

State

UNITED STATES DEPARTMENT OF STATE DECEMBER 1992

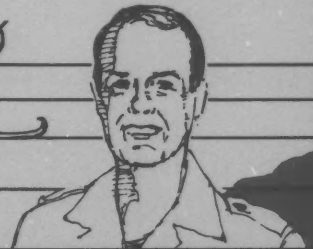
SEASON'S GREETINGS



Seoul



Washington



Moscow



New Orleans



Nassau



Phnom Penh



Bogata



Karachi

San Salvador



Dhahran

Yaounde



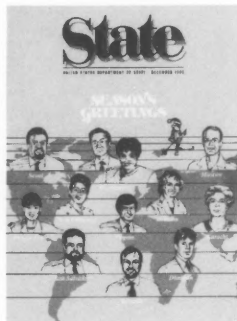
LETTERS

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 August).

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 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 Watzman
Assistant editor Barbara Quirk
Staff assistant Kim Banks □



THE COVER—The very best of the season to all of us (from every single one of us) in this great big family called State, Civil Service and Foreign Service, wherever you find yourselves during the holidays—at home or around the globe. Our colleagues who greet us include (from top left): in *Seoul*, consular officer JULIAN L. BARTLEY; in *Roslyn*, Lao language instructor SOUKSOMBOUN SAYASITHSENA; in *Washington*, in the Bureau of Consular Affairs, secretary CATHY STANLEY; in *Moscow*, communicator ALLAN J. FRIEDBAUER; in *Phnom Penh*, secretary EUHNEE ARVIZU; in *New Orleans*, passport examiner VANESSA WININS; in *Bogota*, Foreign Service national SEBASTIAN MOYA, a computer operations manager; in *Nassau*, narcotics control officer DENISE MALCZEWSKI; in *Karachi*, political/economic officer NANCY M. MASON; in *San Salvador*, political officer PHILLIP T. CHICOLA; in *Yaounde*, deputy chief of mission TIBOR P. NAGY JR.; in *Dhahran*, administrative officer SAMUEL A. RUBINO; and, coming in for a landing near the North Pole, where he suspects there may be a plush post, STATE's own SUPERCRAT (disguised as Santa Claus). The drawings are adapted from photos selected at random from the files of the magazine.

McCarthy dissected

STOCKHOLM, SWEDEN

DEAR EDITOR:

What "part from him" (Senator Joseph McCarthy) is alluded to in the comedy of errors on Page 21 of the October issue? His funny bone, perhaps?

When does the task force meet regarding proper English and grammar?

Sincerely,
SHELLEY D. GRAHAM

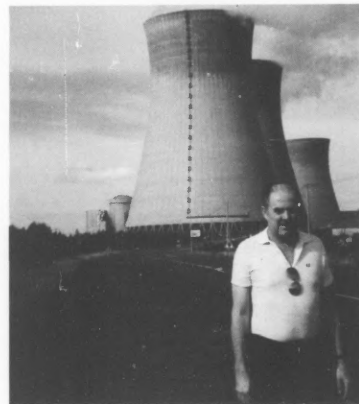
The editor replies: The phrase should have read "apart from him" rather than "a part from him." STATE regrets the error and hopes to head off still another meeting of the task force. □

Identity revealed

WASHINGTON

DEAR EDITOR:

Imagine my surprise and delight at seeing the photo of my husband, Michael A. G. Michaud, on Page 25 of



the November issue. As his wife of 27 years, I instantly recognized him but was disappointed that STATE failed to print his name below the photo for other readers whose recognition factor is lower.

Sincerely,
M. GRACE MICHAUD
Bureau of Consular Affairs

The editor replies: Mr. Michaud's name was inadvertently dropped from the caption of the photo, which shows the Embassy Paris science and technology officer in the Loire Valley, in front of one of the nation's 56 nuclear power stations. ■

State

No. 361

UNITED STATES DEPARTMENT OF STATE

DECEMBER 1992



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We take the occasion of our last official holiday message to salute all of you at the State Department for your wonderful contribution to world peace and send you warmest greetings of the season and best wishes for the New Year.

Ly Bush
Barbara Bush



To all our colleagues in the Foreign Service and Civil Service both here and overseas, our very best wishes for the holidays and the New Year.

Marlene and Lawrence Raphael

'AMBASSADORS' OF GOOD WILL

FOR MOST PEOPLE at State, the holidays are a time for family gatherings and exchanging presents. And for some, the season of giving also offers them an opportunity to reach out to the community. Peggy Dickerson, James Williams and Patricia Pittarelli are three such employees who are aiding others this holiday season.

—Ms. Dickerson, a secretary in the Bureau of Administration, holds and comforts abandoned babies and serves meals to homeless persons and needy families.

—Mr. Williams, a management analyst in the Office of Foreign Buildings Operations, works with prisoners in an effort to improve their communication skills.

—And Ms. Pittarelli, an employee relations specialist in the Bureau of Personnel, is organizing a drive to assist the financially-stricken family of an employee here at State.

* * *

MS. DICKERSON will spend several evenings this holiday season visiting babies abandoned by their mothers at D.C. General and Howard University Hospitals in Washington. She'll feed, diaper and soothe the infants, some of whom are suffering the ravages of withdrawal from cocaine or heroin.

"These babies need to feel loved if they're going to have any real future," says Ms. Dickerson, who spent seven years working with victims of domestic violence at a social service agency in New Jersey before she came to State. "I've seen what happens to kids who are abused or neglected. They become withdrawn or misbehave badly to get attention. I want to help avert that by assisting these babies at the beginning of their lives."

Nurturing infants provides a benefit for herself as well, Ms. Dickerson says, adding: "My daughters have all grown up and left home.



Peggy Dickerson. (State Department photo by Ann Thomas)

When you feel a baby snuggle up against you, you can't help but feel love."

This year, as in years past, she will also serve Christmas dinner to needy persons at an event sponsored by her church in Capitol Heights, Md. "Last year we served over 200 people in two hours," she says. "It's a heck of a lot of work—buying the food, preparing the meal and serving it—but it's worth it. In addition to single people, parents come in with their kids. They aren't necessarily homeless; some are living with friends or relatives. But they don't have that extra \$20 or \$30 for Christmas dinner.

"I try to smile and talk with those people as I serve them. We all know what it's like when a waiter is rude—who feels like eating? I think it's hard for people to accept hand-outs. But they seem to appreciate it. A lot of them came back for second helpings."

* * *

THREE DAYS before Christmas, Mr. Williams plans to visit the Alexandria (Va.) Detention Center, along with coworkers Regina Guida, a security specialist in the Bureau of Diplomatic Security, Shelia Hinds, a secretary in the Bureau of Consular Affairs, and Paul Salvucci, a com-

puter consultant in the Bureau of Administration. The four lead a weekly meeting of a group linked with Toastmasters International, an organization that helps participants overcome the fear of public speaking.

Mr. Williams, who has also founded a chapter of the group here at State, began the sessions at the jail in September.

He says: "Before coming to Washington, I worked as a counselor with kids in the American community in Frankfurt. I saw that a little attention to those who had problems helped turned them around, and that led me to my work at the jail.

"I expected to find a pretty rough group of fellows with bad attitudes. What I did find were some prisoners who are quite intelligent. Most of them have been brought down by drugs. They seem to be searching now for ways out of a life of crime. About 25 of them showed up at our first meeting. They were enthusiastic when I explained how



James Williams at the Alexandria, Va., Detention Center. (State Department photo by Ed Anderson)

Toastmasters works, and they took turns making short impromptu speeches."

Mr. Williams enlisted the help of fellow Toastmasters Guida, Hinds and Salvucci to guide the fledgling group. "We assign topics and critique speeches," he says. "We're there to

offer encouragement, and I think we can influence the prisoners positively. Learning to prepare a speech instills discipline, and public speaking increases self-confidence. Those are qualities the prisoners will need on the outside, to find jobs and become responsible citizens.

"Initially, we planned to meet twice a month, but the prisoners wanted to meet more often. Their enthusiasm keeps me going. At our Christmas meeting, we'll bring in a few refreshments. These guys have committed crimes, but they're still human beings. Helping to lead them in a new direction gives us a good feeling."

* * *

MS. PITTARELLI is collecting funds from her coworkers in the bureau's Office of Employee Relations to aid the family of a State employee. "In the past, our office has 'adopted' needy families through a social service agency in Washington," she says. "We were talking about what we wanted to do this Christmas, and we thought: 'Why not help someone right here at State?'"

"I contacted our Employee Consultation Service (in the Office of Medical Services) and a counselor there called me back in 30 minutes with the name of an employee who needed help. He's receiving counseling through the service. He has five children, ages 4 to 16. I thought at first that pride might prevent a colleague from accepting help. But when I called him he said he was thrilled, and I sensed that a burden had been lifted from him. We'll be able to provide a few Christmas presents for his kids."

Ms. Pittarelli's office has engaged in other efforts to aid the less fortunate. "This Thanksgiving and last Christmas we collected food and clothing for the House of Ruth, a shelter for homeless women," she says. "We also delivered money and a box of food to the Washington Post after we read a story about children whose mothers had been murdered. We were able to help a grandmother



Patricia Pittarelli, left, and coworker Cassie Ghee, with canned goods and clothing for the House of Ruth. (State Department photo by Ann Thomas)

who was raising her grandson alone. Another year, we delivered a turkey and a ham to a needy family, and toys, which we wrapped, for the kids. It was fun seeing the excitement on the children's faces.

"I was ecstatic when I learned there was a family we could help at State. I think any one of us could find ourselves in sudden financial difficulty. Your husband or wife could lose a job, or a family member could experience a medical problem that might wipe out your savings. If that

happened to me, I'd like to think that my colleagues would be there."

—BARBARA QUIRK □

In San Salvador: a friend of orphans

For his work with children at an earthquake-damaged orphanage, Heriberto Rivera-Velez of Embassy San Salvador has been honored by Bernard Aronson, assistant secretary for inter-American affairs.

In addition to hosting fundraisers at his home, Mr. Rivera-Velez arranged Christmas and birthday parties for the children, held raffles and other events to collect money for food, clothing and toys and enlisted his colleagues at post for help in cleaning, painting and repairing the orphanage.

The assistant secretary said: "Mr. Rivera-Velez has the ability to inspire others to reach out. Partially through the attention that he drew to it, A.I.D. chose the orphanage as one of its earthquake reconstruction projects. The bond that he established will continue. A group of about 20 embassy dependents now visits the orphanage on a regular basis," taking toys and other gifts to the children and teaching them English. ■



Heriberto Rivera-Velez, left, with children from the orphanage. With him are chargé Peter Romero and Assistant Secretary Bernard Aronson, right.

DEPARTMENT OPERATIONS

Panel on State's personnel system issues report

The latest independent commission to review the personnel structure of the Department has issued a report which endorses a separate Foreign Service and Civil Service but adds that "personnel policies and practices should emphasize flexible movement between the personnel systems rather than rigid boundary lines," and that: "Any employee should be able to indicate interest in any job, regardless of service affiliation, so that the best use may be made of employee skills."

The commission, headed by former Assistant Secretary Nicholas A. Veliotes (STATE, May), was established under a congressional mandate. It made a broad examination of the personnel system, recommending among other things that:

—The director general of the Foreign Service be given new duties, and that this official be replaced as the Department's director of personnel by a new "assistant secretary for human resources," with one deputy assistant secretary for the Foreign Service and another for the Civil Service.

—The Department "make better use of nontraditional personnel resources in

such areas as family employment and hiring locally resident American abroad."

—"State make continuing efforts to create a workforce which is representative of America."

The report also contains a statement from management summarizing for the first time the Department's response to recommendations of the so-called Thomas commission, which was one of the forerunners of the current panel chaired by Mr. Veliotes.

General discussion

The new report says: "The commission was impressed with the dedication and skill of employees in all systems, but believes that the Department could manage and organize these people more effectively. Existing legal authorities for the most part are adequate for this purpose; only a few improvements would require legislative action..."

"The Foreign Service should continue to be primarily a relatively closed, bottom-entry, career-oriented, rank-in-person system emphasizing worldwide availability as an important condition for retention and advancement. To provide for fresh perspectives, however, there should be improved systems for mid-level entry. The Civil Service should retain its relatively open character, tied in with the

rest of the executive branch as a rank-in-position system below the senior level, with the Senior Executive Service continuing as a rank-in-person system..."

"The commission is well aware that some of its recommendations may require more money and that it is unlikely that the Department will receive significantly increased resources to meet the new personnel challenges. In this respect, the Department has set an example by quickly staffing the new posts in the former Soviet Union by reallocations of existing personnel resources.

"Certain positions cannot, however, always be filled through personnel reassignments. To find the necessary resources to finance and support its new substantive personnel requirements, the Department will have to restructure as well as reposition its workforce. The Department should consider shifts of resources from Washington-based administrative support activities to high priority program activities in the Department (including training) and in the field. We understand the management of the Department is moving in this direction."

Assignment policy

The report continues: "The Department must assign its people to positions of greatest need. The commission found



Commission members at swearing-in ceremony, from left: Torrey S. Whitman,

Ersa H. Poston, Herbert Harrington Jr., Andrew S. Kramer, Sally Henry Greenberg,

Ronald C. Moe, Nicholas A. Veliotes, former ambassador to Egypt.

obstacles in place that thwart the ability of the Department to meet this objective, such as the complex Foreign Service assignment system which emphasizes technical issues (e.g., hardship bids, fair share, a highly-structured bidding process) and personal preference at the expense of matching skilled people to program needs. Managers' ability to choose between Foreign Service and Civil Service staffing is hampered by a lack of systematized procedures for exchange assignments between services.

"To reiterate, the key concept is that more emphasis should be given to the 'needs of the Department' in all aspects of the use of human resources. While employee preference should be an important factor to consider, primary weight should go to management needs with stress on service discipline in assignments for all Department of State personnel..."

"The assignment system often succeeds in placing qualified persons in jobs they have sought, but there are instances in which important jobs are not filled by people with matching skills. Compliance with the arcana of the mechanistic open assignments bidding process propels as-

Members of the study commission

The commission was headed by Nicholas A. Veliotis, former ambassador to Egypt and assistant secretary for Near Eastern and East Asian affairs. Members were Sally Henry Greenberg, retired associate director, U.S. Office of Personnel Management; Herbert Harrington Jr., a former personnel administrator for the Department of Defense overseas; Andrew M. Kramer, former chairman of the labor and employment law section, Jones, Day, Reavis & Pogue; Ronald C. Moe, a specialist in government organization and management at the Congressional Research Service; Erska H. Poston, retired vice chairwoman of the U.S. Merit Systems Protection Board; and Torrey S. Whitman, a former coordinator for Civil Service issues in the Bureau of Personnel.

Commission staff members were Bureau of Finance and Management Policy executive director C. Edward Dillery, deputy executive director Charles Casper and secretary Ruth Love. □

signment decision-making far too often, relative to the filling of priority jobs with the right people.

"Moreover, the objective of placing employees in assignments they want is often unmet. Bidding rules force bids that misrepresent individuals' real preferences, giving managers with jobs to fill unreliable information. Likewise, rules limiting bids for stretch or out-of-cone jobs rob the system of its much vaunted flexibility.

"The commission believes that Bureau of Personnel assignment resources should be deployed in more of a staff role, with program managers having more formal input in selections for vacancies. Individual preferences would be one element of such a system, but management needs would be the driving determinant.

"The commission would like to see a system in which:

—"Bureaus would prioritize their needs for filling upcoming vacancies, e.g., the Bureau of African Affairs might identify a slot in Lagos as more critical than a similar position in Cotonou, if only one officer of the desired grade and function were available.

—"Personnel would propose candidates to the bureaus, vetting qualifications, assuring that policies to achieve diversity are met and monitoring the process to ensure fairness in the assignment process. Bureaus would select from among the qualified; Personnel would referee conflicts.

—"Personnel also would be more active in career development, aided by the elimination of the conflict of interest that now afflicts career development officers, who both fill jobs and advise employees on career growth. (They) should assist, but not play a deciding role, in making assignments.

—"The process for expressing assignment preferences is simplified. Employees would express preferences free of current constraints on core bids, at-grade and limits on stretches. The employee could indicate interest on any individual job, type of job or location of assignment, but the whole assignment process would place primary emphasis on placing a person with the right skills in the open position.

—"The most important assignments are made first, so that positions that remain unfilled will be the lowest in priority. Currently, apart from deputy

chiefs of mission, fair share and hard-to-fill assignments (the latter categories may not be key jobs), the first assignments made often are those which are administratively easiest.

Civil Service assignments

"An important step in enhancing management flexibility would be to make exchange assignments between the Civil Service and the Foreign Service easier to accomplish.

Exchange assignments: 'procedures cumbersome ... poorly understood'

"The commission believes procedures for cross-service or exchange assignments of Civil Service and Foreign Service employees should be simple and transparent, in aid of matching skills to job needs. In particular, obstacles to exchange assignments for Civil Service employees need to be removed.

"Exchange assignments now take place, but discussions with incumbents indicate that procedures are cumbersome and poorly understood, with resulting delays and disincentives to proposing such assignments. The Department should see to it that:

—"Procedures for exchange assignments are well established, and action offices clearly identified, including a single information and referral point in Personnel to advise and assist employees, act as a 'home base' for them while in an exchange assignment and facilitate their return to their parent service.

—"These procedures are communicated to all employees.

—"Civil Service employees are encouraged to apply for appropriate overseas assignments and domestic jobs classified in the Foreign Service.

—"Civil servants can work in such jobs without taking limited Foreign Service appointments. A change of pay plan should occur if the employee plans a permanent change of career service, but should otherwise be optional.

—"Exchange assignments of Civil Service employees are not blocked by

'losing bureau' refusals to release their employees, in keeping with general policies favoring reassignments without reference to the preferences of the losing bureau.

—"Personnel should develop placement mechanisms for employees returning from exchange assignments.

—"The proposal ... that civil servants be used to fill short-term gaps in Foreign Service staffing overseas be implemented. This can help augment current gap-filling efforts; it also will benefit the Department by giving civil servants an appreciation of overseas work, thus uniting institutional memory with hands-on practical experience. Most Foreign Service personnel interviewed by the commission asserted that they support this procedure.

—"Exchange assignments are perceived as needed for the effective accomplishment of the Department's mission, and not as a problem in managing either service.

—"A system to control the process is developed. This could involve setting informal ceilings on exchanges or establishing a formal preference for employees of either the Foreign Service or Civil Service competing with a would-be exchange assignee from a different 'parent service.' Assignment preference could entail:

"(1) A requirement that a bureau consider qualified applicants from the 'parent service' before considering would-be exchange assignees; or

"(2) Allowing simultaneous consideration of candidates from both services, but requiring written explanation for turndowns of well-qualified applicants from the 'parent service'; or

"(3) A policy statement in favor of 'parent service' preference, with enforcement keyed to controlling the volume of exchange assignments by bureau; or

"(4) Combinations of the above.

"But these processes should not be so rigid as to block exchange candidates until all 'parent service' possibilities have been exhausted; filling jobs expeditiously while giving due consideration to 'parent service' candidates is what should be the goal.

"The commission recommends that information about all anticipated Foreign Service and Civil Service vacancies be available to all employees, both overseas and in the United States...

Rotational tours in the Civil Service

"The Civil Service provides continuity of experience hard to duplicate in the rotational Foreign Service. But this can also lead to a Civil Service employee's stagnation and frustrate management needs for a flexible Civil Service workforce.

"Establishing a tour rotation policy for appropriate Civil Service positions and employees would promote the acquisition

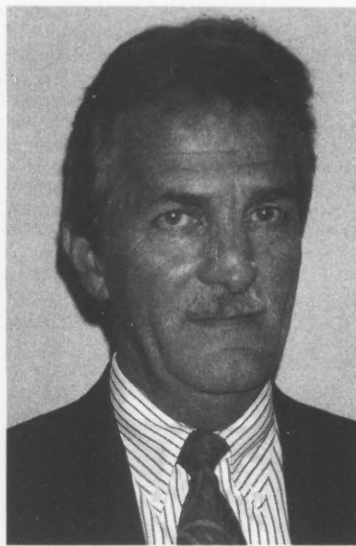
of new skills and perspectives, as it does for the Foreign Service. Such a policy would lessen the prospect that assigning Civil Service people overseas or to Foreign Service positions in Washington would 'lock up' such jobs for too long a period.

"The commission recommends that the Department identify a significant number of potential Civil Service rotational positions and/or job families and use Civil Service rotation to promote flexibility within and between the two services...

Department of Look-Alikes



Lannon Walker



Ned Arcement

It was starting to get ridiculous, so Lannon Walker, who was then a deputy assistant secretary in the Africa bureau, picked up the telephone and called Ned Arcement, a post management officer for the European region. "You and I should meet," Mr. Walker said (this was in 1984). "I've just been mistaken for you." The truth was that it hadn't been the first time, and it wasn't going to be the last time.

And vice versa, of course. When Mr. Arcement arrived in Dakar as the administrative counselor in 1989, some Senegalese officials were startled. They had thought that the ambassador (Mr. Walker) left the year before, which was true. Still, Mr. Arcement found himself being greeted nearly everywhere as "Mr. Ambassador."

Mr. Walker is now serving on a management task force in the Department. One thing he is reportedly managing very well to do is to smile each and every time someone greets him: "Ned!" Don't they know that Mr. Arcement is still in Dakar? □

Other personnel resources

"Use of nontraditional personnel resources—especially when it involves family members of employees overseas—not only supplies needed workers to fill jobs, but provides opportunities for dependents who want to work and otherwise could not.

"Part-time intermittent temporary employment (P.I.T.): ... The program provides American citizen employees for positions, with none of the costs associated with sending Americans overseas; it also benefits family members, especially at posts with few outside employment opportunities. The commission supports the use of P.I.T. employees and recommends that this practice be continued to the extent that it cannot be replaced by the American Family Member Associates Program.

"American Family Member Associates Program: ... The commission supports expansion of this pilot program, as well as better dissemination of information about it; family members in several of the posts commissioners visited did not know of its existence.

"Locally-resident Americans: The Department recently gained authority to establish compensation plans for 'U.S. citizens employed in the Service abroad who were hired while residing abroad.' In the past, citizens residing abroad could only be engaged as P.I.T.s or as personal services contractors. The Department now can create formal positions and establish locally-derived pay scales for such hiring.

"The Department has informed overseas posts that there is no intention to use this authority to displace Foreign Service national employees or to erase the preference for P.I.T. positions now given to American family members. The commission welcomes this assurance.

"Nonetheless, selected use of the authority could help to deal with shortages of employees; the Department should survey posts to determine needs. The commission found that managers in Lagos, Nigeria, for example, could benefit from having such authority available, while Paris saw less need...

Length of tour policy

"The commission believes that State's recent decision to lengthen the tour of duty for many assignments is

correct and that more should be done in this vein. The policy of two year-hardship tours leads to average tour lengths at such posts of under two years, so that more than half of the staff turns over every year. This is not sound personnel practice. The commission believes that mid-level and senior tours should be three years, even in some hardship posts, with very limited exceptions. Junior officers should continue in a two-year rotation so that maximum breadth of experience can be obtained prior to decisions on tenure.

"For many categories of Foreign Service specialists, where the need to avoid 'clientitis' or to acquire a broad mix of skills may be largely absent, management should encourage tours of five to six years as appropriate in given occupations or locations.

Creating a flexible workforce

"The commission understands that new resources will be scarce, despite increasing needs for overseas representation consequent to the creation of many new nation-states. Greater use of innovative approaches will be needed to keep posts properly staffed. The key element is to create a more flexible workforce. The commission believes the Department should strive to develop a workforce of both Foreign Service and Civil Service personnel who can serve in a range of positions to deal with rapidly changing situations both overseas and domestically. Creating a flexible workforce has many dimensions. Among them:

Workforce planning

"The Thomas commission strongly urged the Department to 'stress the need for long-range planning [which] would allow [assessment of] the effects of demographic and societal change on the systems they are responsible for administering and ... changes in the mission of the Foreign Service and the overseas environments in which it operates.' This commission believes long-range planning is equally important for all of the personnel systems of the Department, and notes that little real progress has occurred in this area since the Thomas commission did its work.

"The commission commends the

ongoing efforts to identify better the need for Foreign Service generalists at posts; but this kind of planning must move beyond experimental stages and become a continuing reality for all categories of personnel... The workforce plan should define needs by pay plan, skills and job levels, to guide hiring and recruiting in the Foreign Service and to lend coherence to Civil Service personnel matters.

Employee costs

"The Department monitors employee costs by controlling the hours of work for which an organizational unit can pay. The accounting unit, known as 'F.T.E.,' equals the full-time equivalent of one year's work by one person. F.T.E. ceilings and related salary costs are set at bureau levels for all employees except Foreign Service career employees, for whom F.T.E. is held centrally.

"This hybrid, partly decentralized system allows bureaus to add Foreign Service employees at no cost to their budgets or F.T.E. ceilings, and thus creates incentives to staff with Foreign Service employees, even when other workers would be cheaper to the Department. A bureau which lacks F.T.E. and money may be forced to choose between a F.T.E. 'cost free' Foreign Service person who may not be qualified for the position, and whose salary and benefits costs are likely to be higher than alternative kinds of employees, and leaving the job vacant. Thus the hybrid approach can work to the detriment of mission accomplishment.

"Decentralizing all F.T.E. management and making resources more fungible would end this anomaly. Employee cost accounting would be more complicated; allocation of Foreign Service employees' time spent in training or travel would have to be worked out, for example. Central system managers would need to oversee the system, to ensure that resource shifts among employee categories proceeded manageably. That having been said, the potential gains in better allocation of limited human resources would nevertheless be substantial.

"The commission believes it would be appropriate for the Department to conduct a pilot project for decentralized F.T.E. and human resource cost management, involving at least one regional

—(Continued on Page 18)

HONORS & AWARDS

Gordon Sjue: 'Security Officer of the Year'

Gordon Sjue, regional security officer in Belgrade, has been named the 1992 Security Officer of the Year. He will receive \$5,000 and a certificate signed by the acting Secretary. Patrick Donovan, regional security officer in Kathmandu, is the runner-up.

Eight others were nominated for the award: Kevin Barry, Caracas; James Christopher, Berlin; Burley Fuselier, Warsaw; Timothy Haley, Managua; Mark Hunter, Conakry; Jon Myers, Ndjamena; Daniel Pocus, Havana; and Rosa Trainham, Sofia.

The award committee was chaired by Clark Dittmer, a deputy assistant secretary for diplomatic security. Members were Beverly Lovelady, Office of the Inspector General; Ruth Whiteside, Bureau of Personnel; Doug Langan, Bureau of European and Canadian Affairs; and Kathleen Charles, Chris Disney and Bob Benker, Bureau of Diplomatic Security.

Sjue: 'in harm's way'

Mr. Sjue was nominated by Robert Rackmales, deputy chief of mission in Belgrade, for overseeing security at the war-torn post in Yugoslavia. "For the past two years, Yugoslavia has been locked in a continuous state of crisis," Mr. Rackmales wrote. "The crime rate in Belgrade has shot up dramatically following an influx of refugees, unemployed soldiers and criminals released from prisons near the front. Western diplomats are their targets of choice. Molotov cocktails have been thrown at the American Center, employees and dependents have been harassed, swastikas have been placed on cars and property, and vehicles have been vandalized and stolen in front of embassy housing.

"The post was indeed fortunate having Gordon Sjue in charge of security during these most trying times. His solution was a combination of static guards, mobile patrols, physical security enhancements and defensive briefings, which dramatically decreased the success rate of residential burglaries. He developed an ingenious cost-sharing program



Mr. Sjue



Mr. Donovan

among four (Nato) countries, in which the British, Canadian and Australian embassies contribute to the operation of the local guard program. The contributions, which total about \$30,000 a year, are returned to the guard program to offset the cost of operating two security patrol vehicles. In return, their residences, which are in close proximity to U.S. embassy residences, are included in our security patrols."

Mr. Sjue was hailed for protecting Ambassador Warren Zimmerman while endangering his own safety. "The execution of his duties has taken Gordon in harm's way," Mr. Rackmales said. "In April the first U.S. flights were scheduled to bring relief supplies to Sarajevo. Gordon arrived in advance, as our ambassador was accompanying the food and medicine. At the airport, a soldier dropped his Kalishnikov (weapon), sending a burst of rounds down the hallway. Gordon and another embassy officer were peppered with marble splinters. Late in the day, mortar rounds fell on the (ambassador's) route just minutes before the motorcade was scheduled to pass. Quick action safely removed the ambassador from the attack area."

Mr. Sjue was also praised for assisting in evacuation efforts. "Gordon played a key role in effecting the safe departure of American and allied residents from Sarajevo on humanitarian aid flights," the deputy chief of mission wrote, adding: "Those American citizens who were evacuated may literally owe their lives to the efforts of Gordon's team."

The nomination credited him with "doing more with less," as his staff decreased and the conflict escalated. "In the midst of the crisis, the embassy was reduced from 85 to 35 persons, and Gordon virtually lost his whole staff," Mr. Rackmales said. "With the increased threat to embassy facilities, staff and

dependents, and the opening of embassies in Ljubljana and Zagreb, his workload has increased rather than slackened. He has done an outstanding job in prioritizing his time so that the job not only gets done, it gets done well."

Donovan: 'cool, effective'

Mr. Donovan was nominated by Julia Chang Bloch, ambassador to Nepal, for overhauling security measures in Kathmandu. "Upon arrival at post, Mr. Donovan initiated a comprehensive evaluation of our security programs," Ms. Bloch said. "He systematically completed seven long-overdue surveys and utilized the findings to design programs to overcome deficient areas. In the light of our high crime rate, he made residential security our highest priority. He identified serious deficiencies in A.I.D. housing and outlined cost-saving measures to correct them. He negotiated to have landlords pay for most of the upgrades, greatly reducing the amount required to fund these improvements."

Mr. Donovan was praised for enlisting the aid of the Nepalese police in protecting the American community. "Through understanding, patience and perseverance, he earned the trust of the police," Ms. Bloch wrote. "This has resulted in a willing police response to demonstrations in front of the embassy or break-ins at residences. Other benefits of the improved cooperation that he fostered include armed foot and mobile patrols of our residential areas, greater information sharing on narcotics matters and the use of the police radio network for emergency situations."

These security enhancements "proved invaluable" during antigovernment demonstrations in April, Ms. Bloch said. "The city was closed down for four days as the military enforced a dusk-to-dawn curfew," she wrote. "Mr. Donovan remained in the chancery during a 72-hour period. Under his supervision, our warden network was activated over 20 times. By utilizing the network to instruct the community on curfew restrictions, areas to be avoided and updates on the rioting, the entire mission was fully informed of all aspects of the situation. Because of Mr. Donovan's excellent relations with the police, the embassy was granted the only curfew permit, which allowed him to escort essential staff to

and from work through army checkpoints."

Mr. Donovan was commended for drug enforcement efforts at the post. "Working closely with the Drug Enforcement Administration, he was instrumental in advising the Nepalese on creating their first antinarcotics unit," Ms. Bloch said. "When the unit made its first major heroin seizure, Pat Donovan was in immediate liaison with unit commanders to collect information and coordinate the investigation with the Drug Enforcement Administration in New Delhi and Bangkok. He sent a report to the Department which included detailed information on the trafficking operation."

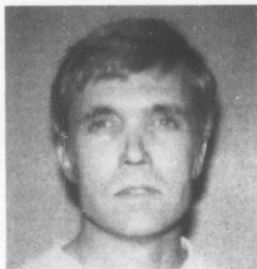
Mr. Donovan was lauded for aiding in the rescue of two employees lost on a mountain trek, and for his role in an airplane disaster in Kathmandu. "When Thai Airways Flight 311 crashed into a Himalayan mountain in a heavy storm, killing all on board on July 31, Mr. Donovan assumed co-leadership with the regional medical officer to search for wreckage and possible survivors," Ms. Bloch said. "He served as the principal liaison with the police and other diplomatic missions and monitored the return of the remains and effects of American citizens and other victims. His cool and effective presence greatly enhanced the embassy's ability to respond to this unfortunate disaster." □

John Holland is top security engineer

John Holland of Embassy Frankfurt has been named the 1992 "Security Engineering Officer of the Year." He will receive \$5,000 and a certificate signed by the acting Secretary.

Named runners-up were Stephen Klein, also assigned to Frankfurt, and Timothy Daly, Embassy Bangkok. Eight others were nominated: Michael Barcela, New Delhi; Walter Felt, Berlin; John Fitzsimmons, Nairobi; Warren Hadley, Sofia; Gerald Magnone, Beijing; Joseph Oliva, Geneva; William Springmeier, Havana; and Joseph Zuccarini, Accra.

The award committee was chaired by Dennis Williams, director of the Bureau of Diplomatic Security's Office of Physical



Mr. Holland



Mr. Klein



Mr. Daly

Security Programs. Members were William Clarke, Kathleen Charles and Peter Whitehead of that bureau; Al Gowing, Office of the Inspector General; Barbara Harvey, Bureau of Personnel; and Andrew Winter, Bureau of African Affairs.

