanied Under Secretary LYNN DAVIS on comprehensive test ban treaty consultations in the United Kingdom, France, Germany, China and Japan, July 21-28, and participated in similar discussions in Washington with a high-level Russian delegation, July 19 . . . TIMOTHY TULENKO arrived July 6 to work on comprehensive test ban treaty issues, and issues related to conventional arms control in Europe . . . RALPH KWONG traveled to Minsk in June, as a member of the "safe, secure dismantlement" delegation that finalized three agreements with Belarus regarding export control, defense conversion and environmental restoration.

**Nuclear Energy and Energy Technology Affairs:** RICHARD STRATFORD, who will head the bureau's new offices dealing with nuclear energy issues, led a U. S. delegation in discussions with Norway on radioactive contamination in the Arctic . . . He briefed visiting Brazilian congressmen on U. S.-Brazil nuclear relations. □

## REFUGEE PROGRAMS

The bureau's reorganization plan was approved by the Department. Under this plan, the bureau's 10 offices were consolidated into 6, and a new Office of Population was added. The bureau is now comprised of the following offices: the front office; Office of the Comptroller; Office of the Executive Director; Office of Policy; Office of Refugee Assistance for Europe, Near East and South Asia; Office of Refugee Assistance for Africa, Asia and Latin-America; Office of Refugee Admissions; and Office of Population.

WARREN ZIMMERMANN, bureau director, consulted with SADAKO OGATA, the UN high commissioner for refugees, in Geneva, on assistance to Bosnian refugees . . . Mr. Zimmermann met with HELMUT TURK, Austrian ambassador to the United States, to discuss the Bosnian refugee situation in Austria and U. S. admissions policies . . . ALBERT A. THIBAUT JR., director, Office of Refugee Assistance for



**BANGKOK, Thailand**—In the refugee and migration affairs section, *Andre Sauvageot*, left, receives a certificate of appreciation from Ambassador *David Lambertson*.

Europe, Near East and South Asia; and THERESA L. RUSCH, director, Office of Refugee Admissions, attended the meeting . . . Mr. Zimmermann also met with JEAN MARC BORNET, delegate general for Europe of the International Committee of the Red Cross, and RAYMOND FLYNN, U. S. ambassador-designate to the Vatican, concerning the involvement of Catholic organizations in refugee situations; HARALD SCHMID de GRUNECK, director of external resources (fundraising), International Committee of the Red Cross; and ELIZABETH FERRIS, the newly-appointed director of Church World Service . . . State's under secretary-designate for global affairs, TIMOTHY E. WIRTH, met with the executive directors of the refugee resettlement agencies. Mr. Zimmermann and BRUNSON MCKINLEY, deputy assistant secretary, attended this meeting.

JAN de WILDE, Office Refugee Assistance for Africa, Asia and Latin-America, assisted the International Organization for Migration, in Geneva, with preparations for a seminar on alien smuggling . . . NORMAN W. RUNKLES, comptroller, with Ms. Rusch; VEDA R. L. DWYER, program officer, Office of Policy; and NANCY LEES-THOMPSON, program officer, Office of Refugee Admissions, consulted in Geneva . . . JUDITH J. CHAVCHAVADZE, Office of Refugee Assistance for Europe, Near East

and South Asia, monitored refugee programs and consulted with international organizations and U. S. missions in Zagreb, Sarajevo and Geneva . . . ANITA L. BOTTI, chief of refugee admissions (domestic); BETSY A. FITZGERALD, program officer; and JANICE S. FINNEY, systems analyst, met with the Refugee Data Center and voluntary agencies in New York to review the new free case allocation system . . . Ms. Botti proceeded to Denver and Boulder with Mr. Wirth to review refugee resettlement in Colorado . . . KAREN L. MCCARTHY and CARLA R. NADEAU, program officers, monitored reception and placement affiliates in Houston and High Point, NC.

Ms. Lees-Thompson traveled to San Diego to assist the processing and return of Chinese migrants to China . . . KENNETH L. FOSTER, program officer, Office of Refugee Admissions, reviewed refugee processing in Havana and consulted with Immigration and Naturalization Service officers in Miami . . . ANN T. KENNELLY, program officer, Office of Policy, attended a training seminar on migration and refugees in Kazakhstan . . . MARY ANN ETCHISON, Office of Policy, provided temporary assistance to the refugee and migration affairs office, U. S. mission, Geneva. Visiting the bureau on consultations were refugee coordinators LINDA THOMAS-GREENFIELD (Nairobi), GEORGE FREDERICK (Mogadishu) and ERIC P. WHITAKER (Khartoum). □

## SOUTH ASIAN AFFAIRS

The bureau's interim director, JOHN R. MALOTT, met with a delegation from the Pakistani Senate, July 20 . . . On July 29, he called on the Pakistani prime minister, MOEEN QURESHI, who was visiting Washington.