Holland: 'prodigious skill'

Mr. Holland was nominated by Pierre Shostal, consul general in Frankfurt, for overseeing physical security at new missions in the former Soviet republics. "John demonstrated initiative and leadership in planning, organizing and directing the embassies' technical security upgrades," Mr. Shostal said. "The (Frankfurt) engineering security center was tasked to establish all security measures for 14 missions within a span of only three months. The center accomplished this daunting series of tasks by launching three successive waves of three-man field teams to each post. John's prodigious skill in organizing each team's schedule, equipment and mandate was evident on a daily basis throughout this chaotic period.

"When the gauntlet was thrown down by the bureau to establish three Baltic embassies ... John rose to the occasion by traveling to Helsinki to direct the logistics. His involvement and attention to detail resulted in three consecutive field deployments. Each team accomplished all of its objectives because John personally handled all work requirements from Helsinki's supply base. His close coordination with the regional security, general services and administrative officers resulted in successful deployments throughout the Baltic states. The missions were conceived and executed in less than three weeks' time."

Mr. Holland was also lauded for improving office procedures. The consul general said: "John's first major milestone

involved a compilation of emerging technical standards, which are ultimately going to be published in Volume 12 of the Foreign Affairs Manual. He quickly recognized the need for a single organized set of standards which every officer could easily access. He accomplished his ambitious effort by carefully guiding a new secretary through the office files, then giving her the responsibility to index and package the relevant documents. His formidable efficiency was also apparent after he reviewed the engineering security center's budget. He immediately saw the benefits of computerizing data to estimate more effectively future travel costs. He has been able to develop a program which will revamp the existing arduous process and save considerable time and money for the engineering security center. His thorough review of the shutdown of a secure warehouse in Belgium eventually led to a windfall for the center in vehicles, spare equipment and funding. John's involvement in each phase of the warehouse closure resulted in a smooth transition of all bureau property."

Klein: a life saved?

Mr. Klein, too, was nominated by Mr. Shostal, for contributions to technical security at the new missions. "By August, Steve had 73 days of duty in the new independent states," the nomination said. "He has led nine missions to seven posts. Beyond statistics, Steve's support has been a model of excellence for each of us who had participated in this national adventure. He and his accompanying Seabees have implemented comprehensive security upgrades, from core-controlled access areas to the perimeter of buildings. He has set a standard for thoroughness in on-site reporting by messages and follow-up reports. Finally, he initiated discussions on unre-

solved security issues common to all the new posts.

"Steve drew Tashkent on the second round of new post openings in March. Due to inadequate capacity on the support flight, he received only half his equipment and none of his tools. Scrounging for local tools and materials, his team fabricated drop bars and other devices to secure doors. In early May, a deranged gunman got past the embassy's militia guard. Not able to enter the doors secured with Steve's locking devices, he shot out a window. The American staff retreated to hide in the core area, behind doors secured by Steve's locks and reinforced by plywood installed by Steve's team. After two tense hours, the gunman gave himself up. Who is to say that Steve's security barriers did not save a life that day?"

Mr. Klein was praised for his work at several other posts, including Yerevan, where he encountered an electrical fire, and Tbilisi. Of his work there, officers at the embassy reported: "The engineering security center team worked like tigers. They have transformed this post."

Mr. Klein was also lauded for preparing a 26-page document of security standards for his colleagues and for producing the first "design to cost" security system. Of this innovation, the nomination noted: "This year has revealed the full significance of the system, which stands at the core of our security requirements for classified operations at the new posts. Because of its importance, the system has been the subject of major policy decisions and tremendous debate. The system is proving itself over and over in these far-flung chanceries."

Daly: 'not afraid to get his hands dirty'

Mr. Daly was nominated by James A. McWhirter, regional security officer in Bangkok, for his management of security engineering services at seven posts in Southeast Asia. Mr. McWhirter said: "Twenty-four U.S. agencies operate in Bangkok alone, making Bangkok one of the largest posts in the world. Tim assumed leadership of a regional security engineering office which had not yet established its permanency in the region, unsure of its mission. He stepped into this uncertain situation and immediately went to work establishing professional standards."

Mr. Daly was credited with instituting a "series of radical steps" to make the engineering office responsive to constituent posts. "Tim streamlined his staff, stressing technical competence and service, eliminating bureaucratic deadlock," Mr. McWhirter said. "Because of his experience, he was able to quickly survey problem areas under his jurisdiction and prioritize projects. Not simply an idea man, he is not afraid to get his hands dirty and willingly gets involved in the gritty end of the job. He energized his staff and, largely through his efforts, the approach to security by all mission elements has been revitalized."

Mr. Daly was credited with instituting engineering security improvements. "He cleaned up 15 years of unrecorded, accumulated wiring," the nomination said. "He prepared security surveys of all offices outside the chancery compound so that classified word processing could take place in a secure environment. When the Department was slow to act on requests for funds because of budgetary constraints, he salvaged worn-out equipment and made it work, rather than sitting on bureaucratic excuses to cover himself. To store and process classified information, (he created) a solution that would cost the taxpayers only \$3,000, compared to the initial \$600,000 proposal. He integrated a host of newly-instituted technical standards into coherent and practical rules that are easy to follow."

Mr. Daly was also praised for his support to the mission in Phnom Penh. Mr. McWhirter said: "While the Department and others rushed to create a facility in Phnom Penh, many security features were either overlooked or poorly conceived. Consequently, security engineering officers are required to provide follow-up service for projects which were created in haste. Luckily, the Department has the services of Tim Daly, who takes it upon himself to provide the necessary services to keep Phnom Penh running. He has spent endless hours modifying plans, integrating standards and instituting creative solutions to the security problems facing the post." □

State-ing the facts

BY BARBARA QUIRK

—Which former assistant secretary for public affairs won the Pulitzer Prize for poetry three times? (See Page 37.)

Krzeminski wins \$2,000 'Courier of Year' award



Joachim Krzeminski

Joachim Z. Krzeminski, assigned to Frankfurt, is the 1992 winner of the Diplomatic Courier of the Year Award. He will receive \$2,000 and a certificate signed by the acting Secretary.

There were two other nominees—Albert Mangelsen of Bangkok and Patrick Murphy, Bureau of Diplomatic Security. The award committee was chaired by Daniel Nichols, a deputy assistant secretary for diplomatic security. Members were Kathleen Charles, Jerry LaFleur and John Durbin of that bureau.

Mr. Krzeminski was nominated by Ernest O. Hohman of the Frankfurt Regional Diplomatic Courier Division. Mr. Hohman said: "Mr. Krzeminski quickly set about learning courier operations from the perspective of the largest regional division in the Department. He was frequently tasked with moving thousands of kilograms of material over great distances. He has shown that he is adaptable to working irregular hours, operating out of Frankfurt to over 80 missions and as many as eight time zones. He has also willingly accepted additional assignments or abrupt changes in schedule. On brief notice, he staffed a trip to New Delhi (22 hours of travel) to pick up an urgent pouch. The desk officer noted that 'Joe can be depended on to do a

professional job. Not only did he accept the trip on short notice, on his return to Frankfurt he reported to duty and spent the remainder of the day in the office.' ”

Mr. Krzeminski was commended for his “ability to act quickly and independently. When he was informed by a loadmaster at Austrian Airlines that he could not take (aboard) 1,290 kilograms of classified material, although prior approval of the shipment had been received by the carrier, he spoke to the station manager of the urgency of moving the material. The manager off-loaded other cargo to ensure that the pouches were carried.”

He was praised, too, for refusing to surrender diplomatic pouches for electronic examination, citing the material's exemption under the Vienna Convention, and for telephoning the regional security officer in Nicosia on another courier's behalf when an airport official attempted to search that courier's pouch.

Mr. Krzeminski was lauded for assuming supervisory office responsibilities, in addition to his work as a courier. Mr. Hohman said Mr. Krzeminski “demonstrated versatility in handling the desk duties of several absent courier supervisors. He was decisive, even under acute pressure. For a period, he handled service to North African posts, western Europe and a weekly truck trip to Helsinki, St.

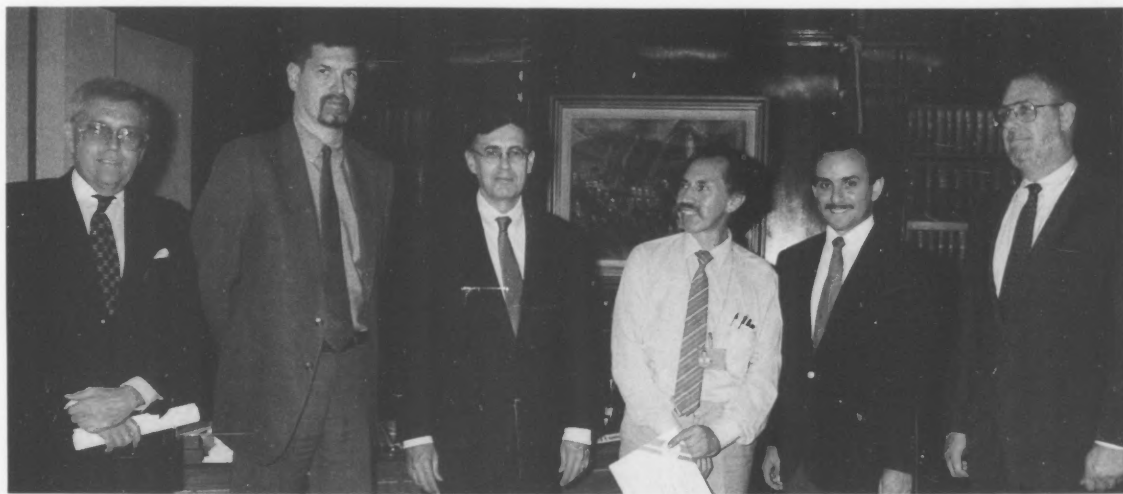
Petersburg and Moscow. Having taken all of these trips, he was able to brief couriers based on personal experience.”

Mr. Krzeminski was cited for his role in establishing courier service to new posts in the former Soviet Union. “Western flights to these places were nonexistent, and several trips were mounted to move urgent items,” Mr. Hohman said, adding: “Mr. Krzeminski volunteered for the first trip and displayed resourcefulness in finding solutions to unforeseen problems. He had the appropriate language skills—German, Polish and Russian. The truck convoy from Germany to Minsk moved smoothly through various frontier control and internal militia checkpoints, aided by his grasp of local language. In seven days, he put in a total of 110 hours of duty. The deadline delivery date was met, and the entire trip was a success.

“This was followed by a run from Frankfurt to Chisinau—another exhausting seven-day trip with primitive roads and host-country restrictions. Mr. Krzeminski said it was unique to see U.S. diplomatic couriers accompanying pouches in a Soviet 18-wheeler with a Latvian driver who didn't speak English. Besides bad roads and fuel shortages, they drove through a blizzard across Poland into Byelarus. Reaching our new embassies in the former republics was a pioneering effort.” ■



BONN, Germany—Ambassador *Robert M. Kimmitt* presents group Superior Honor Award to *Carol Rodley*, information systems manager, on behalf of herself and nine other employees of the embassy computer services center, which has been assisting posts elsewhere in Europe and the Middle East as well as here. The nine others are Norbert Engels, Gerhard Erfmann, Gabriele Hoffmann, Stephan Knapp, Asha-Yogita Mehta, Monika Schwarzer, Jose Luis Tarrío Vazquez, Elke Thiel and Michelle Jones.



SANTIAGO, Chile—At award ceremony in this South American/Pacific Ocean nation,

left to right: *F. Coleman Parrott, Clifford E. Brzozowski, Ambassador Curtis W. Kamman,*

Miguel Vargas, Steven J. Valdez, Michael W. Cotter.

MUSIC AT STATE

American songs: 'familiar and unfamiliar'

BY STEVEN ALAN HONLEY

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

Baritone Tom Pedersen displayed a powerful yet expressive voice, and a riveting stage presence, in his November 4 program in the East Auditorium—part of the Foreign Affairs Recreation Association's "State of the Arts" series. Appropriately for the day after the election, he offered an intriguing mix of familiar and unfamiliar American songs, beginning with "Lucky To Be Me" from Leonard Bernstein's "On The Town." He convincingly portrayed a lovesick swain, the first of several musical roles he played during the half-hour.



Mr. Honley

Next came two contrasting Stephen Foster songs: the lyrical "Beautiful Dreamer" and the vigorous (and more obscure) "Ring, Ring The Banjo." Commendably, Mr. Pedersen did not treat these either as museum pieces or camp, but simply let Foster's romanticism speak for itself in both. He then turned to well-crafted arrangements by Charles Lloyd of two spirituals, "Don't Touch'a My Garment" and "Good News," which showed off his exemplary accompanist, Regina DiMedio.

As Mr. Pedersen wittily explained at this point, his career has bridged the worlds of opera and Broadway. To underline the point, he then gave jaunty renditions of George M. Cohan's "Give My Regards To Broadway" and Gershwin's "Nice Work If You Can Get It." "The Street Where You Live" from "My Fair Lady" was the only disappointment of the program, as the singer sometimes let his pitch droop at the ends of long phrases. There were no such lapses in his two final numbers, however: Cole Porter's "Blow, Gabriel, Blow" and

a song his father taught him, "Look To The Rainbow." Apropos of rainbows, the audience at this recital collected a musical pot of gold just by coming. □

State: new venue for a vibraphonist

As this reviewer can attest to from his own experience, there are few greater challenges than to substitute for another performer at the last minute. It was a testament both to his musicianship and his showmanship that vibraphonist Mark Deffenbaugh filled in so ably on October 28, performing in a venue (the Dean Acheson Auditorium) he had never even seen before.

Few instruments are more mellow than the vibraphone, which helps explain why it's now primarily associated with jazz rather than classical music. In line with that, Mr. Deffenbaugh geared his recital towards gentle but rhapsodic treatments of songs and show tunes, beginning with "Stella By Starlight." Next came a bossanova entitled "How Insensitive"; while this is a ubiquitous number on easy listening stations, the performer's arrangement (in which the four mallets he used seemed like eight) made it sound fresh and vivacious.

One of his own works, "In Autumn Light," demonstrated that Mr. Deffen-



Mark Deffenbaugh. (State Department photo)

baugh is as talented a composer as he is a performer. This ethereal piece seemed to draw inspiration primarily from Debussy, but incorporated other influences as well.

He concluded the formal part of his recital with a very free arrangement of the immortal Cole Porter song, "What Is This Thing Called Love?" This began with an impassioned toccata before settling into an almost mystical statement of the tune.

The artist rounded out his impressive recital by honoring a request from the audience for a free improvisation on an original theme □

Pianist plays Latin American: 'rhythmic drive'

Pianist Gloria Machado's October 14 program of Latin American piano music in the Dean Acheson Auditorium would have been illuminating and enjoyable anytime, but it took on special relevance coming just after the 500th anniversary of Columbus's first voyage to the New World.

She began her recital with an energetic "Joropo" (Venezuela's national dance) by Moises Moleiro (1905-80). The pianist's rhythmic drive gripped the listener from start to finish, as she skillfully evoked the dance's typical instrumentation of harp, guitar and maracas.

Manuel Ponce (1882-1948) was probably the best known of the five composers represented on the program, and Ms. Machado's spirited performance of his "Cuatro Danzas Mexicanas" (Four Mexican Dances) showed why he is so popular. She followed this up with two selections from Ernesto Lecuona's (1896-1963) "Danzas Afro-Cubanas," which show the pervasive influence of African traditional forms on Cuban folk music.

Reflecting the historic ties between Latin American and European intellectuals, Argentine composer Juan Jose Castro (1895-1968) studied in Paris and favored Spanish idioms. But despite their sophistication and polish, which the pianist effortlessly brought out, his 1961 set of "Tangos" could only have been written in his native land.

A piquant "Batuque" (round dance) by Brazilian composer Ernesto Nazareth (1863-1934), several of whose works have



Gloria Machado. (State Department photo)

been featured on other "State Of The Arts" programs, brought this excellent program to a rousing finale. □

Soprano brings 'lovely moments' to East Auditorium

During its nearly three years of existence, the "State of the Arts" recital series has featured a number of per-

formers with a connection to the Department. So it was in the East Auditorium on September 30, with soprano Barbara Johnson, who was an intern this summer at the Department audit site of the U.S. General Accounting Office.

Ms. Johnson, who has studied voice in the United States and Italy, presented eight well-chosen songs by composers ranging from Handel to Andrew Lloyd Webber. Most of these were in English, but her diction (sometimes a problem for sopranos) and interpretative skills were

equally impressive in the French and Italian-language selections (such as an aria from Mozart's "Cosi Fan Tutte").

There were many lovely moments scattered through all eight songs but, regrettably, they were sometimes overshadowed by a propensity to oversing. This tendency was especially noticeable in fast, melismatic passages, which came across as strident and occasionally sharp in pitch.

By contrast, when Ms. Johnson relaxed and just sang, she produced some glorious sounds. Nowhere was this clearer than in her opening selection, Robert Quilter's sensitive arrangement of "Greensleeves." She also shone in a tender song by Samuel Barber ("The Daisies") and her finale, Gershwin's "They All Laughed." Throughout the recital, accompanist Scott Matthias provided his usual stalwart support. □



Barbara Johnson and Scott Matthias. (State Department photo)



The Department's own "Diplomatic Brass," dressed as guess-who, in a holiday appearance at lunchtime in the cafeteria.

From left: Adolph Wilburn, William Miller, Steven Honley, Alan Wile, Steven Halter, Jon Gibney.

Coming attractions

Next performances scheduled for the "State of the Arts" series (each half-hour event is scheduled for 12:30 p.m. in the Dean Acheson Auditorium, with no admission charge) are piano music by Annette DiMedio, December 16; "Tango," a film by Margo Fisher, January 20; and ensemble and solo offerings by artists from the Levine School of Music, February 17 and April 14. ■

EDUCATION & TRAINING

Schedule of courses at the Foreign Service Institute

Program	Dec.	Jan.	Feb.	Length
AREA STUDIES: INTENSIVE COURSES				
Canada (AR 129)	8	—	—	2½ days
Africa, sub-Sahara (AR 210)	—	1	—	2 weeks
East Asia (AR 220)	—	1	—	2 weeks
Latin America/Caribbean (AR 230)	—	1	—	2 weeks
Near East/North Africa (AR 240)	—	1	—	2 weeks
South Asia (AR 260)	—	1	—	2 weeks
Southeast Asia (AR 270)	—	1	—	2 weeks
Central, East Europe/successor states to the Soviet Union (AR 280)	—	1	—	2 weeks
Western Europe (AR 290)	—	1	—	2 weeks

AREA STUDIES: ADVANCED COURSES

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

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

LANGUAGE AND ADVANCED AREA COURSES

Afrikaans (LAA 100)	—	—	16	23 weeks
Albanian (LAB 100)	—	—	16	23 weeks
Amharic (LAC 100)	—	—	16	23 weeks
Arabic (modern standard) (LAD 100)	—	—	16	23 weeks
Arabic (Egyptian) (LAE 100)	—	—	16	23 weeks
Arabic (western) (LQW 100)	—	—	16	23 weeks
Bengali (LBN 100)	—	—	16	23 weeks

—(Continued on next page)

Executives' topic is 'Changing Government'

The Federal Executive Institute Alumni Association, consisting of some 2,500 members of the federal career service, has scheduled its eighth annual executive forum for February 3-5 at the Sheraton Reston Hotel, Reston, Va.

The theme of the forum will be "Changing Government: New Designs for America." Among major issues to be explored are the new world order; the reported decay of the nation's infrastructure; reforming the health care system; the future of U.S. public education; revitalizing the inner cities; U.S. competitiveness and international trade; rethinking defense, agriculture and environmental policies; and other issues that will impact on how the Government should be restructured.

The fee schedule is \$495 for nonmembers, \$450 for members, \$200 for nonmember retirees and \$150 for member retirees. Group rates are available to agencies that reserve a block of registrants by December 15. For information, call (703) 476-6646 or fax (703) 406-9724. □

Deadline is set for scholarship applications

February 15 is the application deadline for scholarships sponsored by the American Foreign Service Association, the Association of American Foreign Service Women and Diplomatic and Consular Officers, Retired, for Foreign Service dependents. Three kinds of scholarships are offered:

—Financial aid grants, for full-time undergraduate college students studying in the United States. Awardees receive up to \$2,500, based on financial need.

—Dacor Bacon House Foundation's Heyward G. Hill Scholarships, for college students studying foreign affairs in their junior or senior year. Awardees receive up to \$2,500.

—The annual Merit Award competition, for high school seniors with outstanding academic records. Awardees receive up to \$750.

Funds for the scholarships are derived from contributions and the proceeds of Bookfair. To receive an application, send your name, address, telephone number and student's name to Afsa Scholarship Department, 2101 E Street N.W., Washington, D.C. 20037; fax: (202) 338-6820. □

Intelligence degree at Defense College

The Defense Intelligence College is offering two graduate-level courses for a master's degree program, "Intelligence and National Security Policy" (NSP 603) and "Europe after the Revolutions" (EUR 600). The first will begin on December 3 and continue until February 18, and the second on December 1 through February 16.

Both classes will meet from 5 to 8 p.m. with a limited enrollment. Registration materials can be picked up in Room 2815. For information, contact Carol Johansen, 647-7306. □

Study unit closes

The Center for the Study of Foreign Affairs at the Foreign Service Institute has been shut down, according to a Department Notice of October 14, which added that the Bureau of Personnel will administer the diplomats-in-residence and the Una Chapman Cox sabbatical leave programs. ■

Use it or lose it

Employees and supervisors were reminded in a Department Notice of October 22 that, as the end of the leave year approaches, consideration should be given to the scheduling and use of annual leave which may otherwise be forfeited. The leave year ends January 9. The notice said that both management and employees have responsibility for scheduling of annual leave to avoid forfeiture. □

New spelling

The U.S. Board on Geographic Names has changed the official spelling of Bosnia and Hercegovina to Bosnia and Herzegovina. The Department will implement this change in all communications. □

—(Continued from preceding page)

Program	Dec.	Jan.	Feb.	Length
Bulgarian (LBU 100)	—	—	16	23 weeks
Burmese (LBY 100)	—	—	16	23 weeks
Chinese (Cantonese) (LCC 100)	—	—	16	23 weeks
Chinese (standard) (LCM 100)	—	—	16	23 weeks
Czech (LCX 100)	—	—	16	23 weeks
Danish (LDA 100)	—	—	16	23 weeks
Dutch/Flemish (LDU)	—	—	16	23 weeks
Estonian (LES 100)	—	—	16	23 weeks
Finnish (LFJ 100)	—	—	16	23 weeks
French (LFR 100)	—	4	16	24 weeks
German (LGM 100)	—	—	16	24 weeks
Greek (LGR 100)	—	—	16	23 weeks
Hebrew (LHE 100)	—	—	16	23 weeks
Hindi (LHJ 100)	—	—	16	23 weeks
Hungarian (LHU 100)	—	—	16	23 weeks
Icelandic (LJC 100)	—	—	16	23 weeks
Indonesian (LJN 100)	—	—	16	23 weeks
Italian (LJT 100)	—	—	16	23 weeks
Japanese (LJA 100)	—	—	16	23 weeks
Khmer (LCA 100)	—	—	16	23 weeks
Korean (LKP 100)	—	—	16	23 weeks
Lao (LLC 100)	—	—	16	23 weeks
Latvian (LLE 100)	—	—	16	23 weeks
Lithuanian (LLT 100)	—	—	16	23 weeks
Malay (LML 100)	—	—	16	23 weeks
Nepali/Nepalese (LNE 100)	—	—	16	23 weeks
Norwegian (LNR 100)	—	—	16	23 weeks
Persian/Farsi (Iranian) (LPF 100)	—	—	16	23 weeks
Persian/Dari (Afghan) (LPG 100)	—	—	16	23 weeks
Polish (LPL 100)	—	—	16	23 weeks
Portuguese (Brazilian) (LPY 100)	—	—	16	24 weeks
Portuguese (European) (LPY 101)	—	—	16	24 weeks
Romanian (LRQ 100)	—	—	16	23 weeks
Russian (LRU 100)	—	—	16	23 weeks
Russian (advanced) (LRU 101)	—	—	16	23 weeks
Serbo-Croatian (LSC 100)	—	—	16	23 weeks
Singhalese (LSJ 100)	—	—	16	23 weeks
Slovak (LSK 100)	—	—	16	23 weeks
Spanish (LQB 100)	—	4	16	24 weeks
Swahili/Kiswahili (LSW 100)	—	—	16	23 weeks
Swedish (LSY 100)	—	—	16	23 weeks
Tagalog/Pilipino (LTA 100)	—	—	16	23 weeks
Thai (LTH 100)	—	—	16	23 weeks
Turkish (LTU 100)	—	—	16	23 weeks
Ukrainian (LUK 100)	—	—	16	23 weeks
Urdu (LUR 100)	—	—	16	23 weeks
Vietnamese (LVS 100)	—	—	16	23 weeks

FAMILIARIZATION AND SHORT-TERM (FAST) COURSES

Albanian (LAB 200)	—	11	—	8 weeks
Arabic (modern standard) (LAD 200)	—	—	—	8 weeks
Arabic (Egyptian) (LAE 200)	—	—	16	8 weeks
Arabic (North African) (LQW 200)	—	—	16	8 weeks
Bengali (LBN 200)	—	—	16	8 weeks
Chinese (standard) (LCM 200)	—	—	16	8 weeks
Estonian (LES 200)	—	—	16	8 weeks
Finnish (LFJ 200)	—	—	16	8 weeks
French (LFR 200)	—	—	16	8 weeks
German (LGM 200)	—	4	—	8 weeks
Hindi (LHJ 200)	—	—	16	8 weeks
Icelandic (LJC 200)	—	—	16	8 weeks
Indonesian (LJN 200)	—	—	16	8 weeks

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Program	Dec.	Jan.	Feb.	Length
Italian (LJT 200)	—	—	16	8 weeks
Japanese (LJA 200)	—	—	16	8 weeks
Latvian (LLE 200)	—	—	16	8 weeks
Lithuanian (LLT 200)	—	—	16	8 weeks
Malay (LML 200)	—	—	16	8 weeks
Polish (LPL 200)	—	11	—	8 weeks
Portuguese (Brazilian) (LPY 200)	—	—	16	8 weeks
Romanian (LRQ 200)	—	11	—	8 weeks
Russian (LRU 200)	—	11	—	8 weeks
Spanish (LQB 200)	—	—	16	8 weeks
Thai (LTH 200)	—	—	16	8 weeks
Urdu (LUR 200)	—	—	16	8 weeks
ADMINISTRATIVE TRAINING				
Administrative officer training (PA 242)	—	—	1	2 weeks
Budget and financial management (PA 211)	—	11	22	6 weeks
C.O.R. training for construction projects (PA 125)	—	12	—	3 days
C.F.M.S. system overview and orientation (PA 150)	1	—	—	1 day
	2	—	—	1 day
C.F.M.S. requisition documents (PA 153) (Prerequisite PA 150)	3	—	—	2 days
Customer service (PA 143)	3	—	25	2 days
Domestic administrative officer training (PA 160)	—	11	—	3 weeks
F.S.N. classification and compensation (PA 232)	—	—	1	2 weeks
General services operations (PA 221)	7	11	22	12 weeks
	14	18	—	12 weeks
	—	25	—	12 weeks
How F.A.A.S. works at overseas posts (PA 213)	—	—	10	3 days
How to be a certifying officer (PA 291)	Correspondence course			
How to be a contracting officer's representative (PA 130)	Correspondence course			
How to write a statement of work (PA 134)	Correspondence course			
Management control workshop (PA 137)	—	—	23	3 days
Overseas cashier's training (PA 293)	Correspondence course			
Overseas cashier's supervisor's training (PA 294)	Correspondence course			
Personnel course (PA 231)	—	11	—	7 weeks
CONSULAR TRAINING				
Advanced consular course (PC 532)	—	4	—	3 weeks
ConGenRosslyn basic consular course (PC 530)	Continuous enrollment			
Consular orientation program (PC 105)	Continuous enrollment			
Immigration law and visa operations (PC 102)	Correspondence course			
Nationality law and consular procedure (PC 103)	Correspondence course			
Overseas citizens services (PC 104)	Correspondence course			
Passport examiners (PC 110)	Correspondence course			
CURRICULUM AND STAFF DEVELOPMENT TRAINING				
Basic facilitation and delivery workshop (PD 513)	—	—	17	3 days
Design and evaluation workshop (PD 511)	2	—	—	4 days
ECONOMIC TRAINING				
Economic tradecraft (PE 124)	—	25	—	2 weeks
Export promotion (PE 125)	—	—	8	1 week
EXECUTIVE DEVELOPMENT				

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Veliotos report

—(Continued from Page 9)
bureau and its posts...

Recruitment: generalists

"The Department is attracting good people, but there can be improvements... Foreign Service generalist selection involves a nationwide examination which produces talented candidates but may not generate the mix of skills needed. Most new officers want to do political or economic work; few seek careers in administrative or consular work. Nor has the Department generated an adequate pool of minority candidates.

"Fine-tuning the selection process must be combined with more active recruiting to shape the pool of candidates. The reputation of the Foreign Service generalist examination is not a sufficient draw to allow it to substitute for targeted recruiting to attract minority candidates and/or persons with strong backgrounds in management. More resources, including increases in the recruiting budget, should be devoted to visiting campuses, meeting with potential candidates and following up on especially promising prospective employees.

"The Department has moved successfully to shorten the time between the written examination and entry on duty to about eight months.

"However, because the written examination is given only once a year, the time elapsing between when an individual becomes seriously interested in joining the Foreign Service and his/her entry on duty still can be as much as 19 months (even when all steps are completed as expeditiously as possible). This can be a serious impediment to persevering with their candidatures for those who need prompt employment to maintain themselves and their families.

"Moreover, other employers who can move more quickly will be competing with the Department for the most highly qualified applicants. In addition, to be effective, recruiting efforts must now be concentrated in the few months immediately preceding the written examination. Candidates recruited much earlier may well withdraw before the screening process is completed.

"The commission suggests that the Department systematically determine how

many candidates are deterred by this time lag from applying for the Foreign Service or from completing the evaluation process, and what kind of applicants drop out (e.g., by written test score, race/ethnic group, age, academic major/occupation, language qualifications and quality indicators). If this review shows that the Department is disproportionately losing candidates needed to foster diversity and to meet mission requirements, more steps to accelerate the recruiting and hiring process must be taken. For example, it would be helpful to schedule the written exam more often if resources could be found for this purpose.

"Even if research does not confirm that too many potentially valuable applicants are dropping out, it remains important to continue to refine the recruitment/examination process to further expedite entry on duty.

"An additional significant source of delay in appointment is the security clearance process. This cannot be considered sacrosanct; it should be reviewed to determine whether some of the more time-consuming investigative procedures could be performed after appointment (perhaps concurrent with orientation training) without jeopardizing security.

Recruitment: specialists

"Specialist recruiting produces persons with the needed skills, but the Department appoints too few specialists to fill established positions. Shortages mean that those on board are denied necessary training and home leave travel, particularly in the case of communicators and secretaries. The Department should staff these occupations fully, either by hiring more people or by reorganizing work and redesigning positions so that essential functions can be accomplished within existing staffing levels. Here, too, more must be done to generate more minority applicants and hires.