**Office of India, Nepal, Sri Lanka and the Maldives:** Deputy director TIM HAUSER departed July 2 to become consul general in Madras . . . PETER GADZINSKI, head of the Kathmandu political/economic section, and MARC KOEHLER, political officer, were in the Department for consultations, July 28-30 . . . STEVE MANN was in the Department from Colombo for consultations, July 14-16 . . . The new Colombo political counselor, SCOTT DELISI (en route from Islamabad, where he was a political officer), consulted in the Department, July 28-29.

**Office of Regional Affairs:** Director MICHAEL LEMMON, on July 29, addressed the Center for War, Peace and the News Media's nonproliferation breakfast group, on U. S. approaches toward nonproliferation in South Asia. ■

# MUSIC AT STATE

## Mother and young son give a joint piano recital

BY STEVEN ALAN HONLEY

*The author, a Foreign Service officer in the Bureau of African Affairs, is the magazine's regular music reviewer.*



Mr. Honley

Ingrid and Darien Claxton's recent piano recital in the Dean Acheson Auditorium was another first for the musical "State of the Arts" series. We've had sisters give separate piano recitals and we've had a husband and wife. But I believe this was the first time we've had a mother and son on stage together.

She opened the joint recital with "Summerland" (from the Three Horsemen Suite) by the American composer William Grant Still, an impressionistic piece which evoked the languor of the season. Darien Claxton, her 15-year-old son, displayed similarly impressive skills in two works: Beethoven's Bagatelle in D and "Dr. Gradus ad Parnassus" from Debussy's Children's Corner Suite. Apart from a slight case of nerves, Mr. Claxton played both works with real maturity and confidence.

Staying with the Debussy suite (in honor of Bastille Day), Ms. Claxton presented its finale, "The Golliwog's Cake-walk." Next came two Spanish works, to which she brought considerable verve: "Sevilla" by Isaac Albeniz, and "Ritual Fire Dance" by Manuel De Falla. She concluded with a work which her husband, Mac Claxton, had written when he was her son's age: "Variations On A Theme From a Grandfather's Clock." This was in a lush, romantic idiom, so it wasn't a great surprise when she explained that she had learned the piece at least partially to impress her future husband when they were courting.

However each of us interprets the phrase "family values," it was a real

pleasure to experience a musical manifestation of it in this recital. □

## Nick and Mary Greanias sing for their colleagues

It's always a treat to hear Department employees perform in this series, and the recital of Nick (a second-tour Foreign Service officer bound for Bucharest) and Mary Greanias in the East Auditorium was no exception.

Appropriately, the husband-and-wife team opened their program of "American songs and other music" (in honor of the Independence Day holiday) with a simple but heartfelt rendition of "My Country, 'Tis of Thee." Ms. Greanias, a soprano, then presented three of the "Five Greek Folk Songs" set by Ravel; her operatic training and impeccable French stood her in good stead for these selections, despite some pinched high notes.

Mr. Greanias, a baritone, brought us back to this side of the Atlantic for a mini-tour of American musical history, illustrating his thesis that "American folk music is the music of the world." His examples, all sung a cappella in an occasionally breathy but always expressive baritone, included a sea chanty ("Blow, Ye Winds") and a spiritual ("When Israel Was In Egypt's Land"). Especially interesting was his juxtaposition of "The Bonnie-Blue Flag" (the South's other "national anthem" besides "Dixie,") with Stephen Foster's reply, "That's What's the Matter."

After Ms. Greanias favored us with a



sultry solo rendition of Gershwin's "Summertime," the team did a medley of romantic songs from the American stage—most notably "Almost Like Being In Love" (especially appropriate since the two met in a production of "Brigadoon"). They concluded with two sing-along numbers: "Auld Lang Syne" and "When I Was A U.S. Ambassador," a very clever (if pointed) pastiche of "When I Was A Lad" from "HMS Pinafore."

Clearly, this team of "musical ambassadors" is well equipped to bring American music to Romania.

Scott Matthias was their pianist. □

## Scott Matthias: solo player, accompanist

Contrary to popular opinion, being a solo pianist requires different skills than being an accompanist. Rare indeed is the pianist who is equally comfortable and accomplished in both fields of endeavor.