Recruitment: Civil Service

"Civil Service recruiting is affected by the fact that there is no central program for recruiting Civil Service employees other than clerical workers. This contributes to sub-optimization in the hiring, development and use of Civil

—(Continued from preceding page)

Program	Dec.	Jan.	Feb.	Length
E.E.O. awareness for managers and supervisors (PT 107)	3	—	—	2 days
Foreign affairs leadership seminar (PT 119)	—	31	—	11 days
Introduction to management skills (PT 207)	—	11	—	4 days
Supervision for the experienced supervisor (PT 121)	—	22	—	3½ days
Washington tradecraft (PT 203)	—	—	22	2 weeks
INFORMATION MANAGEMENT TRAINING				
Introduction to Lotus 1-2-3 (PS 118)	—	—	11	2 days
Introduction to PC and MS-DOS (PS 111)	—	—	8	3 days
OFFICE MANAGEMENT COURSES				
Advanced word processing (PK 103)	7	—	22	3 days
Advanced WP Plus (PK 154)	10	21	18	2 days
	—	25	—	2 days
Basic WP (PK 129)	14	5	1	2 days
Basic WP+ (PK 155)	1	7	3	2 days
	—	11	16	2 days
Better office English (oral) (PK 226)	—	—	1	30 hours
Better office English (written) (PK 225)	—	19	16	40 hours
Decision-processing (PK 152)	—	27	25	1 day
Civil Service secretarial training for entering personnel (C.S.-Step) (PK 104)	7	19	—	2 weeks
Employee relations (PK 246)	—	11	—	2 days
Foreign Service secretarial training (PK 102)	—	—	9	13 days
Glossary (PK 151)	4	20	—	1 day
Proofreading (PA 143)	—	7	—	1 day
Secretarial statecraft (PK 160)	—	11	—	2 days
Senior secretarial seminar (PK 111)	2	—	—	3 days
State Department knowledge, information and learning for secretaries (Skills) (PK 132)	—	—	1	4 days
Supervisory studies seminar (PK 245)	—	11	8	4 days
T.A.T.E.L. (PK 140)	17	4	12	1 day
	18	14	—	1 day
	21	15	—	1 day
	22	29	—	1 day
	23	—	—	1 day
	28	—	—	1 day
	29	—	—	1 day
	30	—	—	1 day
Wang office (PK 161)	16	28	5	1 day
WP+ transition (PK 153)	3	13	8	1 day
	—	—	26	1 day
ORIENTATION				
Department officers (PN 105)	1	12	—	3 days
Foreign Service officers (PG 101)	—	4	—	9 weeks
Foreign Service specialists (PN 106)	—	14	—	17 days
Designated posts (PN 112)	—	5	—	4 days
	—	28	11	2 days
	—	—	25	2 days
OVERSEAS BRIEFING CENTER				
American studies (MQ 115)	10	—	—	2 days
Documenting mobile experiences (MQ 701)	—	20	—	1 day
English-teaching seminar (MQ 107)	—	—	17	3 days
Introduction to effective training skills for the Foreign Service spouse (MQ 111)	—	25	—	1 week
Introduction to Foreign Service life (MQ 100)	—	—	22	1 week
Life after the Foreign Service (MQ 600)	—	—	2	2 days
Marketing spouse talents (MQ 702)	—	21	—	1 day
Post options for employment and training				

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Service employees. A greater emphasis on Civil Service personnel matters within the Bureau of Personnel, recommended later in this report, will help in addressing this problem.

"Recruiting for the Civil Service now is job-specific, with little connotation of close attachment to the agency itself, and a resulting weaker career commitment, in comparison to the Foreign Service. A separate recruiting office for

State 'once had a management intern program' for the Civil Service

the Civil Service would help to make the point that new employees are being recruited into the Department and not into a specific bureau. This could be reinforced by enhanced orientation programs for new Civil Service employees, as well as rotational assignments for some Civil Service employees in the United States and overseas...

"The commission notes that the Department once had a management intern program for civil servants. The only current equivalent is the Presidential Management Intern Program, commendable but small, and not directly associated with the Department. The Department should examine reestablishing its own program...

—(Continued from preceding page)

Program	Dec.	Jan.	Feb.	Length
(MQ 703)	—	22	—	1 day
Protocol and representational entertaining (MQ 116)	9	—	—	1 day
Security overseas seminar (MQ 911)	7	11	08	2 days
	—	25	22	2 days
Understanding regulations, allowances and finances in the Foreign Service context (MQ 104)	—	13	—	3 days
POLITICAL TRAINING				
Foreign affairs interdepartmental seminar (PP 101)	—	—	1	2 weeks
Intelligence and foreign policy (PP 212)	—	—	22	3 days
Multilateral diplomacy (PP 211)	—	—	8	3 days
Political tradecraft (PP 202)	—	4	—	3 weeks ■

Recruitment: diversity

"... The Department has had an affirmative action hiring program for Foreign Service junior officers (since 1967) and one for mid-level officers (since 1975). The multi-year affirmative action plan calls for building on the positive experiences from the programs. The plan reveals, however, that barriers still remain to the achievement of a diversified workforce. They include problems in recruitment, hiring, training, promotions and career development. An optimistic goal has been set which calls for elimination of these identified barriers over the next three years.

"Despite these efforts over the years, minorities are still disproportionately underrepresented in higher level policy-making and supervisory positions within the Foreign Service. Greater efforts and more creative approaches must be employed to reduce this disparity.

"We recommend that more resources be allocated specifically to targeted recruiting, to bring more minorities into the Foreign Service. Once there are recruiting successes, the central personnel system and the Department should ensure that these employees are given fully equal access to training and work assignments which will best utilize and develop their abilities.

Recruitment: mid-level

"The commission supports the concept of mid-level entry both to provide the Department with skills in short supply

and to help achieve workforce diversity. The commission believes the current program would be even more effective if stronger emphasis were placed on recruiting persons who can meet unfilled needs in the professional ranks of the Foreign Service, such as scientific affairs officers, officers with special administrative skills, contract officers and certain specialized economists.

"Such an approach would help give managers the resources to carry out their work, and probably would speed progress towards a more representative Foreign Service. The commission noted, however, that mentoring frequently is needed to assist mid-level entrants to adjust to the special conditions of work in the Foreign Service. In addition, the Department should take all necessary steps to assist these officers to fully integrate into the Foreign Service and the work of the Department.

Training

"There is general recognition that existing training programs are good but they are not available to all who need them, and additional subjects should be offered. As new approaches to diplomacy and the challenge of the post-Cold War era become better defined, it will be necessary to re-examine training programs with the goal of creating a more flexible workforce with greater emphasis on specific management skills. The opening of the new National Foreign Affairs Training Center would be a good time to do this.

"Maximum use of modern communications technology, instruction by VCR and interactive computer programs, for example, should also be investigated to alleviate the problems of releasing essential staff for Washington-based training, and of courses so crowded that individuals who need training cannot be accommodated.

"Finally, the Department of State must make a major effort to ensure that employees in all categories are released from their regular work for appropriate training. On specific areas of training:

—*Junior officers:* Most of the persons interviewed felt that the junior officer orientation course (A-100) is valuable in giving new generalists a sense of how the Department and overseas posts work, and in promoting a sense of belonging which adds to the esprit de

corps of the Foreign Service.

"But some observers felt the A-100 course should focus more on the practical aspects of work overseas. One junior officer noted that the segment in the follow-on political tradecraft course on what mission members do at representational social functions had been the most valuable item in all of his initial training. Others commented that some subjects were introduced too early in their Foreign Service experience to be assimilated. The commission recommends that the A-100 curriculum be reviewed once again to determine if enough focus is placed on the practical requirements of service overseas.

—*Long-term training:* The commission supports long-term training for Foreign Service and Civil Service employees who are or will become senior managers, area specialists or economists. The commission commends the Department for emphasizing that employees assigned to long-term training should be given on-ward assignments at the outset of the training or even before. Training should be linked to assignments and career paths.

"Some employees believe that while long-term training does develop their skills, it does not assist in consideration for promotion. The Department should increase the linkage between long-term training and career development, and career counseling should stress that appropriate training or lack thereof will have an impact on assignments.

—*Civil Service training:* The commission notes that the Department in recent years has increased training opportunities for Civil Service personnel. The new organization of the Bureau of Personnel proposed by this commission aims to provide an office responsible for Civil Service needs which would work with the National Foreign Affairs Training Center to assure that the commendable new emphasis on Civil Service training continues.

Movement between personnel systems

"The commission believes there should be a degree of flexibility among the systems and that it should be possible to move from one to another provided that the candidate has appropriate qualifications, skills and experience. The



Commission executive director *C. Edward Dillery* with commissioners *Sally Henry Greenberg*, *Ronald C. Moe* and deputy

executive director *Charles Casper* during their visit to Mexico, one of several places where interviews were conducted.

commission would not anticipate a large number of permanent moves among the services.

"Currently, Foreign Service officers can apply for and be appointed to Civil Service positions in the Department without competition, thereby receiving career Civil Service status. This authority is used only sparingly, but more Foreign Service officers transfer to the Civil Service under competitive procedures.

"The U.S. Office of Personnel Management's agreement to noncompetitive conversion for Foreign Service personnel was contingent on the creation of a like procedure for civil servants converting to the Foreign Service. The Department is working on an agreement with the office to meet this commitment. The commission applauds this effort and looks forward to its successful completion.

"The commission accepts that conversion from the Civil Service to the Foreign Service at higher than entry levels may require a demonstrated ability by the candidate to serve successfully overseas.

"A third type of conversion is from Foreign Service specialist to Foreign Service generalist. Such conversions do occur but the procedures are not well understood. Once again, the commission

would urge that more information be available to potential candidates on these procedures.

In this regard, the Department might well consider systematically staffing the administrative generalist function with a mix of people, including those hired as generalists and specialists who have shown the ability to perform as administrative generalists. Such an approach would broaden the talent pool for the difficult to staff administrative function, as well as providing greater upward mobility for talented specialists.

"The commission believes that the practice of requiring all candidates for Foreign Service generalist status, regardless of grade level, to take the oral evaluation could profitably be modified to make exceptions for persons with demonstrated relevant abilities. A Civil Service analyst who already has served overseas or a Foreign Service specialist with like experience has performance evaluations which will yield more valid information than an oral interview. This aspect of the conversion process should be modified.

Cones for generalists

"Many witnesses discussed the issue of functional cones for Foreign Service

generalists. The Thomas commission had recommended that the current system of administrative, consular, economic and political cones be eliminated and replaced with 14—'more porous'—functional specialties. The Department did not concur, but did establish the multifunctional cone to provide more flexibility.

"This commission sees no pressing need to radically change the present conal structure. However, changes in the relative size of the cones may be necessary as new requirements flow from the increasing emphasis on economic relationships, multilateral diplomacy and international environmental concerns. As one example, changes in science and technology have created a need for the Department to be better informed in these areas... This suggests that the Department should be planning now to increase the number of Foreign Service generalists with scientific and technological skills.

Cones for junior officers

"Two years ago, the Department began hiring junior officers without designating their cones, intending to allocate cones at the moment of granting tenure. In the absence of any targeted skills recruiting, a majority of officers interviewed by the commission and appointed since 1990 want to be in the political or economic cones.

"Most junior officers interviewed by the commission, both coned and unconed, favor assigning cones at entrance, citing uncertain career prospects over the four-to-five-year pre-tenure period as a drawback to the existing policy. As many junior officers spend most of those years doing visa review consular work, coning decisions will be made with little work having been done in any other cone.

People at State

Karl H. Sprick is the new executive secretary of the Foreign Service Grievance Board. ... **A. Peter Burleigh** has shifted from his post as the Department coordinator for counter-terrorism to the Bureau of Personnel, where he is the principal deputy assistant secretary ... He replaced **Larry C. Williamson**, who has been assigned to the faculty of the Defense Intelligence School. □

"The commission recognizes that the first group of unconed junior officers will not go through the process of actual designation of cones for some time. But the combination of ignoring candidates' preferences and Department skill needs at appointment and the long pre-tenure period devoted primarily to visa work, with the inevitable disappointment of many candidates, leads the commission to recommend that the Department closely monitor this program with a view to reconsidering it if change seems advantageous.

Career development planning

"Finally, the commission believes that employees could benefit by a more sophisticated career development planning process. The commission recommends that the Department identify for employees what types of jobs and training they should be aiming for at given points in a career.

"This information exists in an informal way for members of the Foreign Service, but not for any other group of employees. Preparation of career development handbooks would enhance all employees' commitment to the Department, encourage rotation and provide training guidance. The Department should give career development importance in assignments and promotions, with the goal of creating a more capable and flexible workforce.

"The commission has noted State's new emphasis on employee individual development plans; it found that the commitment to implementation of this effort varies widely. The commission recommends that the Department continue to stress (the plans). Additionally, it supports the recent efforts to professionalize the counseling function.

Reorganization of Bureau of Personnel

"The commission recommends reorganizing the Bureau of Personnel (renamed the Bureau of Human Resources) to increase its capacity to perform the more demanding human resource requirements of the coming century. The recommended reorganization will permit the needs of the Foreign Service and the Civil

Service to be addressed by separate staffs, while being managed and coordinated at the assistant secretary level to ensure that both services receive the attention they deserve and that both staffs pursue integrative policy objectives and administrative practices.

The director general

"Presently, the director general of the Foreign Service wears two hats, performing simultaneously the responsibilities of the director of personnel for the entire Department. The commission has concluded that this dual designation with its combination of responsibilities for the director general does not work to the advantage of meeting human resource management needs. The range of responsibilities presently residing in the director general are, arguably, greater than is appropriate for an individual serving in a rotational assignment. The commission therefore recommends that the position be redefined.

"Under the reorganization of human resource activities in the Department, the responsibilities of the director general would be redefined to provide that the director general serve as a principal adviser on Foreign Service policy issues to the Secretary and the under secretary for management. The director general (should) be responsible for the personnel activities connected with chiefs of missions, some 150 located throughout the world. Finally, the director general would continue to serve as chairman of the Board of the Foreign Service, thereby performing the responsibility of inter-agency policy coordinator for the entire Foreign Service of the United States.

New assistant secretary

"The commission recommends that legislation be introduced to establish an assistant secretary for human resources. This assistant secretary shall be responsible for the overall management of organizational units devoted to the personnel systems of the Foreign Service and Civil Service respectively. The duties of the assistant secretary would include coordination and integration of the two personnel systems. This position shall be a presidentially-appointed, Senate-confirmed office (as is the current posi-

tion of director general of the Foreign Service), with the nominee being selected from either the career Senior Executive Service or the Senior Foreign Service, with demonstrated competence in personnel management...

"The person appointed should have demonstrated competence and interest in personnel management and a commitment to ongoing policy and operational innovations... If this office performs as anticipated, the internal and external pressures to establish ad hoc study commissions (which have been numerous in recent years) will diminish.

"The Bureau of Personnel itself should be reorganized to reflect the personnel philosophy proposed by this report. The bureau, headed by the assistant secretary for human resources, would have two major operational divisions, one headed by a deputy assistant secretary responsible for the management of Foreign Service personnel activities and the other headed by a deputy assistant secretary responsible for the management of Civil Service personnel activities.

"Reporting to these deputy assistant secretaries would be two separate groups of offices responsible for the total personnel management process, comprising such specific activities as recruiting, training, career development and assignments...

The Thomas commission

"Elsewhere in the report of this commission, we refer to many of the issues raised by the Thomas commission. To complete this part of our mandate, this commission asked the Department for a status report on the implementation of the Thomas report. Following is the Department's response, received by the commission on October 1. The commission recommends that, in its consideration of this report and in any hearings on the report, Congress invite members of the Thomas commission to address the Department's response."

[The Department response]:

"In its final report, the Thomas commission warned against partial implementation of its recommendations. The report noted that 'recommendations relating directly to the management of the system should be taken as a package. To deal with these recommendations piecemeal would reduce their effectiveness and not adequately address the problems of

the personnel system.' Department management, however, in reviewing the commission findings, found major problems in three areas (outlined below), and therefore did not implement the full range of Thomas recommendations. In order to benefit from some of the report's suggestions, the Department implemented some recommendations and not others. The areas in which the Department had differences with the commission are:

"(1) *A single Foreign Service*: The commission wanted some employees of five separate agencies to report to the

Department says it opposes limitation on political appointees

Secretary of State through the director general of the Foreign Service. The Department found this idea unworkable, legally unsupported and contradicted by the mechanisms outlined in the 1980 Foreign Service Act. Moreover, implementation of this change would have required legislation.

"(2) *Limit political appointees*: The commission's promotion and workforce planning recommendations are all based on the premise of limiting the number of political appointees in senior-level Foreign Service jobs to 12% of the jobs available. The Department saw this as an infringement on the President's authority to make appointments, and did not accept it.

"(3) *A pyramidal position structure*: Finally, the Department had concerns about the commission's view that the Foreign Service should more closely resemble the uniformed military services, and be a pyramid-shaped organizational structure. The difference in missions and staffing between diplomatic and military services argues strongly against such a model, and the Department believes that making the Department's organizational 'shape' a pyramid would be fiscally impossible in today's budget climate."

Thomas recommendations

(On the merging of all employees of all foreign affairs agencies into a single personnel system): "The Department has

not implemented this recommendation in its broadest sense, and notes that this proposal was explicitly considered, and rejected as unworkable, during the drafting of the Foreign Service Act of 1980.

"*Integrate specialists more closely into the Foreign Service officer corps*: As a result of this recommendation, which the Department supported, the Department in 1991 completed a study of the specialist function and is acting on many of its recommendations. Many of the mechanisms for career mobility cited by the Thomas report already exist; the Mustang program, functional specialization program, and a scheme of developmental assignments for Civil Service personnel, are all means by which specialists can become integrated into generalist areas.

"*Control position structure by having Congress set limits on the number of positions at each grade*: The Department did not implement this recommendation, citing the inefficiency of subjecting workforce planning mechanisms to the annual budget process, and noting that such a system, as it applies to the military (the model on which the commission based this recommendation) depends on both the absence of a grievance system featuring prescriptive relief and of labor-management negotiations.

"*Limit the number of Senior Foreign Service positions to be filled by political appointees*: The Department did not implement this recommendation because it views this idea as an infringement on the President's constitutional authority to make appointments.

"*Give the director general authority over a single Foreign Service of the United States*: The Department has not implemented this recommendation, citing its cost and its likely ineffectiveness... The Department does not see the disadvantage of different agencies administering the Foreign Service Act in slightly different ways.

"*Remove Department of Commerce's and Agriculture's overseas services from the Foreign Service system*: The Department cannot unilaterally implement this idea, which would require a statutory mandate. Commerce and Agriculture oppose this recommendation.

"*Allow for long-range personnel planning*: The Department has not fully implemented this recommendation, primarily due to lack of resources. As

interim measures, the Department has increased stability in its hiring, keeping the new hires protected from budget vagaries, and has continued to revise a five-year program planning exercise. The Department has also begun to develop a longitudinal data base so that we are better able to project trends in employment from a single comprehensive data base. We have also made significant progress in developing an overseas model that will provide a way to more accurately address overseas employment.

"Incorporate budget as an integral part of the personnel system: As a result of this recommendation, the Department is now linking budget and personnel planning. The personnel bureau and the Bureau of Finance and Management Policy work together on a daily basis in this effort.

"Increase understanding and involvement by all levels of management: The Department agrees wholeheartedly with this recommendation, and has taken several steps toward its implementation:

"(1) The Department proposed to bring the Foreign Service Institute under the director general. This proposal was disapproved last year by Congress.

"(2) The training policy function has been strengthened within the personnel bureau.

"(3) Increased training programs for the Department's personnelists have been developed.

"(4) We have transmitted a cable to

Information management is shifted to Administration

The Office of Information Management has been transferred from the Bureau of Diplomatic Security to the Bureau of Administration, effective November 1. A Department Notice said:

"The reorganization will centralize management of major administrative support functions in the Department under one assistant secretary, and will ensure that information management is integrated systematically into all facets of our operations." □

all chiefs of mission and assistant secretaries outlining all delegations of authority.

"Workforce requirements: The Department has developed several modifications to its planning systems, having

Personnel bureau has strengthened training policy, Department says

almost completed a needs assessment study of overseas staffing. While the Department ties promotions to the number of open slots at the next higher grade, as recommended by the commission, it does so based on a five-year average. Strict implementation of this recommendation would require the Department to tie promotion numbers exactly to the number of slots available in any given year. Based on historical data, the Department believes that such a system would cause wide swings in annual promotion numbers, a situation which would erode morale and career predictability, and would be counter to the Foreign Service Act of 1980.

"Entry process (recruitment/examination/appointment): The Department has implemented the recommendation that the time from test-taking to appointment be shortened, settling on a goal—now a reality—of six to nine months between exam and appointment. The director general also created a network of community, academic, business and religious leaders to encourage talented minorities to consider a career in the Foreign Service. Further, the Department implemented the recommendation that the Foreign Service test be shortened, modified in content and used more as a 'screening device.' Those changes were made in the 1990 Foreign Service examination and have been carried forward.

"Tenure: The Department has implemented a lengthened pre-tenure period, with the first tenure review held after 44 months; the second at 54 months; (and has implemented) assignment to a functional category (cone) at tenure, instead of at appointment. Junior officers entered unconsented as of March 1990. In two areas

the Department did not follow commission recommendations on the tenure process. Specifically:

"The Commission recommended hiring all officers at the FS-6 level. State eliminated junior officer hiring at the FS-4 level but believes that, because Government salaries are not competitive with private sector offers, they must continue hiring at the FS-5 level to attract quality candidates, especially minorities.

"The commission suggested that more junior officers be hired in anticipation of the rigorous tenuring process and associated higher attrition rate.' The Department views this as enormously expensive: it costs about \$150,000 to hire and train each new officer, an investment lost if an employee does not get tenure. The Department also rejected setting a firm number/percentage of employees who will not get tenure. Given the vast resources devoted to testing, clearing and hiring candidates, the Department relies more heavily on its entry process as more cost-effective in screening out unqualified candidates.

"Furthermore, 95% of career candidates not granted tenure file grievances which delay their separation for prolonged periods of time. Given congressional unwillingness to amend statutory grievance authorities (see below), this fact alone would militate against programmed non-tenuring.

"Abolish/restructure cones and broaden career opportunities: The Department instituted the multifunctional promotion track, which has attracted a large number of officers, and which will

Career development officers won't hand out assignments, Department says

result in a major diminution of the rigidity of the cones.

"Strengthen the role of the career development officer to include assignment responsibilities: The Department has not implemented this recommendation and is unlikely to do so in the near future. One factor in its inability to effect change in this area is a major difference of opinion between the Thomas commission and the

inspector general on the role of the career development officer. The inspector general has recommended that the assignments function be completely separated from the career counseling function and be lodged in a separate office.

"Career progression: promotion/retention/separation/retirement: The Department has implemented a series of these recommendations; specifically (it has) extended mandatory time-in-grade before promotion consideration at all mid-level grades, (and it has) modified time-in-class rules for senior officers. The Department has not sought the legislation necessary to eliminate the senior 'window,' because it believes that flow-through concerns mandate a limited period for competition for the senior service. Further, the Department believes the choice to compete for promotion into the Senior Foreign Service should remain with the officer.

"Labor-management relations: management should not belong to the bargaining unit: The Department has not implemented this idea, and believes it was based on a misperception that Foreign Service management officials can be active in the American Foreign Service Association. Current policy is that, although any senior officer can belong to the union, any officer in a management position (as defined in Section 1002 (12) of the Foreign Service Act of 1980)

State lags on Civil Service evaluation program, panel says, despite requirement

cannot actively participate in (its) management or be represented by the union. This recommendation is also opposed by (the association).

"Grievances: accelerate the process and abolish routine prescriptive relief: The Department has tried to implement this recommendation, which requires legislation, but has been opposed by congressional committees and the American Foreign Service Association in these efforts.

"Implement a responsive automated personnel system: The Department has for several years requested funds to revamp

its automated personnel systems. Progress has been very modest, however, because these requests have been rejected in favor of higher Department priorities.

"Long-term societal and environmental considerations: The commission's recommendation of an outside study to address the impact on the Foreign Service of those factors beyond the immediate control of the Department, and to recommend appropriate solutions for the future, was favorably received by the Department. Rather than undertake a separate study for this purpose, though, the Department is first examining demographic and recruitment-related studies already completed, as well as those underway in the U.S. Office of Personnel Management, 'Workforce 2000' and elsewhere."

[Conclusion of Department response].

More on the Civil Service

The Veliotis commission, calling attention to another of its forerunners, the Director General's Commission on Civil Service Improvements (the Haynes commission), asserted that implementation of the Haynes recommendations would enhance management of the Civil Service workforce.

The Veliotis report continued: "The Department lacks a formalized personnel management evaluation program, although this has been a U.S. Office of Personnel Management requirement for many years. Primary objectives of (such a program) are: (1) to provide feedback on how well personnel management activities are contributing to mission accomplishment; (2) to assure compliance with law and policies; and (3) to provide a basis for corrective actions as well as future workforce planning.

"A credible personnel management evaluation process not only would have the advantage of providing the Department with a continuing flow of information about the health of personnel management, it also could well reduce the need for the creation of special task forces and commissions—like the present commission—to study the personnel activities of the Department.

"A plan has been developed but not yet implemented by the Department. Sometimes 'the best is the enemy of the good.' If full implementation of the plan requires additional resources that are unavailable, perhaps a more modest initia-

tive is initially in order. Evaluation is an evolutionary process: It takes time to understand what can be quantified, what can be estimated and what must be guessed. The essential action is to get a personnel management evaluation program started."

Overseas allowances

The commission, noting that part of its mandate was to examine overseas allowances, reporting on their rationale and impact on morale, wrote: "The commission's general conclusion is that an allowance program related to the costs to employees and special circumstances of service in overseas missions is an important factor in ensuring that missions are staffed adequately, and that the current structure and management of these programs is effective and meets this objective... The commission believes the allowances are required for the effective conduct of United States international activities and recommends that no changes be made in the allowance structure. The program appears to be carefully managed both in Washington and, where required, at overseas posts."

Senior Foreign Service

The report continued: "The commission examined the management of the Senior Foreign Service (S.F.S.) with an emphasis on its overall size and composition, as well as procedures for monitoring excellence and retaining individuals with needed skills. The commission believes that the Department should review the size of the S.F.S. in conjunction with an overall workforce requirements study. Until such a review is completed, the Department will lack a basis for addressing concerns that the S.F.S. is 'overlarge.'

"The commission does recommend that the Department revise its procedures for controlling length of service in the S.F.S., known as time-in-class (t.i.c.) and limited career extension (l.c.e.) rules. New measures are needed to ensure a clear match between management needs and the skills of senior officers in these areas...

"In keeping with its general philosophy that the Department should aim for maximum managerial flexibility in the use of human resources, the commission favors linking selection board retention

decisions more closely to managers' needs for skilled employees, and urges the Department to consider using the t.i.c. and l.c.e. mechanisms more responsively to meet such needs. Selection boards might grant l.c.e.s to employees, with the length of the l.c.e. tied to need for the employee's services, i.e., for the time required to complete an existing tour or for an onward S.F.S.-level assignment.

"Under such an approach, all employees approved for l.c.e.s would receive at least a one-year l.c.e., the time now granted as a 'grace' or 'transition' year after the expiration of t.i.c. Employees completing an S.F.S.-level assignment, or selected for a new S.F.S. assignment, would receive an extension of the l.c.e. to a time suitable to complete the current tour or the onward assignment in question.

"A critical element of such a system would assure that there is no creation of new S.F.S. positions merely to prolong the careers of affected officers. The positions linked to the l.c.e.s should be established positions which cannot be effectively filled in the regular assignment cycle or, on an individual basis, positions with special requirements created for special purposes by the under secretary for management.

"The Bureau of Personnel would track the number and length of l.c.e.s thus granted, and make appropriate annual adjustments in hiring and promotion plans, and in t.i.c. times for the S.F.S.

"Depending on the volume of l.c.e.s

3 deputies in communications bureau

A reorganization in the Bureau of International Communications and Information Policy has resulted in the appointment of three deputy coordinators, each with the rank of deputy assistant secretary.

Richard C. Beard is the senior deputy coordinator, with responsibility for communications standards and International Telecommunications Union matters. Michael T. N. Fitch is deputy coordinator for satellite, cable and national security affairs, and Scott C. Cleland for trade development. □

granted, it might be appropriate to adjust t.i.c. times as a way of controlling overall S.F.S. numbers, and further sharpening the focus of assignment of S.F.S. personnel to S.F.S.-level jobs as the criterion for retention. We are not recommending a liberal policy for granting l.c.e.s; rather we want to insure that the Department does not deprive itself of critically-needed skills by rigidly applying t.i.c.s and denying l.c.e.s.

"Given the potential for short-term increases in S.F.S. numbers arising from the initial operation of this approach, a phase-in during the anticipated reduction of S.F.S. employees in 1994-96 might help smooth the transition to a more needs-focused S.F.S. retention system...

Specialist issues

"... The commission finds it is essential that the Department allocate appropriate resources to the recruitment, assignment, training and career development of (specialists) to assure that this important part of the personnel resource base is adequately staffed, is used efficiently and receives management consideration equal to the other parts of the Foreign Service. The commission finds that Foreign Service management practices, with their goals of maintaining an up-or-out, rotational service, are typically geared to the relatively large number of employees working in generalist cones, or the three large specialty groups. Many anomalies arise when these principles are applied rigidly to tiny groups of employees...

"The commission questions the wisdom of applying the same uniform tour of duty policy to highly technical specialists, as is applied to generalists. On the face of it, the Department probably has less need for frequent rotation of specialists, and indeed might see better performance if such specialists were moved less often. Especially when such people are in short supply, the lost work time associated with transfers should be minimized by granting longer tours. This practice also would produce cost benefits.

"Similar questions arise about the workings of selection boards and time-in-class standards for such specialties. Is annual review of all such employees for promotion an absolute necessity, given the slow rate of advancement in many fields? Are time-in-class standards sensible for

such employees, as opposed to standard practices of removal for poor performance?

"The commission believes that the Department should assess its management of Foreign Service specialties, especially the smaller ones, with a view to streamlining its procedures wherever possible, consistent with equitable treatment.

Administrative sub-functions

"The administrative sub-functions, particularly the general services, personnel and budget and fiscal specialties, face a special problem in that they compete directly with administrative generalists for positions at the lower and mid-levels. The specialists feel that generalists get first priority for the best assignments in these fields, blocking advancement for the specialists. Generalists see these positions as essential experience to qualify them for more senior and broad-ranging management positions.

"In addition, some administrative sub-function specialists would like the opportunity to convert to the generalist category as they rise in the ranks and demonstrate abilities outside their own specialties. The commission has recommended that conversions from specialist to generalist be systematized; it also believes that the Department should plan to fill a significant number of upper mid-level and senior administrative and management positions from this talent pool.

"One result of the increased complexity of systems has been to make it clear that formal qualifications are desirable for certain specialties. State's response to this has been to require documented certification for an increasing number of specialist positions. This has significant implications for training requirements, will encourage the recruitment of already-trained personnel and will help to provide a larger pool of employees trained for and oriented toward administration and management.

"The commission is gratified that the Department action on certification is increasing professionalism in those positions and recognition for employees serving in these increasingly technical areas. For example, recently recruited specialists in the budget and fiscal area have M.B.A. degrees and management experience prior

to joining the Department as specialists. For these reasons, the commission suggests that the Department consider giving first preference to certified specialists in making assignments to highly technical positions.

Information officers

"In connection with the merging of the communications officer and systems manager skills into the new information officer specialty, there is concern that the training needed to prepare employees for the new, broader specialty may not be available, either because of lack of funds or because employees will not be given enough time to take the training. Communications officers who will have to compete with systems managers are especially concerned on this point. The commission strongly recommends that the Department assure that the proper training is available to all employees in this specialty.

Security specialists

"The commission was not asked to look specifically at the content of Department programs but feels it must comment on the impact of security policies, regulations and programs on effective employee utilization. The growth in the security establishment over the past decade; new, stricter security regulations; the construction of 'fortress-like' overseas missions; and the segregation of Foreign Service national employees from their American colleagues all have made the operation of overseas missions more complex and difficult. The commission recognizes that these measures were necessary during the Cold War but suggests that the size and complexity of the security establishment should be reviewed in the light of the post-Cold War situation.

"In the personnel area, security specialists have a unique problem in that a majority of positions for this specialty are located in the United States. This makes it difficult for security specialists to get overseas experience and thus reduces their promotion possibilities. The Department should re-examine the security specialist structure to determine if it might be better to designate some of the positions now in the Foreign Service as

Civil Service, and to encourage those employees who would prefer to concentrate on service in the United States to do so as members of the Civil Service...

Secretaries' issues

"... It was clear from the commission's inquiries that the secretaries of the Department, particularly those in the Foreign Service, are troubled by the limited opportunities in straight secretarial work, by changes that have taken place in their conditions of work and by the sense that they are no longer considered as partners in the operation of the Department's offices and missions.

"The commission believes the Department has made a good initial effort to begin to deal with the situation in issuing the secretarial package and particularly in its broader definition of the work of secretaries. While the Department did make a significant effort to explain the package, understanding of all of its elements among secretaries still is by no means complete—more communication is needed.

"Perhaps the most important thing for the Department to do to make the secretarial package work is to ensure that secretaries get the language and other training that is required for advancement in the field. The commission realizes that funds for training are limited and that, given the shortage of secretaries, allowing secretaries time for training will impact adversely on posts and offices. But it is imperative that the Department demonstrate its good faith at the outset by carrying out this part of the program and making it clear that the training is part of a continuing effort to implement the plan. As noted earlier, some training could be packaged to be taken at posts with minimum time off work.

"The Department also should be receptive to constructive suggestions to make the secretarial package better. For example, some highly experienced secretaries noted that some of the required training is in fields in which they already are proficient. Why not have tests in these fields to determine proficiency, they asked. If they already have the skills this would prevent their having to take redundant courses, would allow them to spend more time in their assignments and would save the cost of this training.

"The commission notes that its

earlier recommendation that a program to facilitate excursion assignments of civil servants to Foreign Service vacancies applies with equal force to secretarial employees.

"The commission recommends that the Department encourage Civil Service secretaries to take overseas assignments, and that it also develop a more systematic program to assist them in their return to the Department. Civil Service secretaries also could be given short-term assignments in overseas missions to fill staffing gaps and release Foreign Service secretaries for the training required by the Foreign Service secretarial package.

Foreign Service national employees' issues

"The commission's mandate did not call for an examination of the role of Foreign Service nationals (F.S.N.s) within the Department of State's personnel system. However, the approximately 9,600 direct-hire F.S.N.s plus some 60,000 in other categories constitute one of the most important elements of the Department's human resource base and provide vital services to our overseas posts. Many programs rely heavily on F.S.N.s, and not just in subordinate roles. The commissioners visiting posts in Latin America, West Africa and Paris found a number of common problems affecting this labor force worthy of noting in this report. We would recommend an in-depth review of

'F.S.N.s feel they are treated as 2nd-class employees ... discriminated against'

the Department's overall relationship with this loyal, vital and valuable human resource.

"At all posts visited, and not unlike many of the Civil Service employees at the Department, F.S.N.s feel they are treated as second-class employees, and stated they feel they are discriminated against. Some noted that their role in the missions and their relationship with American colleagues had changed for the worse since the imposition of stricter security regulations in the 1980s.

"F.S.N.s are also troubled about pay—currently set by 'prevailing practice' in the host country—and retirement. F.S.N.s at all posts visited complained about delays in Department processing of wage surveys, resulting in some data being outdated before issuance and actual pay raises, now no longer retroactive to the date of survey, being inadequate when they finally are implemented. Employees felt that frequently the wages are not competitive with private sector multinational firms.

"A related F.S.N. complaint was that American employee wage increases, cost-of-living allowances and other benefits are always protected, while F.S.N. remuneration is one of the first items to suffer in any period of financial stringency.

"The commission understands the Department is considering a revision of the system for setting F.S.N. wages and benefits. It urges the Department to take into account the impact of any new policies on F.S.N. morale and overall operations. The ending of Civil Service retirement, a benefit no longer available, changed the basic relationship of the United States to its F.S.N. employees. In any new compensation package, retirement benefits should be an important consideration.

"In essence, it seemed that these conditions are driving the Foreign Service national employees to re-evaluate their whole attitude toward working for the U.S. Government. In the past, the embassy often was the very best employer in a given country, and employment in the embassy was a mark of prestige. That image is changing, and this loyal group of employees are looking for ways to better express their concerns to local and Washington-based management.

"The growing concerns of the Foreign Service nationals have led to formation of new employee associations within the last year. Their objective/purpose is not to become a union/bargaining agent, but rather to have a vehicle to stress better communication and 'harmonious relations' within the embassies. The commissioners were invited to meet with some of these associations, all of which noted that there were important problems across the spectrum of human resources management issues.

"This suggests that the Department is heading rapidly toward a period in

which it must establish more satisfactory working relationships with the F.S.N.s. They are not a segment of the Department's workforce that can or should be taken for granted. More attention should be given to analyzing the utilization of F.S.N.s, as well as the compensation and benefit issues affecting this group. This is important because it seems clear the role of Foreign Service nationals will increase rather than decrease as the Department establishes its long-range planning system and accepts the challenges of multilateral diplomacy.

Staffing the visa function

"The commission makes these observations on staffing the visa function overseas, and urges the Department to examine whether the continued nearly exclusive reliance on junior officers for that purpose is cost-effective.

"Visa adjudication, a major overseas function of the Department, is currently staffed principally by untenured Foreign Service generalists serving in their first or second assignment. Service 'on the visa line' has long been seen as a form of a 'rite of initiation' into the Foreign Service officer corps, testing new officers' adaptive capacity, allowing them to improve language skills, and bonding them socially into the subculture of the Foreign Service. The commission supports this concept but has reservations about the amount of time new officers spend in such consular assignments.

"Visa work can be performed competently by employees with ordinary good judgment and a modicum of training. However, psychological pressures and resulting burnout have been cited to argue against having the function performed by career visa specialists. This perceptions must, however, be tested against the apparently successful experiment of doing visa work at two Mexican border posts with permanent Civil Service employees...

"Experience makes it clear that the Department could de-emphasize the role of untenured junior officers in visa work without compromising performance. Substituting other employees would directly reduce salary and benefit costs, particularly insofar as locally appointed Americans (family members or local residents) who do not receive allowances, travel benefits or Foreign Service retire-

ment benefits are involved.

"Based on commission interviews, it appears that a number of junior officers are serving longer in visa work than is ideal for developmental purposes. New officers begin employment 'unconed,' with the designation of their occupational specialty occurring at the moment of tenure, some four to five years later. Few of these officers will spend more than a few months to a year in work other than visa adjudication before the coning decision is made.

"The commission believes the Department should consider reducing the time junior officers spend in visa work and increasing opportunities for them to gain experience in political, economic, administrative or other consular work...

"The Commission notes that savings associated with replacing junior officers on the visa line with alternative, more cost-effective visa workers could supply some of the funds needed to provide developmental pre-tenure work for junior officers which is more useful for preparing them to assume mid-level responsibilities.

Communication with employees

"In meetings with employees and managers in the Department and at overseas posts, the commission found that there is a lack of information about personnel policies, especially among employees. Most employees, Foreign Service, Civil Service, excepted service as well as foreign nationals, felt strongly that they are not being informed adequately on personnel matters. On the other hand, personnel officials were able to produce extensive examples of informational material disseminated to employees. Obviously, there is a breakdown somewhere. Experience suggests that the written word alone is inadequate to communicate complicated material; videotapes, for example, can often effectively supplement the written word..."

Other sections of the report included one in which there was an extended discussion of personnel issues at the U.S. mission to the United Nations in New York. Appended to the report was a lengthy list of the names of persons interviewed by commission members, both in this country and overseas. ■

A S K D R. K E M P

Q.

WASHINGTON
I switched recently from smoking cigarettes to smoking a pipe after several failed attempts to quit completely. Is this better for my health?

A.

Studies show that cigarette smokers who switch to cigars or pipes tend to smoke more, and inhale the smoke more, than cigar or pipe smokers who did not smoke cigarettes. Switching to a pipe or cigar does very little to reduce the amount of tar, nicotine and other toxins introduced into your system (three or four pipefuls or three or four cigars equal about 10 cigarettes if inhaled). In addition, there's a substantially increased risk of oral cancer associated with pipes and cigars. I admire your efforts and understand your struggle. Nicotine has been deemed by the U.S. surgeon generals to be the most powerful addictive drug, and studies document that it takes most smokers an average of three serious attempts to quit successfully. There are some prescriptions for smoking cessation that are available. Ask your doctor about them. If you haven't already done so, join a support group. My office sponsors support groups for smokers who want to quit. Judy Berman Carlisle, our health education specialist, can provide you with more information. Call her on 647-0133, for counseling on this very important health matter.

Q.

BETHESDA, MD.
It seems that, no matter how well I dress in the winter, my hands and feet are always cold. I have heard that large doses of B vitamins will help with this problem. Is this true?

A.

There has never to date been any scientific evidence to support such a theory. Claims that large doses of B vitamins reduce the effects of stress, environmental or otherwise, have also never been proven. The closest explanation for such a theory is that one form of the B vitamin-niacin, called nicotinic acid—causes blood vessel dilation and thus possibly a temporary warming effect, but too temporary to help on a cold



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. □

day. Taking this in high doses, as is sometimes prescribed for reduction of serum cholesterol, can have serious side effects. This should only be prescribed by a doctor. So add some layers to your clothing and do your best. Some people adapt better to cold weather than others. If you remain concerned about this, see your doctor to rule out any medical reasons for your problem.

Q.

EUROPE
Please advise me regarding the shelf life of both our commissary goods and foodstuffs that we shipped some time ago with our consumables allowance.

A.

Our environmental health consultant has investigated this matter and has provided the following information: There are no food and drug regulations requiring destruction of canned goods after a certain period of shelf life. The Food and Drug Administration advises that food will be safe providing there are no dents, swelling, leaks, etc. However, after a year, canned food is expected to deteriorate in flavor and texture. After a year, acid in the food will begin to break down the enamel wall in the can, and the metal will begin to influence flavor and texture. Eventually pinholes will develop and leaking will occur. Regarding expiration dates on preserved foods, the agency advises that there

are no regulations requiring that these products not be sold after that date. The agency food safety official whom we contacted indicated that expiration dates on preserved foods are assigned by the manufacturer, to indicate an optimum quality they desire to maintain up to that date. This doesn't mean that the food isn't fit for human consumption. Factors which have a bearing on quality beyond expiration date usually include storage, handling and distribution practices. For example, carton milk, if properly refrigerated, will be acceptable for two to three weeks beyond the expiration date. I would say that over-the-counter medications must adhere to expiration dates. Expired medications should be properly disposed of.

Q.

EAST AFRICA
I am in my sixth month of pregnancy, and my husband and I are going on vacation to the islands. Is it okay for me to scuba dive at this time?

A.

My advice is that women who aren't experienced divers should not take up the sport at this time. And experienced divers shouldn't exceed 30 feet while pregnant. Also, only those in superior physical condition should dive, but for shorter periods of time than they did prior to pregnancy. Let me add that pregnant women should not scuba dive after 30 weeks of pregnancy. My personal suggestion: try snorkeling instead, until your baby is born. □

Breast cancer

The Office of Medical Services, in a notice to employees on October 22, called attention to its lunch-time support group for women with breast cancer. The group meets every other Monday for one hour. Female employees and wives of male employees may participate. For information, call Edith Bennett, 647-4929. ■

The Combined Federal Campaign offers you a direct channel for helping the truly less fortunate. Your contributions can fund self-help programs for children of the poorest nations, and help them break the cycle of hunger and disease. □

POST OF THE MONTH

TUNIS

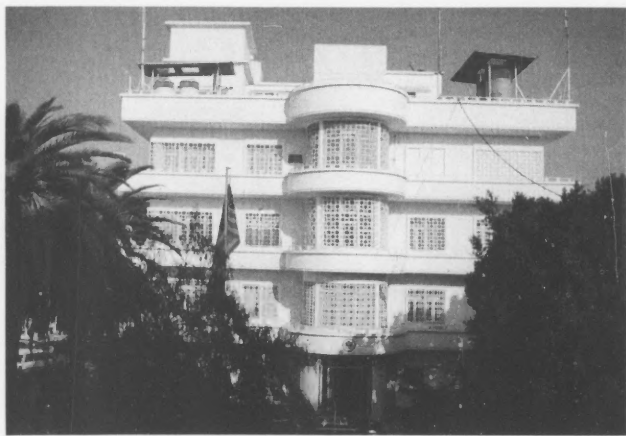
This embassy is in the capital of Tunisia, the nation northernmost in Africa, near the center of the Mediterranean Sea. U.S. Foreign Service people there are featured as part of STATE's continuing series. (Photos by Rick and Teresa Kramer)



Kasbah at Le Kef.



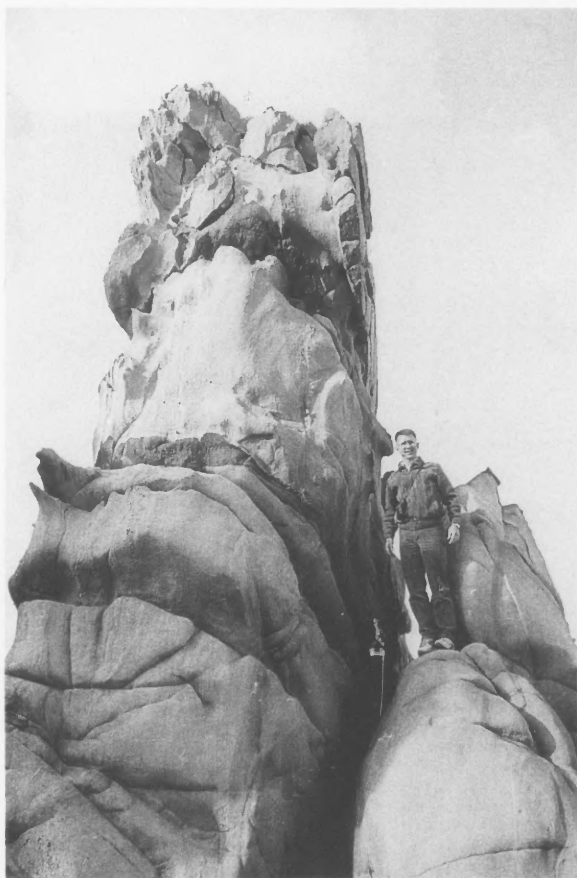
Embassy children *Rachel Kramer*, center, with friends (left to right) *Megan, Jenny* and *Amy Wyeth*, in the lighthouse at Sidi Bou Said.



The embassy.



Buying necklaces in Tabarka, from left: *Stevie and Alice Durban*, son and wife of Marine Vince Durban; *Teresa Kramer*, wife of administrative counselor Rick Kramer; *B. J. Simpson*, wife of security officer William Simpson; *Jessica Henderson*, daughter of Marine Jerry Henderson.



Marine detachment commander *Vince Urban* on rock formation at Tabarka.



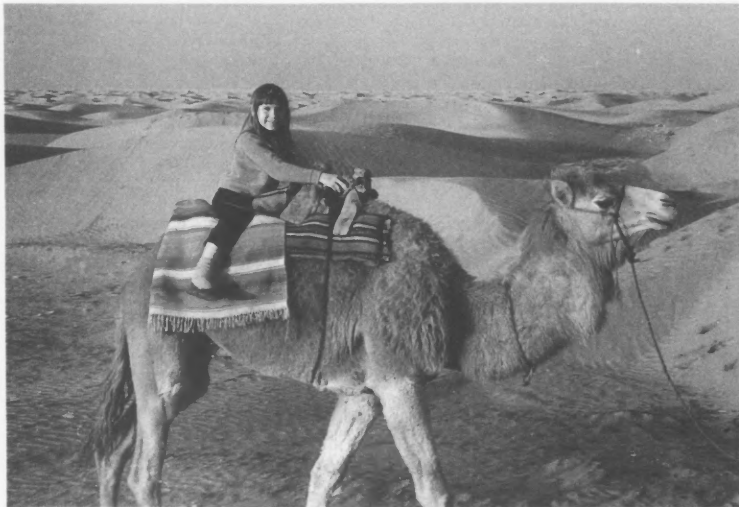
A house with stork's nest on the chimney.



The village of Ksar Halouf.



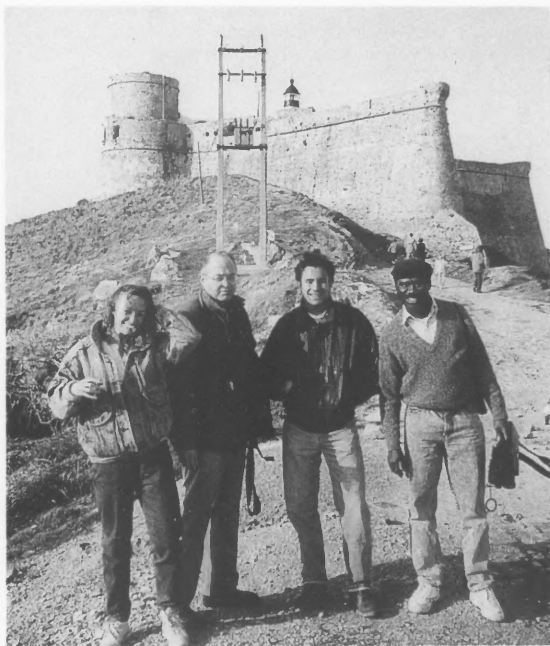
Administrative counselor *Rick Kramer*
at ruins at Thuburbo Majus.



Rachel Kramer, daughter of administrative counselor Rick Kramer.



At coliseum at El Jem: A.I.D.'s Peter Wyeth, wife Margie and daughter Megan.



At Fort Geno in Tabarka, from left: regional medical officer Bob Lyons and wife Beth; Peter Dietz, son of A.I.D.'s Gil Dietz; general services assistant Sam Adolfo.



At Tabarka, from left: Julia McCarthy, Sarah Kramer, Heather Simpson, Teresa Kramer, William DeShazer. ■

CIVIL SERVICE PERSONNEL

Promotions

GG-6

Gwinn, Eloise, Asuncion

GM-13

Gross, Helen Louise, Office of Chief Financial Officer, Office of Executive Director
Mattox, Robert W., Office of Foreign Missions
Thian, Tasha M., Passport Services
Williams, Paul R., Office of Legal Adviser, European and Canadian Affairs

GM-14

Davis, William Keith, Legislative Affairs
Johnson, Clifton McClure, Office of Legal Adviser, Politico-Military Affairs
Knecht, Peter A., Bureau of Public Affairs, Office of Public Communications
Kushen, Robert A., Office of Legal Adviser, Law Enforcement and Intelligence
Renaud, Monica L., Office of Inspector General
Weiner, Allen Sydney, Office of Legal Adviser, International Claims and Investment Disputes
Wit, Joel S., Politico-Military Affairs

GM-15

Holland, Mary Stone, Diplomatic Security, Information Systems Security
Loken, Keith, Office of Legal Adviser, Law Enforcement and Intelligence
Scharf, Michael Paul, Office of Legal Adviser, UN Affairs

GS-3

Gallagher, Ami K., Philadelphia Passport Agency
Morison, Kimberly Lynn, European Affairs
Peek, Paul Thomas, Seattle Passport Agency

GS-4

Anglin, Kisha Lashon, Bureau of Personnel, Performance Evaluation
Briscoe, Roniece M., Economic and Business Affairs, Bilateral Trade Affairs
Keys, Jean E., Office of Chief Financial Officer, Payroll Operations

Sockwell, Lisa D., Foreign Service Institute, Administrative Training
Williams, Helen, Philadelphia Passport Agency

GS-5

Call, Kristin B., Pre-Assignment Training
Hairston, Valerie Kay, Bureau of International Organization Affairs, UN Political Affairs
Harris, Andre Maurice, Bureau of Personnel, Information Management
Henrique, Donald J., Office of Inspector General
McDougle, Bradford E., Diplomatic Security, Employee/Contractor Investigations
Middleton, Tracie, Diplomatic Security, Washington Field Office
Morgan, Montressa Yvette, Diplomatic Security, Information Management
Piano, Jill A., Los Angeles Passport Agency
Robinson, Lisa A., Foreign Service Institute, Office of the Registrar
Tornavacca-Triesch, Lee W., Passport Services
Walle, Colin Patrick, Los Angeles Passport Agency
White, Nicole, Diplomatic Security, New York Field Office

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Adams, Tanya L., Diplomatic Security, Office of Investigations
Brown, Aaron V., South Asian Affairs
Carr, Drucilla Ann, International Communications and Information Policy
Codrington, Raymond C., Near Eastern and South Asian Affairs, Office of Executive Director
Cordoba, Louis G., Miami Passport Agency
Cummings, Gloria E., Philadelphia Passport Agency
Davis, Towana S., Office of Chief Financial Officer, Office of Executive Director
Gallena, Amy Elizabeth, Office of Inspector General
Hall, Lorraine, Philadelphia Passport Agency
Hokenson, Kathryn B., European Affairs, Office of Executive Director

Kazyak, Mary C., Office of Inspector General
Knotten, Veraniece, New Orleans Passport Agency
Shelton, Naomi Tabitha, Consular Affairs, Citizens Consular Services, Inter-American Division
Smith, Angela Denise, Diplomatic Security, Office of Investigations, Employee/Contractor Branch
Stapleton, Pearl, Northeast Passport Processing Center
Thomas, Yolanda M., Northeast Passport Processing Center
Washington, Devonne A., International Narcotics Matters

GS-7

Boothby, Rebecca T., International Communications and Information Policy
Buck, Zeta L., Diplomatic Security, Office of Procedural Security
Catlin Jr., Robert J., Diplomatic Security, Information Management
Dudley Jr., Richard W., Operations Center
Herd, Beverly N., Diplomatic Security, Office of Security Administration
Johnson, Barbara A., Diplomatic Security, Information Management
Lucas, Annette Rene, Bureau of Personnel, Office of Resource Management
Meterko, Lisa M., Office of Under Secretary for Management
Perez, Pearlina T., Diplomatic Security, Information Management
Rawson, Sandra M., Southern African Affairs
Richter, Kim Beverly, Visa Services
Sheehan, Gerard Charles, Northeast Passport Processing Center
Slye, Rhonda M., Bureau of Personnel, Retirement
Snowden, Marijean, Seattle Passport Agency
Tolson, Bridget L., Nuclear Risk Reduction Center
Toyer, Elaine M., Office of Historian
Webster, Yvonne L., Seattle Passport Agency

GS-8

Berger, Helen Lavern, Bureau

of Personnel, Information Management
Fauntroy, Jo Ann, Bureau of Personnel, Information Management
Hawkins, Geraldine V., Bureau of Personnel, Information Management
Randolph, Vera R., Bureau of Personnel, Information Management
Scott, Patricia R., Office of Inspector General
Thomas, Ruby D., East Asian and Pacific Affairs, Office of Regional Affairs
Webster, Susan A., Bureau of Personnel, Information Management

GS-9

Baer-Basek, Simone, Visa Services
Barcas, Catherine H., Bureau of Administration, Personnel Management
Chicklowski, Patricia S., Office of Chief Financial Officer, Consolidated American Payroll Division
Garcia, Ronald R., The Hague
Goodrum, Joan Bonita, Department's Buildings Services Branch
Hastie, Barbara A., Inter-American Affairs, Office of Assistant Secretary
Hite, Kerry E., Diplomatic Security, Information Management
Hunt Jr., Richard L., Diplomatic Security, Information Management
Marruffo, Frank A., Los Angeles Passport Agency
Roberts, Elizabeth R., Bureau of Administration
Shelton, Theran J., Diplomatic Security, Applicant Investigation Section
Stewart, Joan E., Visa Services
Williams, Iris D., Diplomatic Security, Information Management
Wolff, Nancy M., Miami Passport Agency

GS-10

Cooke, Robin C., Bureau of Personnel, Information Management

GS-11

Bottom, Angela Marie, Intelligence and Research, Office of Executive Director

Dubose, Calvin E., Department Building Management Operations
Harms, John C., Intelligence and Research, Office of Executive Director
James, Wanda M., Bureau of Personnel, Examination Division
Kamdar, Minar N., Office of Chief Financial Officer, Consolidated American Payroll Division
Pitts-Malone, Sandra, Science and Technology Affairs
Sustek, Matthew M., Department Building Management Operations
Sweeney, Wanda Fortune, Diplomatic Security, Information Management

GS-12

Bernard, Stacy J., Politico-Military Affairs
Bundy, Pamela Lavelle, Bureau of Personnel, Records and Communications Staff
Bundy, Pamela Lavelle, Bureau of Personnel, Records and Communications Staff
Davidson, Betty J., Diplomatic Security, Personnel Management
Ellis IV, Wayne Philip, Politico-Military Affairs
Morrissey, Margaret C., Civil Service Personnel Management
Patch, Lonnie J., Intelligence and Research, Law Enforcement and Counter-Intelligence Division
Pyles, Larry E., Department Building Management Operations
Sizemore, Richard M., Office of Chief Financial Officer, Domestic Functional Bureaus Division
Wilks, George L., Department Building Management Operations

GS-13

Reck, Kathleen Ann, Diplomatic Security, Information Management
Royster, Timothy Roland, Office of Inspector General

WS-8

Graham, David R., Department Building Management Operations

Appointments

Amaral, Pamela Ann, Office of Under Secretary for Management
Baldwin, Doan, Diplomatic Security, Information Management
Bannister, Latricia A., Pre-Assignment Training
Barrett, Claire W., Diplomatic Security, Information Management
Bies, Gun Marie, Diplomatic Security, Information Management
Boerigter, David L., Consular Affairs, Office of Executive Director
Bray, Annette M., Pre-Assignment Training
Brooks, Ferolyn Louise, Office of Foreign Buildings
Brown, Twana A., Near Eastern and South Asian Affairs
Carnahan, Carol L., Pre-Assignment Training
Carotenuto, Venetia E., Politico-Military Affairs
Carter, Ioanna, Office of Protocol, Accreditation Section
Champ, Renee C., Diplomatic Security, Information Management
Chen, Johnnie J., Diplomatic Security, Software Engineering Branch
Cheplick, David M., Office of Foreign Buildings, Information Resource Management Division
Coplon, Jay L., Office of Foreign Buildings, Information Resource Management Division
Curtis Jr., James W., Office of Foreign Buildings, Real Estate Division
Damon, Robert John, Consular Affairs, Citizens Emergency Center
Dandridge, Vernetta M., Diplomatic Security, Information Management
Deloatch, Robin Jeanette, Near Eastern and South Asian Affairs
Denner, Thomas A., Politico-Military Affairs
Dobey, Shonita L., Diplomatic Security, Information Management
Ellis, Joe W., Diplomatic Security, Information Management
Ellison, Brian K., Diplomatic

Security, Information Management
Ferguson-Simpson, Guana, Diplomatic Security, Information Management
Gable, Robert G., Passport Services
Gallman, Dorothy K., Medical Services
Griego, Dayna J., Economic and Business Affairs, Office of Bilateral Trade Affairs
Grimes, Richard D., Diplomatic Security, Information Management
Grymes, Morrey E., Diplomatic Security, Information Management
Hadrick, Marian M., Civil Service Personnel Management
Harris, Cheryl Renee, Pre-Assignment Training
Hatcher, David Michael, Office of the Deputy Secretary
Hembler, Virginia M., Pre-Assignment Training
Hilliard, John D., Bureau of Administration
Jackson, Eldred Lynn, Bureau of Administration
Johnson, Thelma A., Pre-Assignment Training
Karttunen, Seppo Mikael, Foreign Service Institute, North and East European Languages
Kazyak, Stephen J., Diplomatic Security, Information Management
King, Jennifer Z., Diplomatic Security, Information Management
Koski, Neal J., Inter-American Affairs, Ciudad Juarez Consular Affairs, El Paso, Tex.
Krisher-Cliver, Margaret A., Office of UN System Budgets
Lang, Alan, Office of Chief Financial Officer, Office of Executive Director
Langer, Zerrin U., Bureau of Administration
Lassiter, Immy Rose N., Diplomatic Security, Information Management
Lehrisse, Michael A., Diplomatic Security, Information Management
Loyer, Jane M., Office of Foreign Buildings, European and Canadian Area
Lyons, Kelley L., Diplomatic Security, Information Management

Mack, Jennifer L., Diplomatic Security, Passport Fraud Branch
Marshall, Joyce L., Diplomatic Security, Information Management
McGarry, Patrick F., Diplomatic Security, Information Management
McManus, Loretta J., Diplomatic Security, Information Management
McPartland, John Joseph, Kingston
Meisegeier, Deborah L., Refugee Programs
Million, Lisa Lawrence, Bureau of Administration
Mitchell, Roger D., Bureau of Administration
Moreno, Juan Bautista, Foreign Service Institute, Romance Languages
Murphy, Patrick J., Bureau of Administration
Nadeau, Carla T., Pre-Assignment Training
Nguyen, Steven L., Diplomatic Security, Information Management
Nickens, Eric Thomas, Pre-Assignment Training
Ostrowski, Lawrence Paul, Office of Foreign Buildings, Engineering Support Branch
Paoletta, Mark J., Office of Inspector General
Patierno, Lisa Jane, Office of Foreign Missions
Pech, Dorothy, European Affairs, Office of Executive Director
Perkins, Yanna D., African Affairs, Office of Executive Director
Peterson, Kristin H., Diplomatic Security, Information Management
Pinkley, Lori Leigh, Politico-Military Affairs
Pittman, Djuana L., Refugee Programs
Poole, Raymond B., Diplomatic Security, Information Management
Post, John B., Office of the Deputy Secretary
Prince, E. Maria, Pre-Assignment Training
Reid, Leshan R., Diplomatic Security, Information Management
Riggs, Susan G., Riyadh
Rogers, Vonda D., Stamford Passport Agency
Rubendall, Brian D., Office of Inspector General

Ryschka, Andreas, Foreign Service Institute, North and East European Languages
Schaad, Mark A., Politico-Military Affairs
Schnabel Jr., Harry Henry, Curator, Diplomatic Reception Rooms
Sepucha, Laura E., Presidential Management Intern Program
Silverman, B. P. Robert S., Diplomatic Security, Information Management
Silverwood, Jean D., Office of Foreign Buildings, Financial Management
Smith, Elizabeth A., Pre-Assignment Training
Smith, Murray J., Office of Foreign Missions
Snow, Clyde C., International Organization Affairs, Office of Human Rights and Women's Affairs
Sonderman, John David, Politico-Military Affairs
Stein, Harry L., Foreign Service Institute, Economic and Commercial Training
Sutrich, Judy A., Office of Inspector General
Sutton, Terri N., Pre-Assignment Training
Swenson, Christopher H., Office of Inspector General
Swiger, Gary W., Diplomatic Security, Information Management
Telkins, Patricia Weaver, Foreign Service Institute, Overseas Briefing Center
Tietge, Jerry S., Diplomatic Security, Information Management
Tuggle, Katasha L., Diplomatic Security, Information Management
Unglesbee, Michael J., Office of Foreign Buildings, Engineering Support Branch
Viksne, Diane, Bureau of Administration
Votaw, Claire-Louise, Diplomatic Security, Information Management
Wacker, Bret S., Passport Services
Weiss, Neil D., Office of Foreign Buildings, Contracts Branch East
Wels, Calvin Lee, National Passport Center, New Hampshire
Williams, Cheryl F., Office of Chief Financial Officer, International Programs Division
Williams, David Sager, Consular Affairs, Consular Systems

Division
Wilson, Joan, Office of Foreign Buildings, Administrative Management
Yee, Carolyn B., Office of Historian, Arms Control and Economic Division
Young, Ralph E., Diplomatic Security, Information Management

Reassignments

Alexander, Sharon Yvette, Near Eastern & South Asian Affairs to Diplomatic Security, Information Management
Bridges, Soumayah K., Politico-Military Affairs to Office of Chief Financial Officer, Payroll Operations Branch
Collier, Amanda Ruth, Office of Inspector General to Office of Under Secretary for Management
Cook, Nerissa J., Office of Chief Financial Officer to Office of Soviet Union Affairs
Cook, Raphael Levon, Pre-Assignment Training to Bureau of Public Affairs, Office of Executive Director
Hutcheson, Gail M., Bureau of Personnel to Diplomatic Security Personnel Management
Jones, Darius D., Pre-Assignment Training to Bureau of Personnel, Retirement Division
McWilliams, Holly Kay, Pre-Assignment Training to Medical Services
Rodriguez, Ana M., European Affairs to Office of Environmental Protection
Tolbert, Jeanette M., Eastern European Affairs to Visa Services
Tracy, Judy Ann, Pre-Assignment Training to Office of Protocol
Williams, Kimberly R., Pre-Assignment Training to Bureau of Personnel
Williams, Lynette E., Bureau of Public Affairs to International Narcotics Matters

Resignations

Baig, Mirza B., Summer College Intern Program
Barrett, Claire W., Diplomatic Security, Information

Management
Barrett, Faye Olivia, Summer Clerical Program
Bell, Reva Vonia, Pre-Assignment Training
Bezaire-Piccata, Christina, Foreign Service Institute, Overseas Briefing Center
Boone, Tanya S., Summer College Intern Program
Bourgeois, Catherine A., International Communications and Information Policy
Bove, Fredi-Ellen, Economic and Business Affairs, Office of Food Policy Programs
Bridgeman, Reginald S., Diplomatic Security, Information Management
Byrd, Charles G., Diplomatic Security, Information Management
Clark, Dorothy-Elaine C., Medical Services
Conway, Timothy J., Bureau of Administration
Corr, Shannon Eileen, Bureau of Administration
Coulter, Patricia Ngoc, Office of Overseas Schools
Coulter, Ryan S., Politico-Military Affairs
Davids, Michael D., Bureau of Administration
Demianczuk, Yolanda M., Office of Foreign Buildings, Art in Embassies Program
Dimarzio, Ronald, Los Angeles Passport Agency
Dobey, Shonita L., Diplomatic Security, Information Management
Easton, Mark M., Foreign Service Institute, Political Training
Ferguson-Simpson, Guana, Diplomatic Security, Information Management
Fisher, Alice A., Office of Foreign Missions
Flibbert, Andrew Joseph, Intelligence and Research, Office of Executive Director
Freeman, Peter G., Bureau of Administration, Personnel Management
Goble, Paul Alan, Eastern European Affairs
Graves, Elizabeth L., Inter-American Affairs, Office of Executive Director
Hall, Sheree Hsueh Li, Office of Foreign Buildings, Administrative Management
Hall, Sydnee Hsyeh-Ni, Office of Foreign Buildings, Administrative Management