Scott Matthias, who has accompanied numerous singers and instrumentalists (both in "State of the Arts" recitals and elsewhere), proved in his performance in the Dean Acheson Auditorium that he is one of those rare birds.

Mr. Matthias opened his recital, devoted to 20th-century compositions, with the Prelude from Debussy's Pour Le Piano Suite. It took a while for him to warm up his fingers fully but, once he did, the results were gratifying.

Alexander Scriabin actually wrote his Etude in C Sharp Minor (Opus 2, No. 1) in 1887, but its harmonic vocabulary is more than advanced enough to qualify it as a 20th-century work (Charles Ives would be another example of the same "ahead of one's time" character). Mr. Matthias clearly felt at home with this lush music, and was commendably careful not to overpedal (a crutch all too many pianists use in pieces of this type).

This reviewer had not encountered music by the Brazilian composer Octavio Pinto before, but the pianist's account of two excerpts from Pinto's Memories Of Childhood Suite made me want to hear more of it. "Run, Run" has a charming, quicksilver feeling about it, while "March,

Little Soldier" hilariously depicts toy soldiers gradually getting more and more out of step, and ends in a mad dash.

Ending a recital with a work like Aram Khachaturian's Toccata requires a certain amount of bravado. Jagged and discordant, albeit with a more lyrical middle section, it's just the sort of piece that turns off many casual listeners to modern music, no matter what its merits. However, if this audience's reaction is any measure, Mr. Matthias has a real gift for stretching musical ears without inflicting pain.

We are fortunate indeed to have him as a regular performer at State, both as a soloist and collaborator. □

## Pianist Catravas plays 'directly to the hearts'

Nicholas Catravas's program in the Dean Acheson Auditorium was firmly rooted in the 19th century, but his deep affinity with Romantic-era music enabled him to speak directly to the hearts of his listeners despite the intervening years.

Beethoven's Sonata No. 31 in A Flat Major (Opus 110, one of his last works) presents a host of interpretative challenges. To take just one example: the final of the three movements is marked in a way that requires the performer to bring out several distinct musical ideas and moods within about a 10-minute span, without destroying the movement's (and work's) unity. Mr. Catravas was equal to the task, giving an account worthy of Beethoven himself.

He then shifted gears for Liszt's "Variations on Bach's 'Weinen, Klagen'" (the opening chorale from Cantata No. 12). Perhaps because Mr. Catravas is also an organist, he seemed quite at home with the dense, organ-like texture of the piece. Intense, somber and chromatic in the beginning, Liszt's variations build to what seems to be the finale—only to subside suddenly almost to silence before the chorale theme (now in the life-affirming major key) trumpets forth.

Chopin's "Heroic Polonaise" in A Flat Major (Opus 53) concluded the recital in grand fashion, apart from a few split octaves here and there. Throughout, this

was a thrilling opportunity to hear some gems of the solo piano repertoire in the hands of an artist who did them justice. □

## State employees display their piano skills

In addition to running the "State of the Arts" recital series, Caryl Traten-Fisher continues to render another invaluable service to the Department: she gives piano lessons, both at Georgetown University and in the Department. Six of her students, including several Department employees, gave a joint recital in the Dean Acheson Auditorium (on the piano she has lent to the Department).

First up was Ai Ando, who gave a charming (if a bit uneven) account of a "Rondo Expressivo" by Carl Philip Emmanuel Bach and a novelty piece, "Majesty Of The Deep," by a composer named Hames (about whom this reviewer was unable to locate more information). Another Georgetown student, Margaret Thomas, then played the "Danza de la Mosa" from Ginastera's Danzas Argentina; she skillfully brought out the dance's languid yet rhythmic quality.

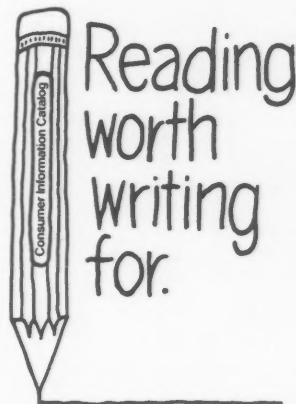
Adam Kaufman, who works in the Bureau of Personnel, took the Prelude in D Minor from J. S. Bach's Well-Tempered Clavier, Book 1, at a strikingly deliberate tempo; notwithstanding some memory lapses, that interpretation worked well. Curiously, his second selection—Scriabin's Prelude for the Left Hand Alone (Opus 1)—is technically more difficult than the first, yet he gave a well-nigh flawless rendition of it.