Harris, Tara A., Bureau of Personnel, Information Management
Hemchand, Dhanny Jagdish, Miami Passport Agency
Hill, John Andrew, Bureau of Administration, Personnel Management
Hoover, Christopher A., Diplomatic Security, Information Management
Jackson, Stephanie L., Diplomatic Security, Information Management
Johnson, Carol Ann, African Affairs
Kazmer, Dawn G., Office of Chief Financial Officer, Office of Executive Director
Kazyak, Stephen J., Diplomatic Security, Information Management
Khdair, Nihad, Organization of American States
Krass, Caroline D., Office of Legal Adviser, Office of Executive Director
Lacy, Lee Hitchcock, Foreign Service Institute, Overseas Briefing Center
Lau, Leilyne S., Summer College Intern Program
Lawson, Veronica R., Diplomatic Security, Information Management
Levi, Robin S., Office of Legal Adviser, Office of Executive Director
Lopez, Ana-Maria, Visa Services
Lyons, Kelley L., Diplomatic Security, Information Management
Mangrum, Elvira, Pre-Assignment Training
Marshall, Joyce L., Diplomatic Security, Information Management
Martin, Candace N., Summer College Intern Program
Mason, Valerie Ann, Foreign Service Institute, Administrative Training
McGarry, Patrick F., Diplomatic Security, Information Management
Miller, Stephanie R., Bureau of Administration
Mizuno, Mutsumi, Summer College Intern
Moore, John Lawrence, Diplomatic Security, Personnel Management
Mussington, Shawn A., Summer College Intern Program
Netter, Catherine D., Summer College Intern Program
Onofrietti, Joseph D., Office of

Here are the facts

(See Page 12)

—Archibald MacLeish, who served as assistant secretary, 1944-45. □

Legal Adviser, Office of Executive Director
Orton, Tanja M., Summer Clerical Program
Osborn, John Edward, Office of Legal Adviser
Parsons, E. Susan, Foreign Service Institute, Overseas Briefing Center
Paylor, Robin L., Bureau of Administration
Peterson, Kristin H., Diplomatic Security, Information Management
Pollach, Samuel K., Summer Clerical Program
Prado, Alma Liza, Summer College Intern Program
Price, Kelly Elizabeth, Pre-Assignment Training
Reid, Leshan R., Diplomatic Security, Information Management
Richards, Nicole Marie, Bureau of Administration
Richardson, Amy F., Office of Global Change
Robinson, Keith Gerald, Summer Clerical Program
Rodriguez, Robert C., Summer College Intern Program
Romagnoli, Nicole M., Summer Clerical Program
Rosenblatt, Blair A., Diplomatic Security, Personnel Management
Seefeldt, Susanne K., Summer Clerical Program
Seidman, Dov L., Office of Legal Adviser, Office of Executive Director
Sewell, Carla D., Office of Allowances
Shin, Milbert D., Office of Legal Adviser, Office of Executive Director
Smith, Edith Helen, Kingston
Smitherman, GERALYN G., Office of Legal Adviser, Office of Executive Director
St. Aubin, Rene-Enrico, Diplomatic Security, Information Management
Thompson, Dionne, Diplomatic Security, Information Management
Tirpak, Merideth A., Oceans bureau, Office of Assistant Secretary

Torrence, Torre, Summer Clerical Program
Tuggle, Katasha L., Diplomatic Security, Information Management
Williams, Marcia Lee, Foreign Service Institute, Office of Registrar
Williams, Tammi L., Summer Clerical Program
Williams, Timothy S., Bureau of Administration
Yatzeck, James D., International Organization Affairs, Administrative Services

Retirements

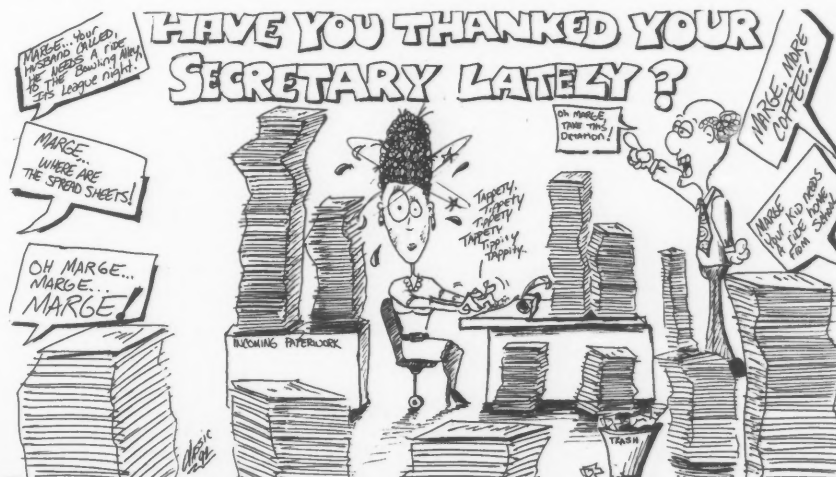
Bivens, Kirk W., Diplomatic Security, Information Management
Culley, Harriet P., Bureau of Public Affairs, Office of Public Communications
Deleo, Catherine, Medical Services
Harris, Carl B., Refugee Programs
Lyerly, Eugene R., Passport Services
Mills, Charles N., Diplomatic Security, Information Management
Robins, Florence L., Chicago Passport Agency
Utterback, B. Joan, Office of UN Social and Refugee Affairs
Westley, Valjeanne, Bureau of Administration □

Senior executive performance pay

The following members of the Senior Executive Service have been recognized by either a salary adjustment or cash award for outstanding performance:

Artabane, Paula
Bay, Frank
Bettauer, Ronald J.
Biniarz, Susan
Bloomfield, Lincoln
Blubaugh, James K.
Borek, Ted A.
Boright, John P.
Brown, Catherine W.
Byerly, John R.
Chaverini, Vincent J.
Coffin, Thayne C.
Colson, David A.
Cummings, Edward R.
Dalton, Robert E.
Das, Anthony A.
Dietrich, Gary D.
Duelfer, Charles A.
Eisenhart, Larry J.
English, Richard D.
Fauver, Robert C.
Fingar, C. Thomas
Fort, Randall M.
Freeman, Arthur L.
Hankin, Dennis J.
Gallucci, Robert L.
Greene, Richard L.
Hankin, Christopher G.
Harris, George S.
Hergen, James G.
Hunter, Kenneth

Jefferson, Charles J.
Jenkins, Jack D.
Keyes Jr., Conrad G.
Kreczko, Alan J.
MacDonald, M. Milton
Matheson, Michael J.
McGoldrick, Frederick
Miller, Bowman H.
Moe, Grace T.
Moten, Sarah E.
Olson, Peter M.
Olson, William J.
Peay, T. Michael
Prochnik, Martin
Ramish, Timothy E.
Rashkow, Bruce C.
Reinstein, Robert
Respass, Charles B.
Rosenstock, Robert B.
Scholz, Wesley S.
Schwartz, Amy
Schwartz, Jonathan B.
Scully, Richard T.
Selby, Jamison M.
Slany, William Z.
Snead, Larry L.
Sokolsky, Richard D.
Sprott, John T.
Stoiber, Carlton R.
Stratford, Richard J.K.
Terjesen, Robert S.
Thessin, James H.
Timbie, James P.
Truitt, Michele E.
Verville, Elizabeth G.
Walpole, Robert D.
Wheeler Jr., Ralph N.
Wiant, Jon A.
Wolcott, Jackie
Wood, William B. ■



FOREIGN SERVICE PERSONNEL

Appointments

- Amadeo, Stefanie, Pre-Assignment Training
 Bayley, Douglas Covell, Pre-Assignment Training
 Beard, Robin L., Nato
 Benavides, James Michael, Prague
 Bennett, Sandra J., Beijing
 Berk, Steven, Moscow
 Blais, Joseph A. L., Helsinki
 Brackman, James F., New Delhi
 Bradley, Peggy A., Nairobi
 Broady, Marilyn G., Lima
 Bruno, Marilyn Joan, Pre-Assignment Training
 Bryson, Melissa F. G., St. George's
 Bultemeier, William W., Athens
 Caldwell, Patrice L., Bangkok
 Campbell, Steven T., Guatemala
 Cantarella, Terence, Specialist Intake
 Cantrell, Paul Michael, Pre-Assignment Training
 Carrillo, Denise J., Asuncion
 Casey, Margaret E., Paris, U.S. Mission to Organization for Economic Cooperation and Development
 Childs, Leah Alberta, Abidjan
 Christy, Susan, Libreville
 Clark, Joyce Winters, Moscow
 Claybourne, Hilary, Frankfurt
 Connolly, Margaret A., Jakarta
 Cooper, Linda Kay Dodd, Singapore
 Darmanin-Edwards, Rita, Ouagadougou
 Degraffenried, Leslie, Pre-Assignment Training
 Doggett, Marta M., Moscow
 Donaway, Meredith B., Specialist Intake
 Dunnigan, Robin Lisa, Pre-Assignment Training
 Dunphy, Finnbar Thomas, Buenos Aires
 Escoto, Ernesto Emilio, Prague
 Esposito, Jill Marie, Pre-Assignment Training
 Favret, Thomas Raymond, Pre-Assignment Training
 Fellenz, Christine Rita, Abidjan
 Fenner, Dorothy, Bucharest
 Fichte, Eric A., Matamoros
 Flynn, Sheila M., East Asian and Pacific Affairs
 Forde, Muriel Eliza, Bridgetown
 Garcia, Mary Ann, Tegucigalpa
 Garrote, Michael Edward, Pre-Assignment Training
 Gates, Isabel N., Lima
 Gillam, Laila M., Dhaka
 Gray, Richard Leslie, Montevideo
 Grout, Deborah Zamora, Pre-Assignment Training
 Gutmann, Mary Chen, Freetown
 Hall, Melinda Jo, Beijing
 Hall, Ruth Mary, Pre-Assignment Training
 Hamic, Christine Ukari, Windhoek
 Hamric, Mary Susan, Dhaka
 Hermanson, Lynne D., Paramaribo
 Hicks, Mireya A., Tegucigalpa
 Hirst, Charles J., Guatemala
 Hoch, Sally Ann, Phnom Penh
 Hodel, Gerard Thomas, Pre-Assignment Training
 Hofschire, Dirk J., Pre-Assignment Training
 Inder, James O., La Paz
 Ingvaldstad, Karen M., Warsaw
 Jacobson, Donald Emil, Pre-Assignment Training
 James, Sharon D., Seoul
 Jarosz, Shawn Marie, Moscow
 Jennings, Matthew Paul, Freetown
 Johnson, Patricia A., Beijing
 Jungman, Nadine, La Paz
 Kaurin, Carleen G., Colombo
 Kelly, Daniel Lee, Diplomatic Security, Information Management
 Kem, Taura Irene, Phnom Penh
 La Bombardt, Huggie Hoi, Islamabad
 Lake, Robert J., Diplomatic Security, Information Management
 Lamb, Tracy Dianne, Lagos
 Long, Adam T., Beijing
 Lutz, Salvador, Bogota
 Maloney, Jeanne Marie, Pre-Assignment Training
 Martensen, Ronnie Lee, Specialist Intake
 Maschoff, Joy P., Lusaka
 Mayer, Paul Overton, Pre-Assignment Training
 McCormick, Joanna Mason, Brussels
 McIntyre, Jennifer Allyn, Pre-Assignment Training
 McPartland, John Joseph, Kingston
 Merenguel-Wright, Maribel, Kampala
 Mikulski, Walter, Diplomatic Security, Information Management
 Miller, Barbara L., Antananarivo
 Moore, Donald Leroy, Mid-Level Recruitment Complement
 Moore, Teresa, Bucharest
 Morrow, Wayne Jackson, Specialist Intake
 Mowatt-Larssen, Roswitha, Moscow
 Moynihan, Patricia L., Pre-Assignment Training
 Mutch, Mary E., Lima
 Najafi, Seid Alireza, Moroni
 Neal, Meredith Creel, Rome
 Nugent, Gina M., Sanaa
 Ortiz, Jannima Lynn, Caracas
 Pace, Robert, Diplomatic Security, Information Management
 Penhune, Sarah Slipp, Pre-Assignment Training
 Perez, Ana Maria, Georgetown
 Perrotta, Malinda Jane, Bucharest
 Perry, Kathleen Ann, Moscow
 Phelps, Sarah H., Pre-Assignment Training
 Poli, Connie T., Panama
 Pomfret, Pamela Joan, N'Djamena
 Pritchard, Lisa Marie, Pre-Assignment Training
 Prokop, Mark Stephen, Pre-Assignment Training
 Rackmales, Mary Kennedy, Belgrade
 Randolph, Charles, Pre-Assignment Training
 Rawlings, Lyngrid Ruth, Mid-Level Recruitment Complement
 Reed, Michael Allen, Specialist Intake
 Ries, Richard R., Bonn
 Rusciolleli, Barbara Jean, Athens
 Sablad, Eleuterio Guerrero, Mexico City
 Salminen, Richard A., Bangkok
 Simon, Paul Moulton, Pre-Assignment Training
 Smith, Linda P., Nairobi
 Smith, Louanne Irma Finkel, Kaduna
 Smith, Willard Tenney, Pre-Assignment Training
 Sprietsma, Dunette, Frankfurt
 Starkey, Mirtea, Montevideo
 Stokes, Elma M., Beijing
 Stoll, Mary Jane, N'Djamena
 Stradford, Suk-Fong, Moscow
 Sullivan, Gregory William, Pre-Assignment Training
 Swofford, Terry Lee, Specialist Intake
 Thrasher, Debra, Moscow
 Townsend, Dover J., Bangkok
 Tudela, Yvonne L., La Paz
 Valdez, Alejandra F., Santiago
 Vanderhoff, Rachel, Nairobi
 Werner, Janice R., Bonn
 Williams, Domenica G., Paris
 Williams, Kathy J., Yaounde
 Williams, Marie Grimes, Madras
 Winchester, Robert Forrest, Pre-Assignment Training
 Woodward, Carol A., Moscow

Transfers

- Adair, Marshall P., Chengdu to Foreign Service Institute, Functional Training
 Allegrone, Kathleen Hatch, Bureau of Personnel to Paris
 Alonso, Francisco J., Ankara to Diplomatic Security, Information Management
 Anderson, G. Norman, Foreign Service Institute, Center for Study of Foreign Affairs to Executive Secretariat
 Bagley, Gary G., Intelligence and Research to African Affairs, Office of Executive Director
 Becker, Frederick A., European Affairs to Inter-American Affairs
 Berg, Paul Sidney, European Affairs to Rome
 Berry, Sheila Georgette, Stuttgart to Office of UN Political Affairs
 Bieler, Richard K., Inter-American Affairs to Brasilia
 Bock, J. Richard, Melbourne to Defense Department
 Borich, Joseph J., Foreign Service Institute to East Asian and Pacific Affairs
 Bosshart, Michael R., Near Eastern and South Asian Affairs to Berlin
 Bovaird, Thomas Mann, Rome to N'Djamena
 Briggs, Jacquelyn L., Nassau to Operations Center
 Brims, John S., Rome to European Affairs
 Brock, Samuel Vincent, International Organization Affairs to Algiers
 Bruha, Mary Elizabeth, African Affairs to Yaounde
 Buerle, Sandra M., African Affairs to Office of Under Secretary for Management
 Camp III, William J., Tokyo to Diplomatic Security, Information Management
 Carter, Leigh G., Consular Affairs, Office of Executive Director to Foreign Service Institute, Language Training
 Case Jr., Edward A., Madrid

Anapestic Assignments

BY EBP

There was a person assigned to Bombay,

Who at first wasn't sure of what to say,

Who after cogitating a while,

Suddenly broke into a smile

And said: "This is really my lucky day!" □

- to Office of Under Secretary for Management
- Chase, Peter H.**, Legislative Affairs to Brussels, U.S. Mission to European Community
- Covington, Ann**, Foreign Service Institute, Professional Studies to Lagos
- Creagan, James F.**, Sao Paulo to Inter-American Affairs
- Dagon, Thomas M.**, Frankfurt to Diplomatic Security, Investigations
- Deaton, Rodney C.**, Diplomatic Security, Information Management to Bujumbura
- Dempsey, Gerard M.**, Diplomatic Security, Overseas Operations, African Region to Beirut
- Dertadian, Richard N.**, Bureau of Personnel to Naples
- Donnelly, Kurt D.**, Inter-American Affairs to Foreign Service Institute, Language Training
- Duncan, Leo A.**, Bureau of Personnel to Foreign Service Institute, Language Training
- Edwards, Dan P.**, Sofia to Diplomatic Security, Information Management
- Featherstone, Alexander A.**, Foreign Service Institute, Language Training to Nuclear Risk Reduction Center
- Fernandez, Francisco J.**, Foreign Service Institute, Economic-Commercial Training to Inter-American Affairs
- Floyd, Jane Miller**, European Affairs to Pacific Island Affairs
- Foster, Harold David**, Foreign Service Institute, University Training, Economics to Berlin
- Galer Ryan, Anne Maria**, Near Eastern and South Asian Affairs to East Asian and Pacific Affairs
- Gallucci, Gerard M.**, African Affairs to Inter-American Affairs
- Gibson, Barry R.**, San Jose to Inter-American Affairs
- Graze, Deborah E.**, Vatican to U.S. Congress
- Gutierrez, Jaime A.**, African Affairs to Luanda
- Haas, Dean J.**, Adana to Operations Center
- Hammer, Michael A.**, Operations Center to European Affairs
- Harkness, Edward Michael**, Sydney to Near Eastern and South Asian Affairs, Domestic Support Division
- Harms, Norma Ruth**, Panama to Tbilisi
- Hazel, Cinderella B.**, Mexico City to European Affairs, Office of Executive Director
- Hedgbeth, Llewellyn H.**, Office of Foreign Buildings, Real Estate Division to Hamburg
- Hennessey, Kathleen M.**, Intelligence and Research to Inter-American Affairs
- Heskin, Carolyn I.**, Near Eastern and South Asian Affairs to Bureau of Personnel, Examination Division
- Hinson-Jones, Robyn E.**, Lusaka to African Affairs
- Hirsch, Daniel Menco**, Maputo to Bissau
- Holstein, Eleanor J.**, Bangkok to Special Domestic Assignment Program
- Hopper, David T.**, Human Rights and Humanitarian Affairs to Warsaw
- Hughes Jr., Paul Russell**, Berlin to Operations Center
- Hutson, Thomas R.**, Belgrade to Bishkek
- Ingraham, Russell Pierson**, Foreign Service Institute, Language Training to Bucharest
- Ishkanian, Albert P.**, Kingston to Consular Affairs, General Services Division
- Janus, E. Eileen**, Office of Under Secretary for Management to Bureau of Administration
- Jennings, Hartford Terry**, African Affairs to Paramaribo
- Jennings, Monika Dietrich**, Bureau of Personnel to Freetown
- Johnson, Gilbert Matthew**, Rio de Janeiro to Bureau of Personnel, Examination Division
- Keegan, Howard Lee**, Diplomatic Security, Information Management to Kiev
- Keiser, Glen C.**, Tijuana to Operations Center
- Kennedy, G. Alfred**, Bureau of Public Affairs, Office of Assistant Secretary to Bureau of Personnel
- Krug, Frederic M.**, Office of Inspector General to Diplomatic Security, Field Office Management
- Kurapka, Virginia Idelle**, Hamburg to Office of Financial Officer, Office of Executive Director
- Lamson, John Cotton**, Foreign Service Institute, Administrative Training to European Affairs, Post Management
- Manuel, John D.**, Kuwait to Alexandria
- Marcus, Randolph I.**, Office of Counter-Terrorism to Inter-American Affairs
- Maresca, John J.**, Vienna to European Affairs
- Margulies, Alexander H.**, Panama to Politico-Military Affairs
- Matera, Michael A.**, Foreign Service Institute to Tashkent
- Mattke, Marilyn R.**, Career Mobility Program to Pretoria
- McCahill Jr., William C.**, Quebec to Oslo
- McCumber, Patricia E.**, European Affairs to Inter-American Affairs, Office of Executive Director
- McGeehan, Mary Grace**, African Affairs to East Asian and Pacific Affairs
- McKennon, John B.**, Istanbul to Diplomatic Security, Counterintelligence Programs
- McMillion, Margaret K.**, Office of Under Secretary for Political Affairs to Bangkok
- Melzow, Martha L.**, Madrid to International Organization Affairs
- Merten, Kenneth H.**, Operations Center to Cuban Affairs
- Monier, John Scott**, London to U.S. Special Representative for Trade Negotiations
- Morrison, Bruce F.**, Diplomatic Security, Information Management to Office of Chief Financial Officer
- Mueller, Jonathan D.**, Foreign Service Institute, Language Training to Warsaw
- Nesbitt, Wanda L.**, Kinshasa to Consular Affairs, Citizens Emergency Center
- O'Connell, June M.**, Consular Affairs to Refugee Programs
- O'Keefe, John M.**, Belgrade to European Affairs, Office of Executive Director
- Ogunba, Atim Eneida George**, African Affairs to San Jose
- Osage, Christine M.**, New Delhi to Consular Affairs, Citizens Emergency Center
- Parker, Maurice S.**, Mexico City to Foreign Service Institute, Functional Training
- Pasowicz, Joel M.**, Office of Chief Financial Officer to Nicosia
- Peck, Francis P.**, African Affairs to Yaounde
- Pierce, David Catlin**, Bangkok to Foreign Service Institute, Functional Training
- Pingree, Michael M.**, Diplomatic Security, Information Management to Valletta
- Pudschun, Jerrilynn**, London to Consular Affairs, Executive Director
- Pugh, Robert L.**, Senior Seminar to Bureau of Personnel
- Quinones, Carlos Kenneth**, Defense Department to East Asian and Pacific Affairs
- Rasmussen, Douglas K.**, Bangkok to International Organization Affairs
- Ressler, H. Kirkby**, Foreign Service Institute, University Training to International Organization Affairs
- Reyes, Norma Valles**, International Narcotics Matters to Brasilia
- Ricalde, Russell J.**, Diplomatic Security, Washington Field Office to Diplomatic Security, Professional Development
- Rink, Robert Brian**, Foreign Service Institute, Economic-Commercial Training to Near Eastern and South Asian Affairs
- Rogers, Paul**, Conakry to Bissau
- Rudisille, Kimberlee A.**, Nouakchott to Cape Town
- Ryan, Timothy G.**, Kingston to Quebec
- Sacks, Richard**, Mexico City to Casablanca
- Salazar, Edward J.**, Moscow to U.S. Congress
- Sarofeen, Robert A.**, Foreign Service Institute to Berlin
- Savignano, Teresa L.**, Near Eastern and South Asian Affairs to New Delhi

Schonander, Carl E., Dhaka to Foreign Service Institute, Economic-Commercial Training
 Schoonover, Brenda B., European Affairs to Brussels
 Schrage, Barbara Jane, East Asian and Pacific Affairs to Foreign Service Institute, Language Training
 Schwenk, Milicent H., European Affairs to Brussels, U.S. Mission to European Community
 Sears, Tim Allan, Foreign Service Institute, Professional Studies to Belize City
 Sellers, Stephen David, Vienna to Operations Center
 Sheppard, Florita Indira, Bureau of Personnel to East Asian and Pacific Affairs, Office of Executive Director
 Smith, Benjamin N., Nicosia to European Affairs
 Smith, Edward T., Rome to Special Domestic Assignment Program
 Smith, Raymond A., European Affairs to Rome
 Solberg, Sarah A., International Organization Affairs to Oslo
 Spinelli Jr. Robert L., Brasilia to Inter-American Affairs
 Stevens, Sandra A., Melbourne to Inter-American Affairs
 Sundet, Crystal J., Conakry to Bujumbura
 Sutton, Susan Mary, European Affairs to Chisinau
 Syring, W. Patrick, Rio de Janeiro to Economic and Business Affairs, Office of Aviation Negotiations
 Tomseth, Victor L., Bangkok to Diplomats-in-Residence
 Trogdon, Alan K., Frankfurt to Diplomatic Security, Boston Field Office
 Tua, Benjamin, Brasilia to Rome
 Unaitis, Laurie A., Near Eastern and South Asian Affairs to Damascus
 Underwood, Jennifer O., London to Kampala
 Van Doren-Shulkin, Rebecca, Foreign Service Institute, Economic-Commercial Training to Moscow
 Watson, Eunice K., Bissau to African Affairs
 Wauchope, Linda McIntosh, African Affairs to Visa Services
 Westmore, Donald B., Near Eastern and South Asian Af-

fairs to East Asian and Pacific Affairs, Office of Assistant Secretary
 Wong, Joyce Su, Panama to East Asian and Pacific Affairs
 Woodruff, Freddie R., Khartoum to African Affairs
 Woodruff, Meredith W., Khartoum to African Affairs
 Zate, Steven E., Foreign Service Institute, Economic-Commercial Training to Near Eastern and South Asian Affairs

Resignations

Aitken, Jennifer M., London
 Aradeon, Susan B., Lagos
 Baker, Paul A., Lagos
 Battle, Marea, Bureau of Personnel
 Berube, Antoine J., Oslo
 Bhattacharyya, Rupa, Bureau of Personnel
 Boudreaux, Rodney C., Brussels
 Bracken, Ann Rosemary, The Hague
 Brunner, Michael G., St. Petersburg
 Callahan, Jackie Lee, Brussels
 Cappelli, Catherine Lee, Athens
 Cargile, Philip S., Manila
 Clark, Victoria F., Brussels
 Dobias, Kristin Y., Colombo
 Endicott, Lynda R., The Hague
 Forde, Muriel Eliza, Bridgetown
 Frank, Elizabeth C., London
 Gralnek, Wendy A., Leave-without-pay Status
 Hackworth, Amy E., Leave-without-pay Status
 Heintzman, Christopher A., London
 Hermanson, Lynne D., Paramaribo
 Herring, Toni Ann, Quito
 Hirst, Charles J., Guatemala
 Hope, Virginia Sue, Hamburg
 Hull, Adrian P., Bureau of Personnel
 Ilishaeva-Ruby, Lyudmila, Moscow
 Jee, W. Dan, London
 Jenkins, Susan Stotler, Maputo
 Jones, Lenore A., Bureau of Personnel
 Joselyn, Bernadine Ruth, Intelligence and Research
 Kainth, Anita, Kigali
 Katsoulos, Athena, Paris
 La Bombardt, Huggie Hoi, Islamabad
 Laven, Harlee Cass, Belgrade
 McKiver, Marshall J., Praia

Miles, Barbara J., Rome
 Millsbaugh, Patricia M., Caracas
 Morales, Susan, Bureau of Personnel
 Morris, Valerie Wynn, Wellington
 Nassberg, Nancy J. Wright, Moscow
 O'Dell, Marclan Lee, Leave-without-pay Status
 O'Reilly, Margaret M., Rome
 Orr, Robert D., Singapore
 Perrotta, Malinda Jane, New Delhi
 Polite, Angela D., Bureau of Personnel
 Popovich, Linda M., Nicosia
 Riggle, William Lewis, Frankfurt
 Rogich, Sigmund A., Reykjavik
 Smith, Brad Edward, Mexico City
 Stevens, Kathryn, Brazzaville
 Tasharski, Laurie, Warsaw
 Sharp, Kathleen, Leave-without-pay Status
 Touche, Elizabeth Louise, Moscow
 Watson, Lora M., Caracas
 Weeks, Wilhelmina R., Bangkok
 Wriede-Yeager, Gisela, Prague
 Young, Robin, Melbourne

Retirements

Bachmann, F. Brenne, Oslo
 Becker, John P., East Asian and Pacific Affairs
 Bleakley, Kenneth W., International Communication and Information Policy
 Boerigter, David L., Foreign Service Institute, Consular Training
 Buche, John Allen, Vienna
 Chard, Kenneth W., Office of Chief Financial Officer
 Chun, Gladys K. F., Foreign Service Institute
 Cole, William A., Diplomatic Security, Physical Security Programs
 Dawson, Theodore A., Bern
 Dubose Jr., Robert W., Geneva, Conference on Disarmament
 Gibson, William F., Diplomatic Security, Overseas Operations
 Grossman, Lawrence Marshal, International Organization Affairs, UN Resources Management
 Hammond, Robert E., Rome
 Hollin, Mary B., Zagreb
 Hughes, Judith I., Bangkok
 Ledsky, Nelson C., European Affairs

Mathews, Gerald S., Abidjan
 Metz, C. Thomas, Paris
 Morris, Robert G., Madrid
 Nelson, Dennis E., Bangkok
 Nosko, Edward T., Bureau of Personnel, Recruitment
 Olson, Gordon Brent, Office of Inspector General
 Pech, Dorothy, Port-au-Prince
 Petersen, Ramona, Abu Dhabi
 Pinkney, Anne, Office of Inspector General
 Rehffuss, David Phillip, Riyadh
 Richtmyer, Priscilla K., Bonn
 Shirley, Katherine H., Dakar
 Smock, Donald L., Brussels
 Stein, Harry L., Foreign Service Institute, Economic/Commercial Training
 Steven, Robert S., Office of Inspector General □

Foreign Service nominations

The Senate has confirmed the following nominations:

APPOINTMENT as Foreign Service officer of Class 2:
 Rufus A. Watkins

APPOINTMENT as Foreign Service officer of Class 4:
 Julie Lynne Grant

CONSULAR OFFICERS AND SECRETARIES:

Michael J. Adler
 Mary Ruth Avery
 Daniel Karl Balzer
 David M. Berman, M.D.
 Russel John Brown
 Dean W. Carver
 Raymond Childress
 Gregory Thomas Cullison
 Cynthia Rae Doell
 Ann Catherine Donovan
 Michael D. Eiland
 Catherine Sandra Elias
 Teresa J. Ensor
 Monica Elizabeth Eppinger
 Toby J. Finnegan
 Brent D. Foley
 Matthew Elliott Fox
 William Lance Gatling
 Pamela L. Gomez
 Joshua Harrison
 Michael W. Holshey
 Virginia Bedell Hotchner
 Bernard K. Hudson
 Todd Michael Huizinga
 Michael Christopher Keays
 Kristina Kvien
 Colette Marcellin

Michael J. Mates
 Jean L. McCall
 Wendy M. McConnell
 Ann Barrows McConnell
 Charles L. McKnight
 Stephen David McLaughlin
 Kellie Ann Meiman
 Richard W. Middleton Jr.
 Douglas A. Morris
 Nancy Todd Bres Mulenex
 W. Patrick Murphy
 Courtney Robin Nemroff
 Harold H. Niebel III
 Nels Peter Nordquist
 Gerald A. O'Shea
 Damian Peko
 Geoffrey W. Plant
 Howard V. Reed
 Joan Marie Richards
 Carl Douglas Ringer
 William Vernon Roebuck Jr.
 Ava L. Rogers
 Wayne M. Rosen
 Andrew J. Roth
 Roger M. Scher
 William Johann August
 Schmonsees III
 Robert W. Scott
 William P. Shanley
 Martha D. Shogi
 Gregory Howard Stanton
 Sherry Lynn Steeley
 Maya Rushing Walker
 Steven Craig Walker
 Joseph M. Weisberg
 James D. Wheeler
 Beth Marie Wilson
 James A. Wolfe II
 Charles D. Zapinski

SECRETARIES:
 Raymond A. Bonessi
 Marco S. Di Capua

CAREER MEMBER of the Senior Foreign Service, class of minister-counselor:
 Allen L. Keiswetter

PREVIOUSLY APPOINTED as Foreign Service officer of Class 4, November 21, 1991, now to be effective September 8, 1989:
 John Alan Connerley

APPOINTMENT as Foreign Service officer of Class 4, effective October 1, 1981:
 Victor J. Bonilla-Newman

CAREER MEMBER of the Senior Foreign Service, class of counselor:
 John M. O'Keefe

CAREER MEMBERS of the

Senior Foreign Service, class of career minister:
 Mary A. Ryan
 Thomas W. Simons Jr.
 William Graham Walker

CAREER MEMBERS of the Senior Foreign Service, class of minister-counselor:
 Janice Friesen Bay
 Randolph M. Bell
 William R. Brew
 Edward Brynn
 James F. Creagan
 Craig G. Dunkerley
 Morton R. Dworken Jr.
 Stanley T. Escudero
 Robert C. Felder
 Ronald D. Flack
 Robert C. Frasure
 Wayne G. Griffith
 David Crane Halsted
 Dennis G. Harter
 William J. Hudson
 Douglas Hugh Jones
 Theodore H. Kattouf
 Douglas R. Keene
 Michael J. McLaughlin Jr.
 John F. Mermel
 Geoffrey Ogden
 Anne Woods Patterson
 W. Robert Pearson
 Arlene Render
 Max Newton Robinson
 Eleanor Wallace Savage
 Herbert W. Schulz
 Raymond F. Smith
 Joel S. Spiro
 Alexander Russell Vershbow
 William A. Weingarten
 Donald B. Westmore
 Edward H. Wilkinson
 Kenneth Yalowitz

CAREER MEMBERS of the Senior Foreign Service, class of counselor:
 Charles Russell Allegrone
 Janet Stoddard Andres
 Ned W. Arcement
 Lawrence Rea Baer
 John A. Barcas
 Robert W. Becker
 Richard Warren Behrend
 William M. Bellamy
 Robyn M. Bishop
 Barbara K. Bodine
 Robert A. Bradtke
 William Joseph Burns
 James C. Cason
 John A. Collins Jr.
 Brian Dean Curran
 Matthew Patrick Daley
 Margaret M. Dean
 Dean Dizikes
 Eric S. Edelman

M. Michael Einik
 John M. Evans
 Lawrence F. Farrar
 James Irvin Gadsden
 Leslie Ann Gerson
 Lino Gutierrez
 Dennis K. Hays
 Brooke C. Holmes
 Carolyn Ruth Huggins
 David H. Kaeuper
 Russell A. LaMantia Jr.
 John Hargraves Lewis
 Lee R. Lohman
 Judyt Landstein Mandel
 Thomas H. Martin
 William C. McCahill, Jr.
 Douglas L. McElhane
 Elizabeth McKune
 Martin McLean
 Jeffrey V. S. Millington
 John Scott Monier
 Bruce F. Morrison
 Bismarck Myrick
 Tibor P. Nagy, Jr.
 Michael P. Owens
 F. Coleman Parrott
 Sue H. Patterson
 Robert C. Perry
 Mary Ann Peters
 Steven Karl Pifer
 Roman Popadiuk
 Jerrilynn Pudschun
 Glen R. Rase
 Peter Robert Reams
 Peter F. Romero
 Stephen A. Schlaikjer
 Gerald Wesley Scott
 Amelia Ellen Shippy
 Sylvia G. Stanfield
 Theodore Eugene Strickler
 James Curtis Struble
 Albert A. Thibault, Jr.
 Paul H. Wackerbarth
 David M. Walker

CAREER MEMBERS of the Senior Foreign Service, class of counselor, and consular officers and secretaries:
 Jeffrey W. Bowers
 David G. Bowyer
 John N. Christensen
 Peter J. Gallant
 John N. Kennedy
 James T. Lederman
 John R. Lyons
 Arthur A. Maurel
 Sidney V. Reeves
 John C. Triplett □

Q—How can I find out the latest interest rate on U.S. savings bonds?