Scott Matthias is not a Department employee, but has been an accompanist in the "State of the Arts" series so frequently that he almost qualifies. It was a special pleasure to hear him, however briefly, as a soloist in another Scriabin work—Prelude in C Sharp Minor (Opus 11, No. 10)—and in the Rachmaninoff Ponchinnelle.

Farah Smith, who works in the Bureau of Diplomatic Security, returned to the piano only recently after a long absence. But her first fleet-fingered performance of Liszt's "Dance of the Gnomes"

revealed a commanding talent.

Another Georgetown student, Hiroyo Kawai, brought the recital to a satisfying conclusion with energetic performances of a Chopin Nocturne in G Minor (Opus 37, No. 2) and the Benjamin Godard "Valse Chromatique." ■



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# O B I T U A R I E S

**Robert R. Bliss**, 73, a retired Foreign Service officer, died of heart and kidney failure in Silver Spring, Md., on June 28.

Mr. Bliss joined the Service in 1949 and was assigned to Frankfurt. He was posted to Tehran as fiscal and budget officer in 1955. In 1956 he became post management officer for Germany. Next, he was an administrative officer in the Europe bureau's executive office, 1957-58. In 1958 he became general services officer in Saigon. He was administrative officer in Wellington, 1960-63, and Kuala Lumpur, 1963-67. He held similar assignments in the Bureau of East Asian and Pacific Affairs, 1967-79, and the Office of Security, 1969-72. In 1972 he became administrative counselor in Ottawa. After a final assignment in Islamabad, he retired in 1977.

Mr. Bliss was born in Ann Arbor on June 19, 1920. He attended Wayne University and the University of Maryland. He served in the Army in Europe during World War II. He received a Bronze Star and two other medals for his military service. His survivors include a daughter, Mary Ellen Bliss-Hanlon of Bethesda, Md., another daughter and two sons. □

**Alice Withington Clement**, 77, a retired Foreign Service officer, died in Washington on July 6.

Ms. Clement joined the Service in 1956 and was assigned to Bonn the following year. In 1962 she became consular officer in Windsor. She was passport and citizenship officer in Frankfurt, 1964-66. Next, she was consul in Berlin, 1966-69. In 1969 she became consular officer in Seoul. After a final tour as visa officer in Paris, she retired in 1974.

Ms. Clement was born in Cape Charles, Va., on February 20, 1916. She received a bachelor's from Vassar. She served in the Waves during World War II. After State, she volunteered at International Student House and the Corcoran Gallery in Washington. She leaves a brother, James H. Clement of Kingsville, Tex. □

**James L. Colbert**, 78, a retired economist and husband of retired Asian specialist Evelyn Colbert, died at Georgetown University Hospital in Washington on June 21.

Mr. Colbert began his career at State

as a foreign affairs officer in 1951. He became an international economist in the Bureau of European and Canadian Affairs the following year. In 1957 he was named supervisory international economist. Until his retirement in 1983 he was concerned primarily with U.S. economic relations with the Soviet Union and eastern Europe. After retiring, he worked as a volunteer at Washington National Cathedral and at Youth for Understanding.

Mr. Colbert was born in Victoria, Canada, on May 13, 1915, becoming an American citizen in 1943. He earned a bachelor's from the University of British Columbia and a master's and doctorate from Columbia University. During World War II he was a staff member of the Combined Raw Materials Board. He was an economist at the UN Relief and Rehabilitation Administration, 1945-48, and the Economic Cooperation Administration, 1949-51. In addition to his wife, of Washington, he leaves a daughter, a brother and three sisters. □

**Constantine Alexander (Trig) de Bodisco**, 34, a Foreign Service officer assigned to the American Institute in Taiwan, died of an embolism at a hospital in Taipei on July 18.



Mr. de Bodisco

joined the Service in 1988 and became economic officer in Belize City. He was economic officer in Tunis from 1990 until earlier this year, when he began Chinese language training at the Foreign Service Institute's school in Taipei. He had been slated for a tour in Shenyang after completing his studies. He held the Meritorious Service Award.

Mr. de Bodisco was born in Pensacola, Fla., on November 13, 1958. He received a bachelor's from the University of West Florida and a master's from Arizona's American Graduate School of International Management. Before State, he worked as a commercial loan officer with a bank in Arizona. A memorial service attended by his coworkers was held at St. Nicholas Russian Orthodox Church on July 28. He leaves his wife,

Sophie de Bodisco of Falls Church, Va., his parents, a sister and a brother. □

**Bainbridge C. Davis**, 83, a retired Foreign Service officer and Civil Service employee at State, died in Kennett Square, Pa., on July 16.

Mr. Davis began his career in the Department in 1936 as an assistant clerk. He became a junior economic analyst in the Division of Trade Agreements the following year. In 1943 he became a division assistant in the Bureau of Inter-American Affairs. After serving as a country specialist and an international relations officer, he joined the Foreign Service in 1954. He was assigned to the inter-American bureau, 1954-57. In 1957 he was named principal officer and consul in Colon. He served as consul in Kingston before retiring in 1962.

Mr. Davis was born in Cleveland on November 1, 1909. He received a bachelor's from Dartmouth. His survivors include his wife, Virginia Davis of Kennett Square. □

**Sally Ann Hix Emerine**, 58, a former Foreign Service employee and wife of retired Foreign Service officer Franklin D. Emerine, died of cancer in Palm Desert, Calif., on June 24.



Ms. Emerine

Ms. Emerine joined the Service in 1958 and served as a communications clerk in Bonn before her marriage in 1960. She later worked as a secretary while accompanying her husband to 12 overseas posts. She was a secretary to the ambassador's aide in Bonn, the political counselor in Warsaw, the deputy chief of mission in Fort Lamy, the consular officer in Monrovia, the defense attaché in Jakarta and the regional medical officer in Santiago. In addition, she volunteered as a teacher's aide at international schools and taught English in Chile. Besides her husband, she leaves her mother, three daughters and a brother. The family suggests contributions to the American Cancer Society. □

**Charles C. Flowerree**, 72, a retired Foreign Service officer, died in Arlington,

Va., on July 9.

Mr. Flowerree began his career at State in 1958 as a special assistant in the Bureau of Intelligence and Research. He joined the Foreign Service in 1962 and was assigned to Saigon as political officer later that year. In 1964 he became deputy political adviser to the Food and Agriculture Organization in Honolulu. He was an international relations officer in the Department, 1966-69. In 1969 he became political officer and consul in Kinshasa. Next, he was political officer in London, 1972-74. After serving as politico-military officer in the Department, he was detailed to the Arms Control and Disarmament Agency in 1979. He retired in 1982.

Mr. Flowerree was born in Baltimore on April 20, 1921. He received a bachelor's from the U.S. Naval Academy and was a naval officer for 15 years before joining State. His survivors include his wife, Jane C. Flowerree of Arlington. □

**Ernest Kroll**, 78, a retired public information specialist, died of cardiac arrest at Sibley Memorial Hospital in Washington on April 23.

Mr. Kroll began his career at State as a divisional assistant in 1946. He was promoted to regional specialist in the Bureau of Public Affairs' Office of Overseas Staffing in 1949. He worked as an intelligence research specialist, 1952-61. In 1961 he became a public information specialist in the Office of Special Projects. He retired in 1971.

Mr. Kroll was born in New York on December 23, 1914. He received a bachelor's from Columbia. During World War II he served as a linguist in Japanese in naval intelligence. Before State, he was a newspaper reporter in New York. He published five volumes of poetry, and his works appeared in such magazines as the *New Yorker*, *Atlantic*, the *New Republic* and the *Nation*. His "Cape Horn and Other Poems" was a runner-up for the 1952 National Book Award. He leaves his wife, Margaret Kroll of Washington, a sister and a son. □

**Austin P. Maley**, 81, a retired Foreign Service officer, died in Hendersonville, N.C., on June 26.

Mr. Maley began his career at State in 1952 as assistant chief of the procurement and property branch. He joined the Foreign Service in 1955 and was assigned

to Bonn. After studies at Northwestern, he became chief of the Division of Supply Management in 1961. He served as general services, then administrative, officer in Taipei before retiring in 1965.

Mr. Maley was born in Pennsylvania on September 25, 1911. He earned a bachelor's from Holy Cross College. Before State, he worked for the Department of Agriculture. His survivors include his wife, Julia B. Maley of St. Petersburg, Fla., three daughters, a son, seven grandchildren and a great-granddaughter. □

**Sheelah M. Langan**, 83, a retired Foreign Service secretary, died in Middlebury, Vt., on July 6.

Ms. Langan joined the Service in 1944 and was assigned to Rome. In 1947 she was posted to Bangkok. She served in London, 1950-52, and Tripoli, 1952-54. After a tour in Athens, she went to Rabat in 1956. In 1961 she became secretary to the ambassador in Bogota. She retired in 1970 after serving two tours as secretary to the chief of mission in Mexico City.