A—They pay a MINIMUM of 6% at term, with exemption from state taxes. □

Commendations for rating, reviewing officers

The 1992 selection boards have identified for special commendation the following rating and/or reviewing officers for statements they prepared during the 1991-92 rating period. A memorandum will be placed in the file of each of them. In addition, the review panel for Embassy Panama was cited for its efforts. Here are the names of the persons commended:
 Abington Jr., Edward Gordon
 Abram, Morris B.
 Acosta, Manuel F.
 Adams Jr., Alvin P.
 Adams, William L.
 Alexander, Leslie M.
 Alford, Edward M.
 Ames, David E.
 Amis, Donald J.
 Anderson, Laurence Desaix
 Aoki, Steven
 Arietti, Michael R.
 Aronson, Bernard W. (5)
 Atkins, Marshall F. (2)
 Aubert, Jack
 Augustine, Peter K.
 Austin Jr., Robert D.
 Ayling, Robert S.
 Bader, Jeffrey A.
 Bainbridge, John R.
 Baker, Jerry L.
 Balabanis, G. Paul (2)
 Baldwin, J.A., Vice Admiral
 Barkell, William Howard
 Barkley, Richard C.
 Barrett, Christopher B.
 Bartlett, William M.
 Bartley, Julian L.
 Baskey Jr., Nicholas S.
 Battle, Vincent M.
 Beall, David Russell (3)
 Beardsley, Bruce Anthony
 Becelia, Joseph F. (2)
 Becker, Jane Ellen
 Becker, John P.
 Becroft, Robert M.
 Behrend, Richard Warren
 Bell, Randolph M.
 Bellamy, William M. (2)
 Bellard, Scott D.
 Beltz, David D.
 Bennett, David C.
 Bergin, Peter Edward
 Berry, Ann R.
 Black, Shirley Temple
 Blanchette, Harry Arthur
 Bleakley, Kenneth W.
 Blystone, James J.

FOREIGN SERVICE PERSONNEL

Bodde, Peter W.
 Bodine, Barbara K.
 Boehm, Richard W. (2)
 Bohlen, Avis T.
 Bolton, Deborah Anne
 Bolton, John R.
 Boneski, Raymond A.
 Boorda, J. Michael
 Borg, Anna Anderson Lehel
 Boris, John J.
 Bowyer, David P.
 Bramante, A. Donald (2)
 Brand Jr., Robert R. (2)
 Brayshaw, Charles H. (5)
 Bresler, Ralph Edwin
 Brew, William R.
 Bright, Robert L.
 Brill, Kenneth C. (2)
 Brims, John S. (2)
 Brooks, Linton F.
 Brooks, Thomas Stanley
 Brown, David G. (2)
 Brown, Richard C.
 Buchanan, James Eldon
 Buche, John Allen (2)
 Buck, Stephen W.
 Buckler, Steven Robert (2)
 Burghardt Jr., Raymond F. (6)
 Burleigh, Albert Peter (2)
 Burton, Bruce G. (2)
 Bushnell, Prudence (3)
 Buske, Mark S.
 Butcher, W. Scott (3)
 Butler, Lawrence E.
 Byrnes, Shaun M. (2)
 Carolan Jr., Thomas J.
 Carpenter, Michael
 Carragher, James J.
 Casey Jr., Edward A.
 Casey, Mary Ann
 Casse III, Marshall L.
 Chamberlin, James W.
 Chamberlin, Wendy
 Channell, John W. S.
 Chapman, Geoffrey W.
 Chaveas, Peter R. (3)
 Chavera, Raul E.
 Cheshe, Martin L.
 Chesteen, Charles N.
 Chester, Geraldene G.
 Chicola, Phillip T. (2)
 Chisholm, Kathleen
 Christenson, Richard A.
 Clare, Gwen C.
 Clark, John Eignus
 Clark Jr., William
 Clarke, Walter S.
 Clarke, William D.
 Clerici, Laura A.
 Cleveland, Paul M.
 Coburn, Harry L.
 Coffey, Steven James
 Cohen, Herman J. (5)
 Colbert, Larry (2)
 Coldren, Lee O. (2)
 Collins, James F. (2)
 Cook, Frances D. (2)
 Cook, Ross S. (2)
 Cooper, Bruce A.
 Coor, Lawrence Witten
 Cortez, Gilberto
 Covey, James P. (4)
 Cowal, Sally Grooms
 Craig, John B.
 Creagan, James F.
 Creekmore Jr., Marion V.
 Crocker, Ryan Clark (2)
 Crosher, Frederick K.
 Cubbison, Edwin P. (2)
 Cull, Robert D.
 Cundiff, Carl C. (2)
 Davidow, Jeffrey
 De Vos, Peter Jon (2)
 Dean, Margaret M.
 Debell, Georgia J. (2)
 Dell, Christopher William (2)
 Dempsey, Gerard M.
 Dethomas, Joseph Michael (2)
 DiPlacido, Carmen Anthony
 Dieterich, William J.
 Dietrich, Gary D.
 Dillard, Diane
 Dinger, John R.
 Dittmer, Clark M. (4)
 Dittmer, Lyle A.
 Djerejian, Edward P. (5)
 Dlouhy, David Bryan
 Donahue, Gilbert J.
 Donnelly, Martin T.
 Donnelly, Shaun Edward (6)
 Downey, Robert E.
 Doyle, James R.
 Duffy, Michael J.
 Duffy, William J.
 Duncan, Leo A.
 Duncan, Robert B.
 Dunford, David J. (4)
 Dworken Jr., Morton R.
 Eagleburger, Lawrence S. (2)
 Ecton, Stephen M. (3)
 Egan Jr., Wesley W. (3)
 Eicher, Peter D. (2)
 Einaudi, Luigi R. (2)
 Einik, M. Michael
 Eisner, Adolph H.
 Ellsbury, Allan Vincent
 Engle, Gregory W.
 English, Richard D.
 Erdman, Richard W. (2)
 Escudero, Stanley T.
 Essington Sr., Robert R.
 Evans, John M. (2)
 Ewing, Raymond C.
 Farrand, Robert W. (4)
 Farrar, Lawrence F. (2)
 Feierstein, Gerald Michael
 Felder, Robert C.
 Finnerty, Dennis
 Finney Jr., John D.
 Fischer, Stephen K.
 Fischer II, Ernest J.
 Fitzpatrick Jr., William G.
 Flaten, Robert A.
 Foster, Timberlake
 Fountain, Timothy Win
 Francis, Judith D.
 Francisco III, William P.
 Frank, Ralph
 Frasure, Robert C.
 Freeman Jr., Chas W. (2)
 Fried, Daniel (2)
 Friedman Jr., Townsend B.
 Fromowitz, Samuel C.
 Fugit, Edward F.
 Funk, Sherman M.
 Furey, Thomas P.
 Gaffney, Edward F.
 Gallucci, Gerard M.
 Gallucci, Robert Louis
 Garza, Oliver P. (3)
 Gaskill, William G. L.
 Gedney, Roy C.
 Geis III, Stephen Michael (2)
 Geisel, Harold W. (2)
 Gelb, Bruce S. (2)
 Gerth, Thomas Humphrey
 Gewecke, Thomas Howard
 Gibson, Stephen R.
 Gleeson, James Dennis
 Godec Jr., Robert Frank
 Goff, Ellen
 Goldstein, George J.
 Gookin, Richard J.
 Gosnell, Jack L.
 Graninger, Robert L.
 Grant, Daniel V.
 Greenlee, David N. (3)
 Gregg, Donald P.
 Greulich, Laura K.
 Grey Jr., Robert T.
 Griffith, Wayne G.
 Griffiths, Barbara J.
 Grossman, Marc I. (4)
 Grove Jr., Brandon H.
 Gundersen, Jon
 Habib, Michael J.
 Hackett, Anne M. (3)
 Hagen, Robert S.
 Haines III, George H. (2)
 Halmo, James L.
 Hammond, Robert E.
 Hanson, Thomas R.
 Harrington, Dennis Patrick
 Harrison, Melvin L.
 Harrison, Roger G.
 Hartnett Jr., Lawrence A.
 Hartwick, Douglas Allan (3)
 Harty, Maura A.
 Haugh, William J.
 Hayes, Joseph E.
 Hays, Dennis K.
 Hays, Donald S. (2)
 Heaphy, Eileen M.
 Hecklinger, Richard E.
 Heileman, Carolee
 Hendrickson Jr., E. Mason
 Hengel, Douglas C. (3)
 Herbst, John E. (2)
 Heritage, George Franklin
 Heydemann, Peter L. M.
 Hill, Christopher Robert
 Hill, H. Kenneth (3)
 Hinson, Sherman N.
 Hinton, Deane R. (2)
 Hittle, L. Bradley
 Hobbs, David L. (3)
 Hodai, Kathleen V.
 Hodge, Cheryl R. (2)
 Hogard, Stephen B.
 Holland, John E. (2)
 Holzman, John C.
 Honan, Kevin E. (2)
 Hope, John E.
 Hopkins, Elizabeth Ann
 Hornblow, Michael M. (2)
 Hrinak, Donna Jean (2)
 Hubbard, Thomas C.
 Huddle Jr., Franklin (2)
 Huggins, Carolyn Ruth (2)
 Hughes, Arthur H.
 Hughes, G. Philip
 Hughes, Judith I. (2)
 Huhtala, Marie T.
 Hulings III, Joseph S.
 Humphrey, Sandra Nelson
 Hunter, Donald Carter
 Jackson, Marilyn F.
 Jackson, Robert P.
 Jacobson, Roberta Ann
 Jakubowski, Stanley P.
 Jaworski, Richard E.
 Jeffrey, James Franklin
 Jeter, Howard Franklin
 Johnson, Carolyn R.
 Johnson, Dale D.
 Johnson, Daniel A.
 Johnson, David Timothy
 Johnson, Gregory L. (2)
 Jones, A. Elizabeth (4)
 Jones, Douglas Hugh (2)
 Jones, M. Gordon
 Jones, Ralph T.
 Jones, Richard H.
 Jurecky, John P.
 Jury, Allan G.
 Kanter, Arnold Lee
 Karlen, Dale A.
 Kattouf, Theodore H.
 Kaufmann, Judith R.
 Keane, John F.
 Keefe, Elizabeth
 Keeton, Russell L.
 Kefauver, Barry J. (3)
 Keiswetter, Allen Lee
 Kelly, John H.
 Kelly, Michael A.
 Kennedy, Mary Virginia
 Kennedy, Patrick Francis
 Kenney, Kristie Anne
 Kennon, Mark R. (2)
 Kessinger Jr., James Joseph
 Keyser, Donald Willis (3)
 Kile, Robert L.
 Kimmitt, Robert M.
 King, Charles M.
 Kinn, Charles N.
 Kirby, Harmon E. (2)
 Kirkpatrick, Ronald K.

Klein, Jacques Paul
 Klemp, Stephen H.
 Klosson, Michael (4)
 Konopik, Marvin Andrew
 Kramer, Richard E.
 Kreuser, Edward
 Krieg, Norbert J.
 Krysz, Sheldon Jack
 Kursch, Donald B.
 Kurtzer, Daniel Charles
 Lahaie, Roger W. (2)
 Lake, Joseph Edward
 Lambert, Lynne Foldessy
 Lane Jr., James B.
 Langan, Douglas
 Langford, Patricia Ann (4)
 Larocco, James A. (4)
 Laroche, Richard R.
 Larson, Alan P. (2)
 Latimer, Alan Bryan Cedric
 Lawton, Elsie C.
 Le Clair Jr., Russell G.
 Lee, Edward Alex
 Leidel, Donald C.
 Lemandri, John M.
 Lemmon, Michael Craig
 Leonard, John P.
 Levitsky, Melvyn
 Lewis, John Hargraves
 Lein, Thomas H.
 Limbaugh, Larry L.
 Limberg, Wayne P.
 Limprecht, Joseph A.
 Livingstone, Richard P.
 Lockwood, Danny Duane
 Lohmann, Carl J.
 Longmyer, Kenneth
 Longo Jr., D. Thomas
 Lopez, Gerard Joseph (3)
 Lorton, Ronald Dean (2)
 Louis, Jean Anne
 Lowe Jr., George M. (2)
 Lupo, Samuel Eldred
 Lyle, John P.
 Lynch, Christopher F.
 Lynch Jr., Thomas A.
 Lyons, Christopher D.
 MacCallum, Robert A.
 Mack, James F.
 Mackie, Nancy J.
 Maffei, Victor E.
 Maggi, Robert W.
 Maher, Peter S.
 Maisto, John F.
 Mallory, Thurron Jackson
 Mandel, Judyt Landstein (2)
 Manderscheid, Gerald E.
 Mansfield, Robert N.
 Mariano, Nicholas G.
 Marine, Michael W.
 Mark, Jim D. (2)
 Maroney, Richard T.
 Marshall, Mary B. (2)
 Martin, Thomas H.
 Marwitz, Antoinette S.
 Mason, J. Richard
 Maurel, Arthur A.
 Mautner, Martha C.
 Mayhew, Philip R.
 McCallie, Marshall F. (5)
 McIntosh, Brian H.
 McAfee, Marilyn (3)
 McAllister, Eugene
 McAteer, Mary Margaret
 McCulloch, Gerald
 McElhaney, Douglas L.
 McFarland, Stephen George
 McGuire, Kevin J. (2)
 McIlhenny IV, William Whit
 McKee, Alan R. (2)
 McKee, Richard Keller
 Meer, S. Ahmed
 Mercurio, Sharon K. (2)
 Merry, E. Wayne (2)
 Metrinko, Michael J.
 Meyers Jr., Frank J.
 Meyers, Marilyn Ann (3)
 Michalak, Michael W.
 Millan, William W.
 Miller, David Norman
 Miller, Richard T.
 Miller, Ronald L.
 Miller, Walter M. K. (2)
 Moats, Simeon L.
 Mohr, Mark Elliott
 Montgomery, William Dale (2)
 Morford, Richard A.
 Moriarty, James F.
 Morris, Ned E.
 Mount, Day Olin
 Moyer, Larry D.
 Mozur, Michael C.
 Mull, Stephen Donald (7)
 Murphy, John C.
 Murray, Marie
 Murray III, Royal Cushman
 Nagy Jr., Tibor P. (3)
 Napper, Larry C. (2)
 Natoli, Jolene C.
 Nebel Jr., Claude J.
 Nelson, Andrea J.
 Neumann, Ronald E.
 Nice, Jeremy
 Nichols, Patrick J.
 Niles, Thomas M. T. (2)
 Nixon, Warren P.
 Oakley, Phyllis Elliott
 Ochiltree, Thomas Hunter
 Odor, Sandra S.
 Ogden, Richard M.
 O'Neill, Joseph P.
 Ordway, John Malcolm
 Orozco, Cristobal Roberto
 Parent, Kenneth W.
 Parker, Frank S.
 Parris, Mark Robert (2)
 Pascoe, B. Lynn (4)
 Patterson, Anne Woods
 Patterson Jr., Charles N.
 Patterson, Sue H.
 Payne, Wendell C.
 Pearson, W. Robert
 Peashock, David J.
 Pelletreau, Nancy Leslie
 Pelletreau Jr., Robert H.
 Pendelton Jr., Miles S.
 Penfold, John H.
 Penn, Leo R.
 Perez, Enrique F.
 Perkins, Anthony Carson
 Perkins, Edward Joseph
 Perry, C. Richard
 Perry, Cynthia S.
 Peters, Mary Ann (3)
 Peterson, Richard R.
 Pettit, James D.
 Phillips, James D.
 Pickering, Thomas R.
 Pinkney, Anne
 Pistor, Michael T. F.
 Plaisted, Joan M. (2)
 Platt, Nicholas
 Pope, William Pinckney
 Porter Jr., Robert C. (2)
 Presel, Joseph A. (2)
 Price Jr., Eugene D.
 Price, Mary Janice
 Price, Robert L.
 Pringle, Robert Maxwell
 Proctor, Nickolas W.
 Proctor, Robert A.
 Pudschun, Jerrilynn
 Quinn, Kenneth M. (2)
 Quinn, Maureen E.
 Rabens, Joyce B.
 Rackmales, Robert (2)
 Ramsay, William Christie
 Randall Jr., Thomas L. (2)
 Rankin, Haywood (3)
 Redman, Charles E.
 Reeves, Sidney V. (2)
 Reinstein, Robert A.
 Reis Jr., Robert C. (3)
 Reuther, David E.
 Reynolds, Andrew W.
 Rice, Thomas Joseph
 Richards, Anthony Joseph
 Rickert, Jonathan B. (2)
 Ritter, Dianna (2)
 Roberts, Douglas K.
 Robertson, James E.
 Robinson, Max Newton (3)
 Roddy, Timothy E.
 Rodgers Jr., H. Clarke
 Rohn, Douglas
 Romero, Peter F.
 Rope, William Frederick
 Rosdahl, Lyle H.
 Rose, Gerald S.
 Rosenberg, Kenneth
 Ross, Dennis B.
 Rossin, Lawrence George
 Roth, Richard Allan
 Roy, J. Stapleton
 Runckel, Christopher W.
 Rusch, Theresa L.
 Russell, Layton Ross
 Ryan, Mary A. (3)
 Ryan, Thomas W.
 Rychak, Wayne S. (2)
 Salmon Jr., John W.
 Saloom III, Joseph A.
 Sanderson, Janet Ann
 Savage, Timothy M.
 Saylor, Richard G.
 Scassa, Eugene L.
 Schell, Barbara L.
 Schermerhorn, Lange (3)
 Schmoeger, Thomas M. (3)
 Schrage, Barbara Jane
 Schroeder, Anita G.
 Schulz, Herbert W.
 Schunter, Elaine Barbara (2)
 Scobey, Margaret
 Scowcroft, Brent
 Sell, Louis D. (3)
 Semler, Peter
 Sens, Andrew D.
 Service, Robert E. (3)
 Serwer, Daniel P. (3)
 Shapiro, Charles S. (3)
 Sherwood, Nicholas A.
 Shinnick, Richard J.
 Shirley, Katherine H. (3)
 Simmons Jr., Robert F. (2)
 Simpson, Daniel H. (3)
 Singer, Norman A.
 Sippelle, Dudley G.
 Skol, Michael M.
 Smith Jr., Dane F.
 Smith, Edward T.
 Smith, Samuel Vick
 Smith, Stephen T.
 Smolik, Robert J.
 Solomon, Richard H. (3)
 Sotirhos, Michael
 Southwick, E. Michael (3)
 Sparks, Charles E.
 Spearman, Leonard H. O.
 Spiro, Elizabeth P.
 Sprott, John T.
 Sprow, Gregory Brian
 Stadius, Bernarr L.
 Stammerman, Kenneth A.
 Stansfield, Alan K.
 Stanton, William A.
 Starr, Gregory Bowne
 Starrett, Stephanie D. D.
 Stella, Peter
 Stephan, Charles E. (2)
 Stevens, Mark
 Stocker, Carol K. (2)
 Strathearn, Bruce D.
 Strauss, Robert S.
 Streeb, Gordon L.
 Strickler, Theodore Eugene (2)
 Strotz, Judith A.
 Struble, James Curtis (2)
 Sullivan, Joseph Gerard
 Surprise, Robert J. (3)
 Swift, Elizabeth A.
 Swigert, James Webb
 Swihart Jr., James W. (2)
 Swing, William L. (4)
 Swope, Mary Elizabeth
 Taft IV, William H.
 Tamposi, Elizabeth M.
 Tarrant, James R.

FOREIGN SERVICE PERSONNEL

Taylor, Clyde D.
 Taylor, Lawrence Palmer
 Taylor III, Philip Bates (2)
 Taylor, Robert
 Tefft, John F.
 Terry Jr., Prince Albert
 Thomas, Holcombe H.
 Thomas, Mary Jane
 Thomas, Sheila F.
 Thomas Jr., Andrew G. (3)
 Tinney, Philip M.
 Tkacik Jr., John J.
 Tolson Jr., Jerome F.
 Tomseth, Victor L. (3)
 Tonkin, Thomas M.
 Trail III, George A.
 Tripp, Beverly G. Small
 Trowbridge, John Russell

Tsukayama, Robert A.
 Turnquist, Dan E.
 Tutwiler, Margaret
 Urbancic Jr., Frank C.
 Van Diepen, Vann
 Vanlaningham, James R.
 Vessey III, John W.
 Von Briesen, Mary (2)
 Vreeland, Frederick (2)
 Wackerbarth, Paul H. (2)
 Wagner, David J.
 Walsh, James Donald (2)
 Ward Jr., George F.
 Ward, Larry A.
 Warren, Thomas J.
 Watson, Alexander F.
 Weant, Dana M.

Weingarten, William A.
 Weinmann, John G.
 Welch, C. David
 Wells, Melissa F. (2)
 Welter, Daniel R. (2)
 Welty, Dean L.
 Wesche, Stephen Gerald
 Whitehead, Robert E. (2)
 Widenhouse, Thomas M.
 Wiener III, Howard C.
 Wilkinson, Edward H.
 Wilkinson, Sharon P.
 Wilkinson, Xenia V.
 Williams, Dennis L.
 Williams, Edward L.
 Williams, James Alan (5)
 Williams, Wallace Ray

Williamson, Molly
 Wilson, Richard L.
 Winder, Joseph A. B. (2)
 Winn, David M. (2)
 Winter, Harvey J.
 Wisner II, Frank G.
 Witajewski, Robert M.
 Wolf, John Stern
 Wolff, Alejandro Daniel
 Wood, R. Susan
 Woodruff, Larry L.
 Wynne, Willard J.
 Yates, John M.
 Young, Johnny (2)
 Young, Stephen M.
 Zabriskie, Peggy Sue
 Zimmermann, Warren (2) ■



ASHGABAT, Turkmenistan—Staff of the new embassy in this young nation, bordering Iran and Afghanistan, seated: William Headrick, Natalia Nikolaevna Red-

chenko, chargé Gene Christy, Johney Brooks, Arzigul Ataevna Ovezlieva, Bahar Mammedovna Ataeva. Standing: Alexander Michailovich Danilov, Russell Powell, Albina

Vaidovna Mamedova, Yuri Gennadyevich Grinyov, Agamurat Soviev, Ronald Trigg, Aleksandr Vladimirovich Tumasov, Tachmurad Suyvovich Kurbanov.

BUREAU NOTES

THE SEVENTH FLOOR

Office of the Acting Secretary

Acting Secretary LAWRENCE S. EAGLEBURGER traveled to San Antonio for initiating of the North American free trade agreement, October 7. Accompanying him were the assistant secretary for European and Canadian affairs, THOMAS M. T. NILES; the assistant secretary for inter-American affairs, BERNARD W. ARONSON; and the deputy under secretary for economic affairs, MICHAEL K. YOUNG ... Mr. Eagleburger attended the conference on aid to the newly independent states, in Tokyo, October 27-31. Accompanying him and serving as the advance team were executive assistant WILLIAM MONTGOMERY, special assistant JAMES FOLEY and personal assistant SANDRA ULMER; scheduling officer CLAIRE GILBERT; the deputy executive secretary of the Department, WILLIAM ITOH; Secretariat Staff officer STUART JONES and line assistant DELORES HICKS (advance team); computer systems specialist LYNN SWEENEY; trip officer MARY HAINES; the acting under secretary for economic and agricultural affairs, ROBERT FAUVER; the acting counselor, KENNETH I. JUSTER, and special assistant GARY GRAPPO; the acting director, Policy Planning Staff, WILLIAM BURNS; Mr. Niles and staff members LARRY NAPPER and NERISSA COOK; the deputy assistant secretary for East Asian and Pacific affairs, DONALD WESTMORE; the acting assistant secretary for public affairs, RICHARD BOUCHER, his deputy, GRACE MOE, and special assistant, MARY ANN YODEN; Dr. MICHAEL NESEMANN, Medical Services; National Security Council staff member DOUGLAS PAAL; and Language Services translators PETER AFANASENKO and FUMIKO GREGG. □

Office of the Coordinator for Refugee Affairs

JEWEL LAFONTANT-MANKARIOUS, coordinator, hosted and delivered the welcoming remarks at the annual "Refugee Day 1992" commemoration in the Dean Acheson Auditorium, October 31. Refugee Day program participants included, among others, then acting secretary of state ARNOLD KANTER; the director of refugee programs, WARREN ZIMMERMANN; Immigration and Naturalization Service director GENE McNARY; UN under secretary general JOSEPH VERNER REED; the deputy commissioner of the UN Relief and Workers Agency for Palestinian Refugees in the Near East; General WILLIAM EAGLETON;

and International Committee for the Red Cross special envoy PETER KUNG. Master of ceremonies was ADA ADLER ... At the commemoration, Ms. Lafontant-Mankarious received from Mr. McNary an award for her assistance with the 1991-92 Haitian operation ... Ms. Lafontant-Mankarious led the US delegation to the 43rd annual executive committee meeting of the UN high commissioner for refugees, October 5-9, in Geneva, Switzerland. Attending the meeting was special assistant MYRON WASYLK ... On October 21 Ms. Lafontant-Mankarious was the keynote luncheon speaker at the Meridian International Center in Washington, where she spoke on "International Developments Affecting the World Refugee Population." ... Associate coordinator JAMES H. HALL visited Kenya, September 19-29, to assess refugee conditions on the Sudanese, Somali and Ethiopian borders. □

ADMINISTRATION

Front Office

On October 26 Assistant Secretary ARTHUR W. FORT addressed information

management employees of the Department in the Dean Acheson Auditorium, to discuss management goals and future directions in the bureau. The occasion marked the return of the information management function to the bureau which, as Mr. Fort noted, is now the largest in the Department. Approximately 750 employees attended. □

Foreign Buildings Operations

The director for acquisition and planning, JOSEPH T. SIKES, met with deputy chief of mission ROBERT O. HOMME, Costa Rica, to discuss the post's requested special maintenance and repair projects. Availability of funding and priority ranking of these projects were given an extensive review. Improved access controls to the deputy chief of mission's residence and the need for a reconfiguration of the recently-leased Marine quarters were also discussed ... The director for operations and post support, PATRICK R. HAYES, provided a briefing for Ambassador-designate DAVID DUNFORD, Oman, to review prospects of relocating the ambassador's residence and the Marine quarters. The post's special maintenance and repair projects were also discussed. □



LEIPZIG, Germany—At opening of the U.S. consulate general in this eastern city, from left: consul general R. W. (Todd)

Becker, Ambassador Robert M. Kimmitt (with scissors), Saxony minister-president Kurt Biedenkopf.

Office of Operations

Front Office: The deputy assistant secretary for operations, BUDDY RESPASS, led a factfinding trip to Bonn, Germany, October 17, to explore the possibility of obtaining excess Department of Defense property for overseas posts, from U.S. military facilities downsizing in Europe. He was accompanied by staff assistant JIM DOANE and JIM MURPHY and CHESTER KUCHNO of the Supply and Transportation Division ... ANNETTE JONES, secretary to the deputy assistant secretary, left to join the Office of Acquisitions, November 2.

Office of Facilities Management and Support Services: STEWART HALL was named building manager for the new National Foreign Affairs Training Center (formerly the Foreign Service Institute), scheduled to open next fall, and THADDEUS BODUCH was named building manager for the new Consular Affairs facility in Portsmouth, N.H. ... Director RICHARD ISELIN and building manager FRANK BRIGHT traveled to Portsmouth several times to finalize building management plans for the new consular center ... ELIZABETH ELLIOTT KIMMEL, chief, General Services Division, also traveled to Portsmouth for a site survey of the new center ... LISA KUHN traveled to the center for a site survey and to provide art pieces ... CHUCK WELKE traveled to the narcotics bureau facility at Patrick Air Force Base (Melbourne, Fla.) and the Miami Regional Center to assist in acquisitions, disposals and repairs of Department vehicles ... NOLA LIBBY, CALVIN DUBOSE, MARTIN JOYNER and JIM CHAPMAN attended a short course on the new computerized management facilities system which the office will be using soon ... WILLIAM WEBB attended a seminar on water treatment problems, in Springfield, Va ... JOAN GOODRUM and JAMES YOUNG provided logistical oversight and support for the annual Bookfair ... BIRGITTA STANGE, WILLIAM DAVIS, WILEVA JOHNSTON and AL COLEMAN provided logistical oversight and support for the seventh round of Middle East peace talks ... RUTH MADDUX received a 30-year length-of-service award.

Office of Safety, Health and Environmental Management: REGINA McCLELLAND conducted the Department's annual safety-designee briefing for individuals with safety and health responsibilities in State's domestic facilities ... DAVID NEEDHAM represented the Department at the October Federal Agency Environmental Roundtable meeting ... As a result of a serious shredder accident, DAVID DAVENPORT prepared and distributed warning information on the cleaning and servicing of shredders, to all executive directors ... STEVE URMAN and Dr. LARAE KEMP met to discuss the office's new blood pathogen and laboratory safety standards, and their implementation in overseas medical units.

Office of Real Property Management:

With the Miami Regional Center severely damaged by Hurricane Andrew, the Office of Real Property Management, working with the Bureau of Inter-American Affairs and other bureaus at the center, established temporary offices and warehouse space in a building being vacated by the Navy at the Fort Lauderdale Naval Surface Warfare Center. The temporary relocation will allow the Real Property staff time to reestablish permanent offices for the center's personnel. Real Property is reviewing the condition of the center's facility and will provide options (costs and schedules) for management's review and decision on reestablishment of the center. The bureau said its aim is to relocate personnel to permanent space within the next year ... The Portsmouth Consular Center at Pease Air Force Base, Portsmouth, N.H., was to put the National Passport Center into operation on November 2 ... Renovations for the National Visa Center began October 2, and are scheduled for completion next August ... Renovation of the Office of the Inspector General's offices is complete and, with the retrofit and installation of systems furniture, personnel will phase in their move and be fully operational late this month or early next month, the bureau said. The offices will be located at 1700 North Moore Street (Metro Building), Rosslyn, Va ... The office welcomed FRANCES HAWKINS, a former contract employee, as a full-time employee.

Supply Division: Property management specialist CHARLES LYONS visited Maputo, Mbabane, Maseru and Windhoek to review property management operations ... Property management specialist DANIEL YOUNG reviewed property operations in Hamburg, Frankfurt, Bern and Zurich ... CHESTER KUCHNO of the property management branch traveled to New Delhi and London to review property operations and evaluate new nonexpendable property-related programs designed by embassy personnel in New Delhi.

Office of Language Services: BARBARA PHILLIPS supervised an international team of approximately 50 interpreters to support the International Congress of Supreme Auditing Institutions, hosted by the U.S. General Accounting Office. MELINDA FORD provided administrative assistance to the congress, attended by more than 120 nations ... CAROL WOLTER served as chief interpreter, and translating chief PILAR MOLNAR assembled a translation team, for the annual Codex Alimentarius conference which convened in the Department ... FRANCES SEEDS traveled to Hawaii for a trade committee meeting with Japan ... GALINA TUNIK traveled to Saint Petersburg, Russia, for a military assignment ... LILLIAN NIGAGLIONI accompanied Assistant Secretary BERNARD ARONSON on a trip to El Salvador ... PATSY ARIZU and former staff member ALEC TOUMAYAN were in San Antonio for initialing of the North American free trade agreement ... GAMAL HELAL accompanied the visiting defense minister of Oman. Mr. Helal was also busy interpreting press statements as

the Middle East peace talks resumed ... Romance section translators RUTH CLINE, MARISE LASHLEY, JAMES FEENEY, LAURA MYERS and DONNA SANDIN expedited a 130-page police report on the death of a U.S. citizen in Mexico ... Verbatim reporters FERD KUYATT and MARILYN PLEVIN conducted a live transcription of Acting Secretary LAWRENCE EAGLEBURGER's October 6 interview on the "MacNeil/Lehrer Newshour" ... A weeklong training course for Latvian interpreters was organized and conducted by Carol Wolter and DIMITRY ZARECHNAK, with contractor assistance.

Office of Commissary and Recreation Affairs: The office completed the October 1992 edition of the directory of wholesale suppliers, which is being forwarded to the administrative officer, association president and association manager at each post. This directory, updated biennially, is used by the field as a resource through which to locate U.S.-based suppliers of a large variety of goods and services ... The presentation package to a Foreign Service Institute training course has a new format which is focused on issues concerning the employee associations ... In response to an increasing demand for child care information, the office is compiling a new guidebook which will teach associations how to capitalize, establish and run a child care operation ... Management information systems specialist MIKI RANKIN returned from visits to the employee associations in Kingston and Managua, where she conducted a full management review of each association and provided additional requested financial and computer training.

The first annual "Travelfair" was presented by the Transportation Division and the American Express Travel Service, October 27-28, in the Exhibit Hall of the Department. The purpose was to introduce employees and their dependents to services available to them through the Transportation Division, the U.S. General Services Administration, and the Department Travel Management Center, which manages official and personal travel services. There were displays by 20 commercial travel vendors. A second "Travelfair" will be held next spring. □

AFRICAN AFFAIRS

Office of the Assistant Secretary: Assistant Secretary HERMAN J. COHEN hosted a luncheon in honor of the Zambian foreign minister, September 29 ... On September 30 he met with the president of Sierra Leone and attended a reception for the Egyptian foreign minister ... He hosted a luncheon in honor of the Mauritian foreign minister, October 2 ... On October 2 he traveled to Rome to attend the October 4 signing ceremony for the Mozam-



PRAIA, Cape Verde—Safe-driving award winners include, from left: Mario

Semedo, Manuel Carvalho, Vasco Duarte, Julio Carvalho.



AFRICAN AFFAIRS—Executive director Andrew Winter, center, presents Bernard Letellier a Meritorious Honor Award and Catherine Masi a certificate for completing the new voucher examiner course. Both are roving budget and fiscal officers based in Paris.

bique ceasefire ... He opened the orientation program for new bureau employees, October 7 ... He hosted a luncheon for the retiring House Foreign Affairs Africa subcommittee chairman ... He testified, October 8, before the subcommittee regarding Angola and Mozambique; officiated at the swearing-in for the new ambassador to Benin; and attended a Bureau of Intelligence and Research-hosted conference on "Restructuring Somalia," at Meridian House ... On October 9, Mr. Cohen hosted a luncheon for the Malagasy foreign minister; attended the nonproliferation treaty signing ceremony for Niger; and attended a reception hosted by the Mauritanian ambassador ... On October 10 he traveled to South Africa to attend the U.S.I.A. public affairs officers conference ... He then traveled to Angola, October 19-20, and returned to Washington, October 22 ... Mr.

Cohen traveled to New York, October 27, to participate in an African-American Institute conference on Somalia and, that evening attended a reception held by the "Today" show, in connection with its series originating from southern Africa ... He spoke at Georgetown University's School of Foreign Service on "Africa's Second Revolution," October 28 ... On October 29 he spoke at the U.S.-Angola Chamber of Commerce luncheon on "Update on Angola."

Office of the Deputy Assistant Secretaries: Principal deputy assistant secretary JEFFREY DAVIDOW attended a dinner at the Namibian ambassador's residence, October 1 ... On October 7 he attended the swearing-in for the new ambassador to Benin ... On October 14 he addressed the Center for Strategic and International Studies conference on "The Transition to Democracy in Africa" ... Mr. Davidow attended the Bishop John T. Walker memorial dinner sponsored by AfriCare, October 15 ... Deputy assistant secretary ROBERT HOUDEK attended the Senate hearing on UN peacekeeping, October 1 ... He participated in the conference on "Reconstructing Somalia" at Meridian House, October 8 ... On October 10 he traveled to Geneva to attend the Somalia donors conference ... He and ANDREW NATISIOS attended a briefing for the House Appropriations Committee staff, October 20 ... Mr. Houdek spoke at the Foreign Service Institute on U.S. policy and priorities in Africa ... On September 28 deputy assistant secretary LEONARD ROBINSON traveled to New York for bilateral meetings ... He attended a luncheon with the ambassador from Cote D'Ivoire, October 5 ... He attended a dinner with the ambassador from Cape Verde, October 8, and the AfriCare dinner, October 15 ... He traveled to Delaware, October 16, to give a speech on "Democratization in Africa" to the International Society of African Scientists ... Acting deputy assistant secretary WILLIAM DAMERON attended a

conference on "The United States in the World Economy," sponsored by Diplomatic and Consular Officers, Retired, October 2 ... He spoke before the Foreign Service Institute's economics class, October 6 ... He accompanied Mr. Cohen to South Africa, October 13-20, for meetings with U.S. government officials from the region ... He met with South African officials and private-sector representatives in Pretoria and Cape Town, and consulted with French officials in Paris, en route to Washington.

Office of Central African Affairs: Director ROBERT PRINGLE spoke before the Monterey World Affairs Council, October 9, on U.S. policy in Africa, with examples drawn from central Africa ... He addressed a group of Care supporters from the Carmel-Monterey area about Care's work in Mali, where he served as ambassador.

Office of the Executive Director: Director ANDREW J. WINTER returned from a trip to Africa. He attended the mini-chiefs of mission conference in Pretoria, South Africa, and went on to consult with embassy officials in Ethiopia and Djibouti. □

CONSULAR AFFAIRS

Overseas Citizens Services: On October 23 JAMES L. SCHULER of the child custody unit in Citizens Consular Services addressed a training session sponsored by the National Center for Missing and Exploited Children ... LINDA L. DONAHUE, chief of the child custody unit, traveled to Boston, November 5-7, to address a conference on the investigation and prosecution of parental abduction. The conference was sponsored by the American Prosecutors Research Institute ... VICKIE LOPATKIEWICZ and BARBARA DeROSA, formerly of the Visa Office, have joined the staff of Citizens Consular Services.

Passport Services: The Stamford Passport Agency in Connecticut welcomed BETH McCARTHY and ARTHUR RENA McDOWELL ... JEFF NAJARIAN, regional director of the Stamford agency, attended a seminar in observance of National Hispanic Heritage Month sponsored by the Connecticut Federal Executive Association ... He attended two training sessions given by the Office of Personnel Management in Hartford.

Visa Services: JOHN H. ADAMS, deputy assistant secretary, attended the quarterly meeting of the Tourism Policy Council at the Department of Commerce, September 28 ... On October 8 and 22 GEORGE LANNON, director, Office of Field Support and Liaison, met with State Department and Immigration and Naturalization Service officials. They discussed the electronic transfer of data to the Transitional Immigrant Visa Processing Center, and

the automated allocation of visa numbers to the Immigration and Naturalization Service for adjustment of status cases ... CORNELIUS SCULLY, director, Legislation and Regulations Division, participated in annual immigration seminars sponsored by the Practising Law Institute, in New York, November 10 ... On October 9-10 STEPHEN K. FISCHER, chief, Legislation and Regulations Division, participated in a conference on immigration law organized by the California chapter of the American Immigration Lawyers Association, in Oakland, Calif ... JEANETTE HANKE, formerly in Guayaquil, and LARRY YONTZ, formerly in Stuttgart, have joined the staff of the Coordination Division ... VIVIAN REID has joined the Legislation and Regulations Division staff, and JEANNETTE TALBERT has joined the Telephone Inquiries Division, Public and Diplomatic Liaison Office.

Fraud Prevention Programs: On October 1-2 MARC GORELICK trained 40 inspectors and examiners from the Immigration and Naturalization Service at the Federal Law Enforcement Training Center, Glynco, Ga ... In September, LAURA LIVINGSTON conducted a fraud program review at the San Francisco Passport Agency ... While in California, she and DOUGLAS McDANIEL, fraud program coordinator at the San Francisco Passport Agency, provided training to inspectors from the Immigration and Naturalization Service at San Francisco International Airport, on detection of counterfeit passports and birth certificates ... Ms. Livingston met with state adoption regulators and the California State Attorney General's staffers on adoption issues ... She then went to the Federal Law Enforcement Center in Artesia, N.M., to train examiners from the Immigration and Naturalization Service on passport and document fraud, U.S. embassy consular procedures and adoption fraud indicators. □



MADRID, Spain—At consular agency assistants conference, from left: Johanna Corneliuss (Palma), Melinda Vodermayer (Valencia), Janet Green (Fuengirola), consul

DIPLOMATIC SECURITY

Office of the Assistant Secretary: Assistant Secretary ANTHONY C.E. QUANTON visited the Washington Field Office, October 8, to become familiar with the field office operations ... WILLIAM STRASSBERGER joined the Security Awareness Staff, November 2.

Diplomatic Security Service: Washington Field Office special agent-in-charge STEPHEN JACOBS attended the special agent-in-charge conference in Detroit, October 24-29 ... Washington Field Office special agent DAVE TANNER held an in-office seminar on the "Layout of Washington," October 7 ... Special agent WAYNE WILCOX conducted a seminar on October 7 on "How to Prepare for a Secretary of State Trip." ... Special agent James McDermott presented an in-office seminar, "How to Prepare for an Overseas Temporary Assignment," on October 14 ... Special agent ALBERT DEJONG began a 60-day temporary detail to the Washington Field Office's criminal section, October 19 ... Special agent GERALD D'ANTONIO replaced special agent TED JOHNSON on the protective detail assigned to PRINCE BANDAR, October 22 ... Special agent STEVE PELLAND was assigned to the Regional Diplomatic Courier Division in Frankfurt ... Special agents JANET LETANG, McDermott and Wilcox left the Washington Field Office to begin regional security officer training in preparation for overseas assignments.

Los Angeles Field Office special agents WES WELLER, RAY FOURNIER, JAMES RIPKE, MARK ETELAMAKI, MARK DEDDENS, THOMAS GALLAGHER, CHASE



BUDAPEST, Hungary—Istan Olah, chauffeur, right, is the mission's "Employee of the Quarter," cited for his alertness in what had appeared to be a bomb scare situation. With him is deputy chief of mission Richard Baltimore.

BOARDMAN and MARTIN RATH were temporarily detailed to Houston to support the visit of CROWN PRINCE HASSAN of Jordan ... Special agent GARTH PETTIJOHN provided assistance to PRINCE EDWARD in Los Angeles ... Special agents JACK PICARDY and JAMES MOSELEY made security arrangements for the visit of the Japanese foreign minister to Hawaii ... Also from the Los Angeles Field Office, special agent Boardman located and arrested a British national who had assumed the identity of a U.S. citizen ... Agents Weller and GARY SAYLOR conducted an undercover operation that resulted in the arrest of a Mafia crime figure ... Agents Fournier and ED LENNON seized a loaded AK-47 machine gun, a rifle and cocaine while serving a "Jane Doe" warrant in San Diego ... Special agent SCOTT FARQUAR arrested an international fugitive attempting to hide from a narcotics conviction ... Agents Deddens and Boardman arrested a Nigerian organized crime figure who was involved in multiple counts of credit card and passport fraud ... Special agent LANCE ROOT arrested a naturalized Egyptian citizen for passport fraud and defrauding A.I.D. of approximately \$90,000 ... SALLY MACIAS has replaced JANICE SMYTH as secretary for the Criminal Investigations Division.

Emergency Plans and Counterterrorism: Deputy assistant secretary DANIEL A. NICHOLS participated in counterterrorism consultations in Moscow, October 13-17. The delegation was headed by the coordinator for counterterrorism, A. PETER BURLEIGH. The delegations included representatives from the Departments of Defense, Justice and Transportation, the Federal Bureau of Investigation, the Joint Chiefs of Staff and the Federal Aviation Administration.

Diplomatic Courier Service director JEROME M. LAFLEUR traveled to London, September 14-18, to represent the United States at the annual conference of the heads of the international courier services, hosted by the superintendent of the Queen's messengers ... Mr. LaFleur then traveled to Helsinki, September 21-22, and met with Ambassador JOHN KELLY, deputy chief of mission MAX ROBINSON and administrative counselor ROBERT NOLAN to discuss the creation of a regional diplomatic courier hub to service Scandinavian and Baltic posts, as well as certain posts in the Commonwealth of Independent States and the Far East ... He then traveled to Vilnius, Lithuania, September 23-24, to provide a briefing to the ministry of foreign affairs of Lithuania, as well as to representatives of the border guards, customs and the Vilnius airport. Administrative officer LAURA GREULICH accompanied Mr. LaFleur to the briefing ... Mr. LaFleur's last stop was in Frankfurt, September 25-26, to review courier operations at the Frankfurt Regional Diplomatic Courier Division.

In September, crisis management exercises were conducted in Bogota by PETER LORD, ROB LEE and JODI SHOUSE; in Tel Aviv and Jerusalem by MIKE SCHOFIELD, MIKE DAVILA and BILL ZEIGLER; and in Ankara and Istanbul by ALAN LUKENS, LOREN RODWAY and BILL HARMON ... Special crisis management exercises were also conducted in the Operations Center at Main State by JOHN HARALSON, JAMES HAAHR and LOREN RODWAY, for 24 community liaison officers and the East Asia and Pacific bureau. Participating in these exercises were STEVE BRUNETTE and ANDY PAPIZ ... Mr. Brunette conducted a Marine expeditionary unit

briefing on Department of State embassy crisis organization, and participated in an exercise preparation seminar at Little Creek, VA ... LARRY LIPTAK briefed the command staff of a Marine expeditionary unit preparing to deploy to the Persian Gulf ... The results of the 1992 regional survey team conference, hosted by the Emergency Plans Division in August, were presented by DEAN DEVILLA at the fiscal year 1993 noncombatant evacuation operation working group meeting conducted by the Defense Intelligence Agency at Bolling Air Force Base.

JOHN LEAZIER and MARLENE TERRELL-KANE served on protective details for the UN General Assembly and the Middle East peace talks ... KEVIN O'NEILL traveled to Camp Lejeune, N.C. ... BILL HARMON was a member of the monitoring group that organized the evacuation of Dushanbe on October 23. □

EAST ASIAN AND PACIFIC AFFAIRS

Assistant Secretary WILLIAM CLARK JR. attended the UN talks on Cambodia, in New York, October 6-8. He was accompanied by deputy assistant secretary KENNETH QUINN ... Principal deputy assistant secretary B. LYNN PASCOE traveled to Brussels, October 8-10, to participate in the U.S.-Economic community "troika" working group consultations on East Asia and the Pacific ... On October 17-18 Mr. Quinn was in Hanoi with a special presidential envoy to discuss prisoner-of-war/missing-in-action matters, October 17-18 ... Deputy assistant secretary DONALD WESTMORE accompanied acting

Secretary LAWRENCE EAGLEBURGER to Japan, October 27-30, to attend the Tokyo conference on assistance to new independent states.

PATRICIA HANIGAN SCROGGS, Office of Japanese Affairs, traveled to Tokyo, October 27-29, to represent the bureau in bilateral civil aviation negotiations ... KEVIN HONAN of Embassy Tokyo and ROB LUKE of Consulate General Osaka-Kobe visited the Department on consultations ... JODI JENKINS, post management officer for Japan and Korea, traveled, September 30-October 15, to Seoul, Pusan, Tokyo, Fukuoka and Nagoya, to discuss management issues and proposed office space in Nagoya ... Ms. Jenkins also visited Taipei, Taiwan, as the contracting officer's representative for the Department's contract with the American Institute of Taiwan. □

ECONOMIC AND BUSINESS AFFAIRS

BILL SKOK, Chief of the Security Enforcement and Licensing Division, Office of Cocom Affairs, headed the U.S. delegation to a special meeting of the Cocom subcommittee on export controls, in Paris, October 5 ... ROBERT L. PRICE, director of Cocom affairs, spoke to the export control committee of the Electronic Industries Association, October 8, on international export control developments ... He addressed members of the national senior intelligence course at the Defense Intelligence Agency, on export controls.

WILLIAM RAMSAY, deputy assistant



SYDNEY, Australia—At consular workshop in this southeastern city, left to right, seated: Rosemary Cheung, Rosa Galante, Don

Tyson, Chris Henricus (Melbourne), Mary Graham (Canberra). Standing: Jeff Dafler (Melbourne), Peter Robin, Mary Robinson

(Brisbane), Rich Sherman, Chris Atkinson (Perth), Andrew Edwards (Melbourne), Matty Roden.

secretary for energy, resources and food policy, and FRITZ MAERKLE, chief of consumer country affairs, Office of Global Energy, participated in the International Energy Agency's standing group on long-term cooperation meeting, in Paris, October 15-16, which considered new energy policy principles for the 1993 ministerial. Mr. Ramsay is the chairman of this committee. He participated in three more International Energy Agency meetings: of the standing group on oil markets, October 19; the committee on nonmember countries, October 21, and the governing board, October 22 ... STEPHEN GALLOGLY, division chief, Office of Producer Country Affairs, Office of Global Energy, participated in these meetings, all of which were focused on planning 1993 work programs and reviewing agency studies ... FRITZ MAERKLE, division chief, Office of Consumer Country Affairs, Office of Global Energy, and SUE CRONIN, Office of Global Energy, participated in the Washington training session of the International Energy Agency's allocation system test, conducted under the auspices of the agency's standing group on emergency questions ... GREGORY BURTON, Office of Food Policy and Programs, served on the U.S. delegation to the meeting of the working group on controls, in London, October 26-30—part of the negotiations for a new international coffee agreement.

JOHN CARWILE, Office of International Commodities, participated on the U.S. delegation to the UN Committee on Trade and Development's committee on commodities meeting, October 19-23, in Geneva ... ROBERT McSWAIN, same office, participated on the U.S. delegation to the international lead-zinc study group meeting, October 13-22, in Vienna, and DANIEL HOLTZMAN traveled to Akron, Oh., to meet with tire industry officials, October 22-23.

Jack Croddy, deputy director, Office of Investment Affairs, participated in the plenary and working group meetings on investment issues in the European energy charter basic agreement, October 15-16 and 19-20, in Brussels, Belgium. He also participated in the November 12-14 working group meetings.

The acting deputy assistant secretary for transportation affairs, JAMES R. TARRANT, chaired three rounds of negotiations with the United Kingdom: on October 6-8 in Washington, October 20-22 in London and October 27-29 in Washington ... The director of aviation negotiations, THOMAS H. MARTIN, participated in these talks and chaired the associated working groups ... PAMELA A. WARD, Office of Aviation Negotiations, participated in the two Washington rounds. These talks centered on liberalizing the bilateral civil aviation relationship ... On October 14-15 Mr. Tarrant chaired civil aviation negotiations with Germany in Washington. PATRICK SYRING participated in these negotiations ... On October 27-29 the special transportation negotiator-designate, CARL C. CUNDIFF, led civil

aviation negotiations in Tokyo with Japan ... On October 8 the deputy director for aviation negotiations, SAMUEL V. SMITH, chaired informal consultations in Washington with Bahrain's assistant under secretary for civil aviation, to discuss air services and an aviation security agreement ... LINDA RECHT, Aviation Programs and Policy, and ROBERT GEHRING, Aviation Negotiations, also participated.

On October 20-23 the special negotiator for Canada, CHUCK ANGEVINE, chaired negotiations of the 10th round of open skies negotiations with Canada, in Washington, working toward an open skies agreement in the nation's largest bilateral aviation market. PAM WARD participated in these talks as well ... JOAN E. CORBETT, director, Office of Aviation Programs and Policy, also participated in the 10th round of open skies negotiations with Canada, in Washington ... PAUL SCHLAMM, deputy director, same office, participated in the meeting of the working group "shepherds" of Asia-Pacific economic cooperation, in San Francisco, October 14-15 ... JOAN S. GRAVATT, Office of Aviation Programs and Policy, served as adviser on the U.S. delegation to the triennial assembly of the International Civil Aviation Organization, in Montreal, September 22-October 8.

STEPHEN M. MILLER, Office of Maritime and Land Transport, represented the United States at the first meeting of the general working party of the Organization for Economic Cooperation and Development's maritime transport committee, in Paris, October 23-24. The general working party discussed the work program on shipping for the UN Conference on Trade and Development ... Aviation programs and policy officer SUSAN K. BENNETT traveled to Brussels, October 12-16, for transportation consultations with the U.S. mission to the European Community.

ROBERT F. CEKUTA has joined the Developed Country Trade Division. □

FOREIGN SERVICE INSTITUTE

The School of Language Studies welcomed two new staff members: FAYE HARTGROVE, the dean's secretary, and BARBARA FOX, administrative officer. Both come from the Center for the Study of Foreign Affairs ... DAVID RED, South Asian language training supervisor, went to Fort Campbell, Ky., to assist with the Army Special Forces new Urdu program ... FREDERICK JACKSON of Research, Evaluation, and Development was a participant at the annual meeting of the National Council of Organizations of Less Commonly Taught Languages, September 18-19, at the National Foreign Language Center, Washington.

The School of Professional Studies' Office

of Management Training welcomed CHRISTINE FULENA as the new Foreign Service secretarial instructor. She is the chairwoman for both Foreign Service and Civil Service secretarial courses ... MARILYN HOLT has joined Management Training as the new Wang instructor.

In the School of Area Studies, ANNE IMAMURA, Chairwoman for East Asian studies, traveled to China, Japan and Korea, September 26-October 25, to examine issues related to advanced training ... GARY BRANA-SHUTE, deputy chairman of Latin American and Caribbean studies, served as an election monitor in Guyana for the Jimmy Carter Center of Atlanta, October 3-11. He provided a briefing for the 60-member team, including representatives from the heads of democratic governments in Latin America and the Caribbean. He served as an observer in Lethem, a border town ... MARGARET SARLES, chairwoman of Latin American and Caribbean studies, gave a presentation on "Corruption and Transparency in Brazil," October 15, as the monthly speaker for Women in International Security ...

In the Office of the Executive Director, JACK DANIELS, ALICE MURRAY, ED QUINN and CLARICE MINOR, along with JIM SLAGER of the Office of Public Building Projects and Real Property, visited the International Design Center in New York, October 19-20, with representatives of the Sasaki/Mitchell-Guirgola joint venture design firm, to review furniture for the new National Foreign Affairs Training Center. □

INSPECTOR GENERAL'S OFFICE

Between October 13-25, inspector general SHERMAN FUNK visited Bonn, Chisinau, Yerevan, Tbilisi, Baku, Ashgabat, Tashkent, Alma Ata, Bishkek, Yekaterinberg and Moscow. He traveled with the under secretary for management, JOHN F.W. ROGERS; the Bureau of European and Canadian Affairs executive director, DOUGLAS LANGAN, and the special assistant to the under secretary, JOHN SHEARBURN. Purposes of the trip were to assess the proposed work of the new posts support unit just established in Bonn by the under secretary; to participate in discussions with Ambassador ROBERT KIMMITT about the embassy's move to Berlin and plans for the new chancery there; and, in Moscow, to evaluate—in conjunction with DON NORMAN and DENNIS O'HARE from the Office of Inspector General's Office of Security Oversight—the adequacy of security precautions for Russian national employees. The main part of the trip was to eight of the nine new

posts in the central Asian area of the former Soviet Union. Mr. Funk's goals there focused on the ability of the Department to support those posts and the manner in which chanceries and staff housing were being obtained. On his return, Mr. Funk proposed to the Department measures designed to speed up and simplify logistics support to these posts, and to curtail unnecessary routine tasking by the bureaus in Washington. In Russia's Yekaterinberg (formerly Sverdlovsk), Mr. Funk participated in the review of possible buildings to house the new consulate and the selection of the best one for this purpose.

The assistant inspector general for inspections, CLINT A. LAUDERDALE, last month reviewed the work of the inspection team at Embassy Paris and the U.S. mission to the Organization for Economic Cooperation and Development.

Winter cycle inspections, beginning next month, will include the following reviews: Team 1, led by RICHARD HOWLAND—Syria, Jordan, and Lebanon; Team 2, directed by WILLIAM DePREE—Guinea, Guinea Bissau, The Gambia and Sierra Leone; Team 3, headed by SAMUEL LUPO—Indonesia, Malaysia, Brunei and Singapore; Team 4, under the leadership of ELEANOR CONSTABLE—Nigeria, Niger and Burkina Faso; and Team 5, under DANIEL O'DONOHUE—Mexico.

GEORGE G. CASSIS led a security oversight team for an inspection in France, September 8-October 2, and ALAN V. GOWING's team inspected San Jose, Costa Rica, September 30-October 8 ... At the request of the Bureau of European and Canadian Affairs, the Office of Inspector General's special operations review team visited new posts in November at Tallinn, Estonia; Riga, Latvia; Vilnius, Lithuania; and Kiev, Ukraine, to provide assistance in the establishment of operational and management procedures while the posts are still in the formative stages. □

INTELLIGENCE AND RESEARCH

Office of Analysis for Near East and South Asia: DAVID HERTZBERG, analyst for Israel, spoke on August 30 to representatives of the Pentagon's Naval Command Center, on Israel's perceptions of its strategic environment, and on October 22, to the John F. Kennedy chapter of B'nai B'rith, on Israeli domestic politics and Arab-Israeli peace efforts ... WAYNE WHITE represented the Department at the October 27-28 Middle East and Maghreb experts working group session at Nato headquarters in Brussels.

Office of Research: KENNETH ROBERTS, director, and SUSAN NELSON visited New York, September 28-29, to meet



INTELLIGENCE AND RESEARCH—At award ceremony, from left: "Analyst of the Year" Stanley Shaloff, "Secretary of the Year" Brenda Jackson, Assistant Secretary Douglas P. Mulholland, "Best New Analyst of the Year" Vincent Dupont.

with representatives of four organizations receiving funding from the Department through the Russian, Eurasian and East European Research and Training Program ... Mr. Roberts traveled to Miami to review the "Info-South" program, October 29 ... He and Ms. Nelson hosted a meeting on new directions in Russian, Eurasian and East European Studies, October 13-14, at Meridian International Center, assessing new needs and opportunities in connection with the program ... JANET PRICE arranged and coordinated an ambassadorial seminar on Pakistan, with the Office of Analysis for Near Eastern and South Asian Affairs. The seminar was convened on October 26 at the Meridian International Center, and brought together six academic experts to brief Ambassador JOHN MONJO and U.S. Government analysts.

Office of the Geographer: Director WILLIAM WOOD participated on an inter-agency humanitarian assessment team that visited Russia, Uzbekistan, Kazakhstan, Azerbaijan, Armenia and Georgia, October 1-20.

Office of Intelligence Resources: Deputy director JOAN DOWNS was awarded the National Intelligence Medal of Achievement by the director of central intelligence, ROBERT GATES, for her work on intelligence coordination issues.

REGIONAL ANALYSIS: PHYLLIS E. OAKLEY, deputy assistant secretary, conducted analytical consultations, September 21-October 2, with counterparts in the German and British governments in Munich, Bonn and London. Accompanying her to the discussions were BOWMAN H. MILLER, director, Office of Analysis for Western Europe and Canada, and RAYMOND SMITH, director, Office of Analysis for the Commonwealth of Independent States and Eastern Europe ... The three held additional consultations with Embassies Bonn, London, Kiev, Moscow and Brussels and



INTELLIGENCE AND RESEARCH—Marjorie Phillips receives the Dennis W. Keogh Award, for a member of the Current Intelligence Staff who demonstrates "professional competence." The award memorializes the late former chief of the staff, who was slain by terrorists in Namibia.

the U.S. missions to the European Community, and Nato.

Office of Economic Analysis: JOHN DANYLYK, chief, Europe/North American Division, traveled to Moscow, September 17-25, for consultations ... WILLIAM MILLER, economic analyst for Canada and western Europe, attended a conference at the College of William and Mary, Williamsburg, Va., September 25-27 ... RICHARD MURPHY transferred from the Bureau of Economic and Business Affairs' Planning and Economic Analysis Staff to the Office of Economic Analysis for Europe and North America, where he will work on East European economic issues.

Office of Politico-Military Analysis: Director CHARLES JEFFERSON and CRAIG McKEE, Regional Military Forces Division, coordinated with SANDRA SHAW of the bureau's executive office and GARY DIETRICH, director, Office of Strategic and Proliferation Affairs, to plan and administer the fourth annual offsite training session for incoming bureau personnel, September 23-25. The training included illustrated lectures, seminar discussions and an extensive practical exercise. Thirty-two incoming persons attended ... FRANK JANNUZI, East Asia and Pacific analyst, traveled to Cambodia, where he met with mission director CHARLES TWINING ... He also met with officials in Phnom Penh, October 13-30 ... MARK STOUT, Russia and Ukraine analyst, returned on October 23 from a brief familiarization visit to Moscow, during which he took leave and visited Uzbekistan, including Embassy Tashkent. □

INTER-AMERICAN AFFAIRS

Assistant Secretary BERNARD W. ARONSON traveled to San Antonio with PRESIDENT BUSH, October 7, to witness initialing of the North America free trade

agreement by the top trade representatives of the United States, Mexico and Canada ... On October 13 Mr. Aronson met with U.S. business executives for a seminar on doing business overseas, conducted by the "Washington Campus" consulting group ... On October 27 he addressed members of the Washington International Business Council concerning the trade agreement and implications for Latin America ... On October 29 he spoke at a forum organized by the Organization of American States regarding democracy in the Americas.

Deputy Assistant Secretary ROBERT S. GELBAR spoke to members of the Inter-American Defense Board, October 9, marking the board's 50th anniversary and the 30th anniversary of the Inter-American Defense College ... On October 28 he addressed



PORT-AU-PRINCE, Haiti—Retiring ambassador's secretary Dorothy Pech receives Superior Honor Award.

members of the Cuban American National Foundation, Chicago's Mid-America Committee and the Blue Ribbon Commission for the Economic Reconstruction of Cuba, at a conference in Chicago. □

INTERNATIONAL NARCOTICS MATTERS

Assistant Secretary MELVYN LEVITSKY, accompanied by KATHLEEN WILKINSON, attended the UN Drug Control Program major donors meeting in Vienna, October 1-2 ... He visited Colombia, October 12-17, where he chaired the Dublin Group regional meeting in Cartagena, October 14-15, to discuss assistance to the Colombian judicial system ... He met with Colombian government officials to discuss counternarcotics programs, and he visited the areas of Neiva and San Jose de Guaviare. He was accompanied by DANIEL STRASSER, chief, South America Division, and BRIAN FURNESS ... Mr. Levitsky, accompanied by the chief of the Global Support Division, DENNIS LINSKEY, led the U.S. delegation to the Dublin Group policy level meeting in Brussels, which produced agreement among the major donor nations on policy approaches that should be taken towards a number of drug producing and transiting countries. The United States was elected chairman of this informal consultative mechanism for the next year ... On October 21 Mr. Levitsky discussed U.S. international drug policy and U.S. and Bolivia antidrug cooperation, on a "Worldnet" program in Bolivia.

Deputy assistant secretary GRANT SMITH and program officer LYNNE PLATT met in New York with the Nigerian foreign minister, October 6, to discuss counternarcotics issues ... Mr. Smith joined PAULA



GUATEMALA CITY, Guatemala—At award ceremony, from left: Aida Castellanos,

Seymour DeWitt, Rita Howell, Veronica Ramirez, Ambassador Thomas F. Stroock,

Sue Patterson, Steven Wingert, Terrence Brown, Russell L. Keeton.



LLANOS AREA, Colombia—The assistant secretary for international narcotics matters, *Melvin Levitsky*, left, and Ambassador *Morris Busby* pull up a coca plant during a trip with Colombian National police.

HAWKINS at the opening meeting of the 12th session of the Organization of American States' drug abuse control commission, October 27-30, at its headquarters in Washington. **ELIZABETH CARROLL** served as an adviser to the U.S. delegation.

RAYBURN F. HESSE, senior policy adviser, represented the financial action task force at the United Nations, November 3, where he presented to the Third Committee a perspective on global money laundering ... He participated in bilateral discussions with Bahamas, October 15-16 ... **DAVID LYON** participated in a Drug Enforcement Administration conference in El Paso, September 29-October 1 ... **LLOYD ARMSTEAD** traveled to Bolivia and Colombia to provide demonstrations and instructions on the global positioning system ... **TOM BROWNE** participated in a demand reduction conference in Venice, October 16-25 ... He held meetings with Asian,

Latin American and European delegates, concerning their demand reduction training. **JOHN McLAUGHLIN**, **CAROL HECHLINGER** and **DANIEL STRASSER** attended a management seminar in West Virginia, October 19-30.