Ms. Langan (1963)

Ms. Langan was born in New York on May 19, 1910, and grew up in Mendham, N.J. After State, she worked as a volunteer at the library in Dorset, Vt. She leaves a sister, Ann L. Neill of Mendham, a nephew and a niece. □

**Robert Bruce Maule**, 99, father of retired Foreign Service officer Robert (Bill) Maule, died of heart failure in Bainbridge Island, Wash., on June 20.

Mr. Maule had accompanied his son on postings to Port-au-Prince, 1963-66, and Vienna, where his son was consul general, 1966-71. He was a native of San Francisco who worked for Pacific Telephone before joining his son overseas. He received the Los Angeles Council's Silver Beaver award for his work with the Boy Scouts. In addition to his son, he leaves three grandchildren and five great-grandchildren. His family has established a memorial for him at California's Big Basin Redwood Park, and suggests contributions to the *Sempervirens* Fund, Drawer

BE, Los Altos, Calif. 94023. □

**Helen Hooks Montenegro**, 76, a former Foreign Service secretary and wife of retired Foreign Service officer Daniel W. Montenegro, died of cancer at her home in McLean, Va., on July 9.

Ms. Montenegro accompanied her husband on postings to Berlin, Frankfurt, Noumea (New Caledonia), Madrid and Santiago. She worked at the embassy in Santiago, 1942-44, and later for the UN Rehabilitation and Relief Agency in Washington and in Weisbaden. She also taught English in a program sponsored by the U.S. Information Service in Madrid. She was a native of Lakeland, Fla., who graduated from Florida's Stetson University. In addition to her husband, she leaves two daughters, a brother, a sister and a grandson. □

**Joseph J. Montllor**, 77, a retired Foreign Service officer, died in Alexandria, Va., on June 24.

Mr. Montllor joined the Service in 1946 and was assigned to Port-au-Prince. He was consular officer in Lyon, 1946-48, and public affairs officer in Buenos Aires, 1948. After a temporary assignment in Tucuman, he returned to Buenos Aires as public affairs and economic officer in 1949. In 1952 he became political officer in Phnom Penh. He was a supervisory international relations officer in the Department, 1956-58. After attending the National War College, he was posted to Mexico City as political officer in 1959. He was named principal officer and consul general in Guadalajara in 1965. He served as principal officer and consul general in Quebec, 1969-70. In 1970 he became deputy chief of mission in Madrid. After a final position as deputy chief of mission in Buenos Aires, he retired in 1975.

Mr. Montllor was born in New York on January 17, 1916. He received a bachelor's and a master's from Columbia. His survivors include his wife, Ruth Montllor of Alexandria. □

**Henry Clinton Reed**, 86, a retired Foreign Service officer died in Amherst, Mass., on June 16.

Mr. Reed began his career at State in 1930 as a clerk in Quito. He was appointed a Foreign Service officer in 1942 and assigned to Ciudad Trujillo. He was vice

consul in Santiago, 1945-48, and Dublin, 1948-51. In 1951 he became consul in Naples. He served as principal officer in Oporto, 1954-56. Next, he was a career development officer in the Bureau of Personnel, 1956-58, and a supervisory international relations officer in the Bureau of Inter-American affairs, 1958-61. He was named principal officer and consul general in Luanda in 1962. He retired in 1967 after a final post as principal officer and consul general in Lourenco.

Mr. Reed was born to American parents in Guayaquil on May 26, 1907. He received a bachelor's from Dartmouth. Before State, he was an English professor at a college in Guayaquil and worked for the Norwegian consulate in Ecuador. He leaves his wife, Frances C. Reed of Amherst, a daughter and a son. □

**Earle J. Richey**, 75, a retired Foreign Service officer, died of cancer at his home in Falls Church, Va., on July 2.

Mr. Richey joined the Service in 1943 and was assigned to Accra. He was economic officer in Hamilton, 1945-47, and Nairobi, 1947-49. After working as an international relations officer in Washington, he became political officer in Tunis in 1953. He had a similar position in Casablanca, 1954-55. In 1956 he was named principal officer in Asmara. After attending the Air War College, he became a supervisory placement specialist in the Department in 1960. He went to Tokyo as a politico-military officer in 1962. In 1966 he became deputy chief of mission in Kampala. He was detailed to the Department of Defense as a political adviser at Scott Air Force Base, Ill., 1969-71. He served as the first chief of the Foreign

Service Grievance Staff before retiring in 1974.

Mr. Richey was born in Altamont, Kan., on September 5, 1917. He earned a bachelor's and law degree from Washburn College. Before State, he was an attorney at the Washington law firm, Covington & Burling. He leaves his wife of 39 years, Katherine W. Richey of Falls Church, Va., two daughters, a son, two brothers and four grandchildren. □

**Robert Max Schindell**, 78, a retired Foreign Service officer and husband of retired Foreign Service secretary Jean Butler Schindell, died in Burnsville, N.C., on June 22.



**Mr. Schindell** began his foreign affairs career in 1949 as a transportation clerk with the Economic Cooperation Administration. After working as a special assistant and administrative officer, he joined the Foreign Service in 1956. He was administrative, then general services, officer in Karachi, 1956-59. Next, he was assistant executive officer in Cairo, 1959-61, then executive officer in Taiz, 1961-63. After a posting to Kabul, he was assigned to Washington in 1965. He was executive, then administrative, officer in Recife, 1967-71. He retired in 1974 after a final assignment in Lima.

Mr. Schindell was born in Washington on January 16, 1915. Before State, he was credit officer for an oil company and an administrative assistant at other Government agencies. In addition to his wife, of Burnsville, he leaves two daughters, a son, two stepdaughters and two grandchildren. □

**Dorothy L. Strayer**, 81, a retired Foreign Service specialist, died in Mechanicsburg, Pa., on May 21.

Ms. Strayer joined the Service as a clerk in 1945 and was posted to Belgrade. She was assigned to Zagreb, 1947-48, and Trieste, 1948-50. After a tour in San Jose, she became records supervisor in Stockholm in 1954. She was administrative assistant in London, 1957-61. In 1962 she became personnel assistant in Saigon. She was promoted to personnel officer in the

Department in 1965. She served as a career development officer in the Bureau of Personnel before retiring in 1971.

Ms. Strayer was born in York Springs, Pa., on June 13, 1911. Before State, she worked as a secretary for 16 years in private industry. She leaves a sister, Eva Loue of Akron and a half-sister, Kathryn Staub of Mechanicsburg. □

**Warren R. Thornton**, 71, a retired Foreign Service specialist, died in Durham, N.C., on June 29.

Mr. Thornton began his career at State as a teletype technician in 1961. In 1968 he joined the Foreign Service. After an assignment in the Office of Communications, he was posted to Bonn as a communications technician in 1973. He served as a communications specialist in the Office of Communications before retiring in 1977.

Mr. Thornton was born in Washington on November 26, 1921. He served in the Marines during World War II. Before State, he worked for the National Security Agency and the Departments of Army and Commerce. He leaves a son, Richard W. Thornton of Severn, Md., two other sons and a daughter. □

**William John (Bill) True Jr.**, 70, a retired budget officer, died of cancer and heart failure in Staunton, Va., on April 28.

Mr. True began his career at State as a clerk in 1942. He became a mail and file supervisor in 1950. After working as a post management officer and budget analyst, he became a branch chief in the Division of Estimates in 1961. He served as a supervisory budget officer in the Bureau of European and Canadian Affairs in the late '60s. He became director of funds management in the Office of the Deputy Assistant Secretary of Budget and Finance, before retiring in 1973.

Mr. True was born in Falls Church, Va., on December 21, 1922. He earned a bachelor's from Benjamin Franklin University. He served in the Navy overseas during World War II. He leaves his wife, Doris Beahm True of Staunton, two daughters, two sons and eight grandchildren. □

**Alden Nicholas Woodbury**, 36, son of retired Foreign Service officer Wendell

## Mattson memorial

The 100th anniversary of the death of Swedish-American Hans Mattson, Civil War hero and diplomat, will be observed in Minnesota at a memorial service October 10 at the Fort Snelling memorial chapel. Mr. Mattson was said to be the highest-ranking U. S. diplomat of Scandinavian birth when President Garfield appointed him consul to India in 1881. □



W. Woodbury and his wife, Elizabeth, died of cancer at the Hospice of Northern Virginia in Arlington, Va., on May 1.

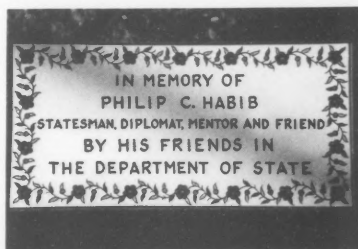
Mr. Woodbury was born in Algiers on January 18, 1957. He accompanied his parents on postings to Tokyo and Copenhagen. He earned a bachelor's from Columbia and a master's in economics from George Mason. He worked as a computer and publishing consultant in Washington. In addition to his parents, he leaves a brother, Jonathan W. Woodbury, of Arcadia, Calif. □

**Carroll H. Woods, 72**, a retired Foreign Service officer, died aboard a cruise ship in the Atlantic on April 21.

Mr. Woods began his career at State as an economist in 1948. He joined the Foreign Service in 1950, and was assigned to Moscow. In 1952 he became economic officer in Paris. He was an international economist in the Bureau of European and Canadian Affairs, 1956-58. In 1958 he became principal officer in Georgetown.

He had a second tour in Moscow 1961-63. He was a supervisory international relations officer in the Department, 1963-68. He served as economic and commercial officer in Brussels before retiring in 1970.

Mr. Woods was born in Norwood, Mass., on June 13, 1920. He earned a bachelor's from Dartmouth. He was a Navy P.T. boat commander during World War II. He leaves his wife, Mary Gordon Woods of Alexandria, Va., two daughters, two sons and four grandchildren. □



## Foreign Service officer Freddie Woodruff is slain in Georgia

Foreign Service officer Freddie Woodruff, 45, was shot and killed on August 8 near Tbilisi, Georgia, by an unidentified gunman only days before he was to return

to the United States. He was in a car driven by a Georgian security official at the time of the shooting.

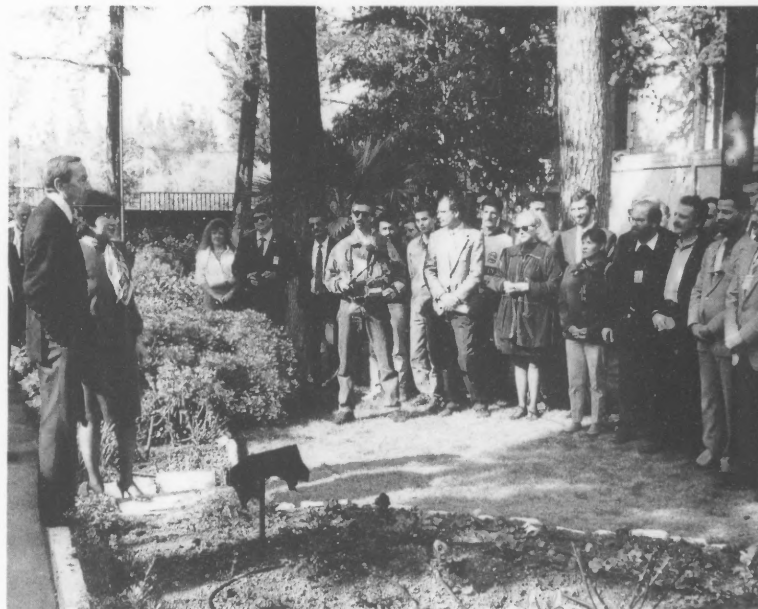


Mr. Woodruff had been on temporary duty since June as a regional affairs officer at the American embassy. The incident occurred some 20 kilometers from the capital while he was returning around 9:30 p.m. from a private unofficial tour of the village of Kasbegi.

Mr. Woodruff, born in Oklahoma, entered the Department in 1978. He had served tours as a consular officer in St. Petersburg, as a political officer in Ankara, and as a political/economic officer in Addis Ababa and Khartoum. He was assigned to the Africa bureau last October. He had shared in a group Superior Honor Award and was the winner of a Meritorious Honor Award. The holder of a theology degree from Harding College, he also had a master's in education psychology from Wayne State. He is survived by his wife, Meredith, a son, MacKenzie, and two daughters, Charter and Allyson and a son, Christopher, and a daughter, Michel, by a previous marriage, and his parents.

Mr. Woodruff served in the U.S. Army from 1971 until 1974 and was discharged with the rank of sergeant.

"We are deeply saddened to learn of this tragic death," Department spokesman Michael McCurry said at a press briefing hours after the news reached here. "We extend our sympathy and condolences to Mr. Woodruff's family." U.S. and Georgian authorities were cooperating to determine who was responsible for the killing. ■



**JERUSALEM**—Secretary Christopher, left, dedicates the Phil Habib Memorial Rose Garden at the consulate general here. On the ground in front of him is a plaque in memory

of the late under secretary of state who held a number of key assignments, including that of special Middle East envoy for the President.

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—COMPILED BY P. SUZANNE SMOLIK ■

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