ROBERT C. PERRY, director, Program Management Division, represented State at the September 27-October 2 meeting of heads of national drug law enforcement agencies for Latin America and the Caribbean, in Acapulco, Mexico ... He then joined Inter-American Affairs' deputy assistant secretary **ROBERT GELBARD** for October 4-6 talks in Mexico City and October 7-8 talks in Guatemala on counternarcotics cooperation ... **ROBERT BLAU**, program officer for Central America, traveled to Honduras and Guatemala, October 10-12, as part of a delegation led by Office of National Drug Control Policy deputy director **JOHN WALTERS**, to discuss regional strategy.

People: The Office of Transnational Issues welcomed to its Washington office Commander **JAMES C. COX** as aviation operations officer, replacing **RICHARD HAYES** ... Patrick Air force Base welcomed **JAIME BARRERA** as the quality control officer ... The Office of the Controller welcomed **WANDA K. BRADLEY**, secretary ... **MARK LUMPKIN**, Peru Air Wing security officer, was promoted to warrant officer 4. □

LEGAL ADVISER'S OFFICE

EDWIN D. WILLIAMSON, the legal adviser, traveled to Paris to attend the conference on Security and Cooperation in Europe, on the peaceful settlement of disputes ... He traveled to The Hague on Iran claims negotiations ... He also traveled to New York for consultations among legal advisers of member states of the United Nations, accompanied by **BRUCE C. RASHKOW**, assistant legal adviser for UN affairs ... Mr. Rashkow participated in work of the UN General Assembly's sixth legal committee ... **ALAN J. KRECZKO**, deputy legal adviser, traveled to Dallas to participate in the American Bar Association's annual meeting ... He interviewed attorney candidates at the University of Michigan in Ann Arbor.

PETER H. PFUND, assistant legal adviser for private international law, traveled to The Hague for a meeting on the U.S. proposal on the preparation of a convention on the recognition and enforcement of judgments ... He traveled to Durham, N.C., to attend a symposium on the role of The Hague conference on private international law ... **HAROLD S. BURMAN**, attorney-adviser, same office, accompanied by **ELY MAURER**, assistant legal adviser for education, cultural and public affairs, met with members of the Secretary of State's Advisory Committee on Private International Law, in Philadelphia, to discuss issues

involved in the draft convention on the return of stolen and illegally-exported cultural objects.

JOHN R. BYERLY, assistant legal adviser for African affairs, traveled to Rome to participate in the final round of negotiations leading to signature of the Mozambique peace accord ... He traveled to Luanda as a member of the UN Security Council ad hoc commission on Angola ... **J. ASHLEY ROACH**, attorney-adviser, Office of Oceans, Environmental and Scientific Affairs, traveled to Newport, R.I., to the Naval War College to attend the freedom of navigation workshop and advisory board session ... **JAMES C. O'BRIEN**, attorney-adviser, Office of Politico-Military Affairs, traveled to Dubai, United Arab Emirates, for consultations and negotiations ... He traveled to New York to attend a war crimes commission meeting ... **LINDA JACOBSON**, attorney-adviser, Office of Special Functional Problems, traveled to New York to attend the General Assembly's sixth committee working group on the draft article on state immunities ... **MARY BETH WEST**, attorney-adviser, Office of International Claims and Investments Disputes, traveled to Bonn to attend a meeting with German authorities concerning implementation of the U.S.-Germany claims agreement.

LORELEI H. SONCRANT, staff assistant, same office, traveled to Atlanta to attend a system administration course at the Wang education center ... **ANNE JOYCE**, attorney-adviser, Office of Economic, Business and Communications Affairs, and **CLIFTON JOHNSON**, attorney-adviser, Office of Politico-Military Affairs, traveled to Boston to interview candidates at Harvard Law School ... **ALLEN S. WEINER**, attorney-adviser, Office of Inter-American Affairs, traveled to Philadelphia to attend a hearing in the case involving Chilean fruit growers' claims against the Food and Drug Administration for the recent fruit embargo ... He interviewed candidates at Stanford Law School ... **MICHAEL P. SCHARF**, attorney-adviser, Office of UN Affairs, traveled to Oakland, Calif., to interview candidates at Berkeley Law School ... **JOHN H. KNOX**, attorney-adviser, same office, traveled to Geneva to attend the UN Human Rights Commission working group session to draft a protocol to the convention against torture ... **ROBERT FAUCHER**, attorney-adviser, Office of Law Enforcement and Intelligence, traveled to The Hague, Tel Aviv, Jerusalem, Amman, Damascus and Vienna, for consultations in preparation for the November Middle East multilateral refugee working group sessions.

People: Joining the bureau were **VICKY MARKINGS**, secretary, and **ROGER PLUNK**, paralegal specialist, Office of the Executive Director, and **BRIDGETTE SIMS**, secretary, Office of International Claims and Investment Disputes ... **VERA SMITH** and **MARKETTA NELSON**, equal employment opportunity counselors for the Office of the Legal Adviser, attended the annual equal employment opportunity counselors seminar, September 15-17. □

NEAR EASTERN AFFAIRS

Assistant Secretary EDWARD P. DJEREJIAN testified on the Middle East before the House Foreign Affairs Committee's subcommittee on Europe and the Middle East, October 1 ... On October 16 he gave the keynote speech to the 46th annual conference of the Middle East Institute, on the Middle East ... He spoke to a conference on the Middle East sponsored by the Brookings Institution, October 19 ... He continued his regular meetings with the delegations attending the seventh round of bilateral Middle East peace talks in Washington, October 21-28 ... On October 16 he swore in WILLIAM A. RUGH as ambassador to the United Arab Emirates ... DAVID J. DUNFORD was sworn in as ambassador to Oman on October 23 by Mr. Djerejian ... Deputy assistant secretary LINCOLN BLOOMFIELD JR. traveled to Brussels, October 2, to participate in the European Community-Maghreb consultations.

Office of the Public Affairs Adviser: Deputy adviser CALVIN A. MITCHELL III spoke to students in an international relations course at Morgan State University, Md., October 27, about the Middle East and Gulf security issues.

Office of Israel and Arab-Israeli Affairs: Director THOMAS MILLER lead the U.S. delegation to the session of the multilateral working group on the environment, in the Hague, October 26-27 ... He traveled to Israel and Egypt for consultations, October 28-November 6 ... Economic officer JAKE WALLE was a member of the U.S. delegation to the session of the multilateral working group on economic development, in Paris, October



RIYADH, Saudi Arabia—Chargé C. David Welch presents Meritorious Honor Award to Paul Peterson, right, assistant regional security officer.

29-30.

Office of Egyptian Affairs: Director RUSS SURBER visited Egypt in mid-October for consultations. He went to Cairo, Port Said and Alexandria ... As part of the multilateral phase of the Middle East peace talks, deputy director TED FEIFER spent five days in The Hague as a member of the U.S. delegation to the working group on the environment ... Political-military officer BARBARA PRES-GROVE traveled to Cairo in late October to participate in the first post-Gulf war meeting of the U.S.-Egyptian military coordination committee ... Following the meeting, she consulted with the embassy and visited cities in Egypt and the Sinai ... MAYA WALKER, a first-tour officer assigned to the consulate general in Cairo, consulted with the desk for a day before beginning her consular training in Rosslyn.

Office of Maghreb Affairs: On October 27 Tunisia desk officer SUE SAARNIO spoke to a group at the Marine Command and Staff College, Quantico, Va., and participated in a training exercise on Tunisia and Libya.

Office of Arabian Peninsula Affairs: Deputy director JERRY FEIERSTEIN traveled to the United Arab Emirates, October 2-6 ... He then went to Saudi Arabia and Kuwait for consultations.

Office of the Executive Director: Personnel officer SHARON ALEXANDER left the bureau for a position with the Bureau of Diplomatic Security. □

OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS

RICHARD J. K. STRATFORD, deputy assistant secretary for nuclear energy and energy technology affairs, led the U.S. delegation to the 85th session of the steering committee of the Organization for Economic Cooperation and Development and the Nuclear Energy Agency, in Tokyo, October 5-8 ... He also represented the Department in Tokyo at a symposium celebrating the 35th anniversary of Japan's accession to the agency ... He chaired the committee of the whole at the annual general conference of the International Atomic Energy, in Vienna, September 21-26 ... CARLTON STOIBER, director, Office of Nuclear Technology and Safeguards, headed the U.S. delegation to negotiations on an international nuclear safety convention, in Vienna, October 5-9 ... He headed the U.S. delegation to a meeting of the nuclear safety working group in Munich, November 5-6 ... He was a member, in seriatim, of the U.S. delegations to the International Atomic Energy Agency board of

governors meeting and the general conference in Vienna, September 16-25 ... He headed the U.S. delegation to the experts working group meeting of the international nuclear safety convention, in Vienna, October 5-12 ... CHARLES NEWSTEAD participated in the International Thermonuclear Experimental Reactor Council meeting in Vienna, September 8-12 ... JANET GORN participated in the Nuclear Energy Agency steering committee meeting in Tokyo, October 5-9 ... J. CHRISTIAN KESSLER participated in a review of the program of technical assistance to safeguards, in Los Alamos, October 13-16 ... He participated in consultations in Vienna and London, October 27-November 6 ... JILL COOLEY participated in nuclear consultation in Argentina, October 26-30 ... BARTOLO SERAFINI, JAMES NOBLE and Ms. Cooley have joined the staff ... STEVE SLATIN and JEAN PRESTON have joined the Office of Nuclear Nonproliferation and Export Control.

Deputy assistant secretary DAVID COLSON and JOHN J. FINNEGAN JR., Office of Fisheries Affairs, traveled to Juneau, Alaska, October 20-21, to attend the executive session of the Pacific Salmon Commission ... LARRY SNEAD, director, Office of Fisheries Affairs, accompanied by Mr. Finnegan, headed the U.S. delegation to a government-to-government meeting with Canada, in Juneau, Alaska, October 22, to prepare for the next negotiating round of the Yukon River salmon protocol, which is scheduled for Whitehorse, Yukon Territory, Canada, November 9-13 ... Mr. Snead headed the U.S. delegation to the technical consultation on high seas fisheries, convened in Rome by the Food and Agriculture Organization of the United Nations, September 7-15. This meeting was one of several preparatory sessions for a high seas conference to be sponsored by the United Nations ... Following the Rome meeting, Mr. Snead traveled to Paris to head the U.S. delegation to the 70th session of the Organization for Economic Cooperation and Development's committee on fisheries, September 21-23.

In late September, MARTIN PROCHNIK led an interagency delegation to the Russian Far East to assess scientific resources in the region and to discuss topics for possible scientific collaboration. The 20-person delegation, which included representatives from State, 12 technical agencies and the state of Alaska, visited more than 30 institutes in Vladivostok, Khabarovsk, Magadan and Petropavlovsk-Kamchatskiy. (In Vladivostok, delegation members visited the newly-opened U.S. consulate.)

In late September, ANDREW REYNOLDS led a delegation of eight technical agencies to initiate formal discussions with the governments of Estonia, Latvia and Lithuania in the fields of environment, science and technology. In meetings with high-level officials of the Baltic scientific communities, the delegation communicated U.S. cooperative goals and gained insights into the status,

priorities and difficulties for Baltic programs.

WILLIAM REILLY led the U.S. delegation to the fourth meeting of the parties to the Montreal protocol, in Copenhagen, Denmark, November 23-25 ... Deputy assistant secretary **ROBERT REINSTEIN** served as alternate head of delegation for this meeting, and head of delegation during preparatory meetings November 17-21. He was accompanied by **STEPHANIE SMITH KINNEY** and **SUE BINIAZ** ... Environmental consultations took place in Brussels, November 4-6. The U.S. delegation was led by Assistant Secretary **CURTIS BOHLEN** and included Mr. Reinstein and **BRECK MILROY** ... Ms. Milroy attended a waste management policy group meeting in Paris, October 28-30, and cochaired a chemicals group meeting, November 9-12.

ELEANOR RAVEN-HAMILTON was a member of the U.S. delegation to the multilateral environment working group session, which is a part of the Middle East peace talks. This was in The Hague, October 26-28 ... **MILLIE BARNES**, secretary to the deputy of the Office of Global Change, has been reassigned to be the secretary to **R. TUCKER SCULLY**, director, Office of Oceans, Polar and Maritime Issues.

On October 15 the United States became a party to the framework convention on climate change, when it deposited its instrument of ratification with the United Nations. The United States became the fourth nation to ratify this convention. The bureau played a role in obtaining the prompt consent of the Senate and the presidential signature. The bureau said the convention was hand-carried to the United Nations by Ms. Barnes and delivered personally to the Secretariat by **ALEXANDER WATSON**, to underscore the importance the United States attaches to this agreement.

On October 15-16 **JEROME J. BOSKEN**, director, Office of Advanced Technology, participated in the meeting of the Nato Science Committee in Brussels, which addressed long-term committee goals in response to the changed political and defense situation in Europe ... On October 19-20 he led the U.S. delegation to the meeting of the committee for scientific and technological policy, in Paris. □

PERSONNEL

Family Liaison Office

Family Liaison Office director **MARY-ANN MINUTILLO**, support services officer **JO-ANNE VAUGHN** and support officer **TERRI WILLIAMS** met in Islamabad, October 12-13, with community liaison officers from the South Asia region ... From Pakistan, Ms. Minutillo and Ms. Williams traveled to Kiev, to consult with embassy officials and families on community resources ... Ms. Vaughn went

to Algiers to meet with families and embassy staff as some prepared for evacuation.

Education counselor **KAY BRANAMAN EAKIN** visited three boarding schools in New York: Maplebrook and Kildonan Schools, both of which are for students with special learning needs, and Millbrook School ... Leaving the office were **CHERYL CHAMBERLIN**, secretary to the director, and **JOAN PRYCE**, employment program coordinator. Ms. Chamberlin began Polish language training, as a member of the family employment program with an assignment in Warsaw. Ms. Pryce left after six years during which she assisted family members with their job search and training.

New to the office are **DAVID BALL**, employment program coordinator; **RONNIE KERN**, secretary to the director; and **KAREN LUNDAHL**, American Family Member Associates coordinator ... Mr. Ball was personnel officer in Niger and, before that, headmaster of the international school in Nouakchott ... Ms. Kern has recently returned from Dhaka, where she was secretary to the chief of the consular section ... Ms. Lundahl returned from New Delhi, where she had been the community liaison office coordinator ... The following community liaison coordinators visited the office in October: **KAREN INGOLDSTAD** (Warsaw), **VICKI GAYOL** (Caracas), **MOLLY PURSELL** (La Paz), and **JUDY THORN** (Cairo). □

Medical Services

After home leave, Dr. **JOHN TRIPLETT** debriefed his colleagues on his last post, Kathmandu, the week of October 5, prior to departure for his new post in La Paz ... At the end of October, **LAWRENCE BIRO**, health systems manager, traveled to London to complete arrangements to make this medical evacuation center operative ... Dr. **FREDERICK SUMMERS**, after a two-and-one-half-year respite following his first tour in New Delhi, is going to Cairo, where he will be the regional medical officer/psychiatrist covering eastern Africa and part of the Middle East ... **RHONDA JOHNSTON**, director of the mental health grant program, was planning travel for evaluation of the program last month. Her destinations included Taipei and Singapore, where she was to attend a grant conference ... Embassy Rome and nurse practitioner **BARBARA KOCH** hosted a conference for contract nurses in that region, October 7-9. Participants were **TINA JENSEN**, Warsaw; **KAREN LIED**, Tirana; **CLAUDIA LOLAS**, Athens; **SHEILA RICHARDSON**, Belgrade; **KAREN ROBERTSON**, Moscow; **JANET RUSSELL**, Tunis; **BETTY SHIPPE**, Lisbon; and **A.J. WHITE**, Moscow.

Tenured as nurse practitioners: **SUSAN HOUCK**, next posting in Tel Aviv; **SANDRA MOORE**, newly-posted in Niamey; and **COLLEEN WARDLAW**, Moscow ... Promoted: Dr.

JOHN MERMEL, to minister counselor; Drs. **JOHN CHRISTENSEN**, **JOHN LYONS** and Dr. Triplett, to counselor; nurse practitioners **PATTI BEITH**, to FS-02; **CHARLENE BURNS**, **RITA DANIELS**, **EDITH GIDLEY** and Ms. Wardlaw, to FS-03 ... Meritorious step increases: nurse practitioners **KUMIKO CROSS**, **LESLEY MORTIMER**, **CHERYL WAGNER** and **B.J. WESOLOSKI**; regional medical officer/psychiatrist **DOUG HOBSON**; regional medical technologist **JOHNNIE JACKSON**; regional medical officer **GARY PENNER** ... Nurse practitioner **DANA WASSERMAN** has received a Meritorious Honor Award in Ouagadougou (STATE, October).

New staff members: *Laboratory*: **KATHY KONG**, secretary; **TYANIA GIBSON**, **REGINA MASON** and **SHARON PEYTON**, medical technicians; **MADELEINE RICHARDSON** and **GENIE ROSS**, medical technologists. *Executive Office*: **PATRICIA KOHLENBUSH**; **MIRINDA LANE**, secretary; **CHEUNG LEE**, budget analyst; **VICKY LE MASTER**, personnel assistant. *Mental health services*: **DOROTHY GALLMAN**, secretary. *Health unit*: **ANN TAVAGLIONE**, nurse.

Accompanying acting Secretary **LAWRENCE EAGLEBURGER** to Tokyo was Dr. **MICHAEL NESEMANN**, October 27-31 ... Regional medical officer **JOHN BLANTON** spent October 23-26 in Washington after accompanying a patient from India ... Dr. **DOUGLAS PROOPS**, environmental health director, consulted in Moscow the week of October 26. □

POLITICO-MILITARY AFFAIRS

CHARLES A. DUELFER, deputy assistant secretary for defense and arms control, spent the week of October 23-27 in Moscow cochairing the U.S. delegation to a U.S.-Russian working group session on missile defenses. These were the first meetings of the working group on developing a concept for a global protection system. He was accompanied by Lieutenant Colonel **DON COLE**, Office of Strategic and Theater Policy, who also participated in a related working group session on technology-sharing.

Office of Strategic and Theater Policy: **RALPH KWONG** participated in discussions in Kiev, Moscow and Alma Ata as part of the U.S. safe secure dismantlement delegation ... **ALEX H. MARGULIES**, who served in Panama, joined the office, September 29 to work on European security issues.

Office of Arms Control Policy for Compliance and Implementation: **STEVE COSTNER**, **CHARLES EVANS** and **GUY LUNSFORD** participated in sessions of the

Joint Compliance and Inspections Commission in Geneva. The commission completed the protocol necessary for the operation of the treaty on the reduction and limitation of strategic offensive arms with Belarus, Kazakhstan, Russia and Ukraine, as successors to the Soviet Union for the treaty ... While in Geneva, Mr. Costner was a member of the U.S. component to sessions of the standing consultative commission which discusses implementation of the antiballistic missile treaty.

Office of Proliferation of Nuclear Weapons: Director STEVEN AOKI traveled to Minsk to negotiate the first export control agreement with a country of the former Soviet Union—Belarus ... He joined high-level discussions in Paris and Bonn on nonproliferation efforts by the G-7 (Group of 7) countries ... The office welcomed three new staff members: FRED AXELGARD and ROGER CRESSEY, both formerly of the Office of Policy Analysis, and CALVIN KONNER from Canberra.

Office of Weapons Proliferation Policy: TRISH CROWLEY and BRAD COHEN departed, and Captain JEFFREY RENEHAN arrived, to work on missile proliferation issues ... JOHN KNILEY has taken over work on the chemical weapons convention ... Mr. Renehan was assigned to the Office of the Assistant Secretary of the Air Force for Acquisitions ... John Kniley, an intern, is working on his master's from American University ... Office director VANN VAN DIEPEN accompanied Under Secretary FRANK WISNER and deputy assistant secretary ROBERT EINHORN to Russia and Ukraine, October 5-7, for discussions which included proliferation issues.

Office of Defense Trade Controls: Director WILLIAM B. ROBINSON gave welcoming remarks to industry personnel attending in-house training seminars given for defense industry representatives in Rosslyn Va., October 7 and 20 ... Mr. Robinson and deputy directors MICHAEL T. DIXON and ROSE MARIE BIANCANIELLO participated in a defense trade advisory group meeting to discuss policy, regulatory and technical defense trade issues with U.S. defense industry representatives. The meeting was held October 14 at Fort McNair, in the District of Columbia ... Aerospace and ordnance branch chief MAL ZERDEN coordinated the October 7 training seminar for personnel of the Hercules Corp ... Branch staffers making presentations at the seminar were CAROLYN LANCASTER, PETER DADE, Air Force Major MARTIN MAIER, KEN PEOPLES, CAROL BASDEN and TERRY DAVIS ... ALLAN SUCHINSKY, chief of the Arms Licensing Division's electronics and combat systems branch, led the seminar for small defense firms, October 20 ... Branch staffers making presentations included Air Force Major GARY ONCALE, DAN COOK, SANDI SNYDER, KYNA COOPER, DANIEL BUZBY, Navy Lieutenant Commander L. PAUL JAMES, SHIRLEY SHIELDS, MARTIN O'MARA, Ms. Lancaster

and SAM CAPINO ... Mr. Suchinsky participated in arms export licensing seminars, October 14 and 16, at divisions of the E Systems Corp., Dallas ... On October 15 he conducted an export licensing training program for the Texas Instruments Corp., Dallas ... Ms. Lancaster, Mr. O'Mara and SUE CLARK attended a missile technology course in Arlington, Va., October 19-22 ... Mr. Peoples participated on a panel to discuss U.S. export regulations on spacecraft, at a Georgetown University Law School-sponsored seminar, "Doing Business in Space," October 16, in the District of Columbia ... On October 26 he testified in U.S. District Court in Boston, in the trial of the United States vs. Stephen Holmquist ... Mr. Holmquist is charged with violations of Section 38 of the Arms Export Control Act, in the unauthorized export of U.S. Munitions List items ... Mr. Peoples sat on a panel on U.S. export controls on satellites, at a conference of the International Small Satellites Organization that was held in Washington, October 28.

Office of Defense Trade Policy: The defense trade advisory group held its second meeting, October 14, at National Defense University. Attendees consisted of private-sector members as well as observers from the Departments of Commerce, Defense, Justice, U.S. Customs and U.S. defense firms. The assistant secretary for politico-military affairs, ROBERT GALLUCCI, gave the opening address. Among those present were the principal deputy assistant secretary, MARC GROSSMAN, and Office of Defense Trade Policy director PAMELA FRAZIER, who serves as defense trade advisory group executive secretary. □

PUBLIC AFFAIRS

Office of Public Liaison: Regional program officer CHRISTINE MURRAY arranged for THERESA TULL, director, Office of Regional Affairs, Bureau of East Asian Affairs, to address an editorial board meeting at the Orlando Sentinel, a luncheon meeting with the Asian-Pacific Chamber of Commerce, a campus forum at the University of Central Florida, students and faculty at Rollins College, a luncheon meeting with Orlando community leaders and the International Visitors Council ... Regional program officer DARLENE KIRK arranged for SICHAN SIV, deputy assistant secretary, Bureau of South Asian Affairs, to address audiences at the Military Law Center and in the naval and marine appellate review activity, in St. Paul, October 17 ... Regional program officer JENNIFER SIEGEL arranged for BRENDA HEASTER to address the Southern Baptist Theological Seminary, Indiana University Southeast, to be interviewed by the Louisville Courier-Journal editorial board, to address University of Kentucky and Patterson

School of Diplomacy and International Commerce, Transylvania University and Morehead State University ... She arranged for KENNETH STAMMERMAN, a Foreign Service officer on detail to the Center for National Security Studies, Los Alamos National Laboratories, to address Bellarmine College, Indiana University Southeast, the University of Louisville, and to be interviewed by the Louisville Courier-Journal editorial board ... Ms. Siegel also arranged for DAVID REUTHER, deputy director, Office of Northern Gulf Affairs, to speak at Evergreen State College, Lewis and Clark College, Portland State University and before the Business Council for International Understanding and the World Trade Center of Portland.

Members and guests of the Asia Society met in the Department, October 5, for a luncheon in the Diplomatic Reception Rooms, hosted by the assistant secretary for East Asian and Pacific affairs, WILLIAM CLARK, who discussed U.S.-Asia relations ... Mr. CLARK also addressed members of the Brookings Institution's executive seminar, in the Department, October 20. Briefings officer JUDY CHRONISTER managed these events ... Also on October 5 the World Affairs Council of Northern California met in the Department for a half-day briefing program. Topics included Somalia and the Commonwealth of Independent States, with luncheon in the Department's executive dining room. Ms. Chronister coordinated the program.

The assistant secretary for Near Eastern affairs, EDWARD DJEREJIAN, discussed Middle East issues with executives participating in a Brookings Institution seminar in the Department, October 19. Policy Planning Staff member STEVE GRUMMON also spoke, on the Persian Gulf. Business liaison officer MARY ANN DIXON coordinated the sessions ... Organization liaison officer YVONNE O'BRIEN arranged for the ambassador-at-large for burden sharing, ALLEN HOLMES, to be the luncheon speaker at the Defense Orientation Conference Association annual meeting, October 2, at the Capital Hilton Hotel. Mr. Holmes discussed burdensharing agreements and ongoing negotiations, before 150 association members ... External engagements officer EILEEN McCORMICK PLACE facilitated the participation of the under secretary for international security affairs, FRANK WISNER, with members of the Overseas Writers Club, at a luncheon address at the Foreign Service Club, October 15 ... Public liaison staffer ANNETTE AULTON, assisted by MARIE JONES, arranged briefings for students from Rivershead High School, October 9 ... Ms. Jones coordinated a briefing program for students from St. Joseph's College, October 16.

Office of Intergovernmental Affairs: On October 20 DUSTY KREISBERG arranged for GEOFFREY CHAPMAN, deputy director, Central European Affairs, to participate in a White House briefing of 16 German legislators

participating in the National Conference of State Legislatures Legislative Exchange. She accompanied the parliamentarians to Annapolis to meet with delegates to Maryland's General Assembly, on issues facing the 1993 legislative session and the Governor's cabinet ... In anticipation of his Asian business trip and his mission representing the National Governors Association in Japan, Ms. Kreisberg initiated briefings on October 26 for the Minnesota governor, his trade staff and National Governors Association officials by Bureau of East Asian and Pacific Affairs officers. □

REFUGEE PROGRAMS

WARREN ZIMMERMANN has resumed leadership of the bureau following eight weeks as coordinator for a policy group dealing with the former Yugoslavia ... In his capacity as bureau director, he traveled to Geneva to meet with CYRUS VANCE and DAVID OWEN, and with SADAKO OGATA, UN high commissioner for refugees, and her deputy, DOUGLAS STAFFORD ... Her special envoy for Cambodian repatriation, SERGIO VIEIRA DE MELLO, met with Mr. Zimmermann; PRISCILLA A. CLAPP, senior deputy assistant secretary; BRUNSON MCKINLEY, deputy assistant secretary for management; SARAH E. MOTEN, deputy assistant secretary for international refugee assistance; and WILLIAM D. FLEMING, program officer, Office of Asian Refugee Assistance, to review the progress of Cambodian repatriation and discuss problem areas.

Ms. Clapp met with Rwandan Prime Minister DISMAS NSENGIYAREMYE to discuss refugee repatriation and reintegration. Mr. Nsengiyaremye was accompanied by the Rwandan ambassador, ALOYS UWIMANA. Joining Ms. Clapp were MARY M. LANGE, program officer, Office of African Refugee Assistance, and CAROL FULLER ... Ms. Clapp attended a UN meeting on humanitarian assistance to the former Yugoslavia, in Geneva, and met in Moscow with Russian and international agency officials on refugee and migration problems in Russia ... Ms. Clapp met with U.S. voluntary agencies, to exchange views on refugees and the Yugoslavia crisis, and to discuss protection issues, assistance requirement and U.S. resettlement ... Mr. McKinley met with MICHAELA FREJOVA, Czech commissioner for refugees ... Ms. Moten met with the Lao vice minister of foreign affairs SOUBANH SRITHIRATH. Present were Ambassador HIEM PHOM-MACHANH, chargé LINTHONG PHETSAVAN, Lao desk officer CHERYL SIM and Mr. Fleming ... Ms. Moten addressed the Central State University (Wilberforce, O.) second annual international conference, which focussed on African development issues ... She

met with ABUL AHSAN, Bangladesh ambassador to the United States, to discuss voluntary repatriation. Participating at the meeting were Mr. Fleming, JUNE M. O'CONNELL, program officer, Office of Asian Refugee Assistance, and Bangladesh desk officer CORNELIA WEIERBACH ... She attended the UN conference on Somalia, in Geneva, monitored the refugee situation in South Africa and Zimbabwe, met with host government officials and international organization representatives and reviewed repatriation activities in the region.

JAMES F. LAWRENCE, executive director, addressed students and faculty of Washington College, Chestertown, Md., who are interested in international affairs, the work of the bureau and Department of State intern programs ... JAN DE WILDE, director, Office of Asian Refugee Assistance, traveled extensively in Southeast Asia and Bangladesh, to review protection and repatriation activities with an eye to what the United States might do to improve them. (In traveling overland from Hanoi to Bangkok (except for an air leg between Hue and Ho Chi Minh City), Mr. de Wilde made a trip which has probably not been possible for an American official since the mid '50s.) ... ANITA L. BOTTI, director, Office of Reception and Placement, attended a meeting with International Organization for Migration representatives and the Moscow task force in New York ... PAULA R. LYNCH, acting director, Office of International Refugee Organizations, attended meetings of the World Food Program's Committee on Food Aid, subcommittee on projects, in Rome, to consider proposed refugee feeding programs ... JUDITH J. CHAVCHAVADZE, deputy director, monitored bureau-funded refugee programs in Israel and the occupied territories, and consulted at the U.S. mission and UN Relief and Works Agency headquarters in Vienna ... LAURITA M. DENNY provided temporary

administrative assistance to the Refugee and Migration Affairs Office in Geneva ... Visiting the bureau were CHARLES TWINING, chargé, Phnom Penh, Cambodia; ANN CONVERY, Zagreb; and ANN BRAZEAU, UN senior coordinator for refugee women. □

SOUTH ASIAN AFFAIRS

Deputy assistant secretary SICHAN A. SIV traveled to New York, October 13. He met with the board of directors of the International Institute of Education, as well as the representatives of Bhutan and the Maldives to the United Nations ... On October 17 he traveled to Minnesota to give the keynote speech at the Military Law Center's naval and marine appellate annual review at Fort Snelling ... On October 20 he gave a speech to the American Express-sponsored conference on "Doing Business in India."

Office of India, Nepal, Sri Lanka, Maldives and Bhutan Affairs: India desk officer STEVE BLAKE made an orientation trip to South Asia, September 28-October 20.

Office of Pakistan, Afghanistan and Bangladesh Affairs: The ambassador to Pakistan, JOHN C. MONJO, was confirmed by the Senate, October 8, and sworn in by acting Secretary LAWRENCE EAGLEBURGER, October 20. He left for post on November 2 ... LISA CARTY has joined the office as the political desk officer for Afghanistan.

Office of Regional Affairs: Director MIKE LEMMON and political-military officer ALAN CARLSON addressed a group of South Asian visitors on confidence and security-building measures and tension reduction in South Asia ... Deputy director LEN SCENSNY attended a Meridian House seminar on Pakistan, with Mr. Monjo, October 26. ■



ISLAMABAD, Pakistan—At community liaison officer conference, seated, left to right: Family Liaison Office director Maryann Minutillo, Marie Williams (Madras), Sandra Duncan (Karachi), Sara Coll (Kathmandu), Jo-

Anne Vaughn (Family Liaison Office). Standing: Dian Olson (New Delhi), Linda Olesen (Lahore), Carleen Kaurin (Colombo), K. Wolters (Islamabad), Mary Nicholas (Islamabad), Terri Williams (Family Liaison Office).

O B I T U A R I E S

Martin H. Armstrong, 72, a retired Foreign Service officer, died at the Woodbine Nursing Home in Falls Church, Va., on October 29.

Mr. Armstrong joined the Service in 1950 and was assigned first to Hamburg. He was posted to Karachi as administrative assistant in 1953. After assignments with the Foreign Operations Administration and the International Cooperation Administration, he went to Kathmandu in 1959. He was general services officer in Cairo, 1964-67. He received the Superior Honor Award for his work there during the Arab-Israeli war. Next, he was general services, then administrative, officer, in Belgrade, 1967-70. In 1970 he became administrative counselor in Kinshasa. He was posted to Paris as administrative officer in 1976. After a final assignment in the Office of Foreign Buildings Operations, he retired in 1980.

Mr. Armstrong was born in Seattle on July 21, 1920. He earned a bachelor's from Georgetown. He served as a Navy aviator in the Atlantic during World War II and retired as a lieutenant commander from the Navy Reserve. He leaves his wife, Josette Armstrong of Paris, and a daughter. □

Walter S. Burke, 71, a retired Foreign Service officer, died in Bradenton, Fla., on September 10.

Mr. Burke joined the Service in 1947 and became vice consul in Port-au-Prince the following year. He went to Copenhagen as consular officer in 1951. After an assignment in Dakar, he became economic officer and vice consul in Salonika in 1957. He held similar posts in Izmir, 1958, and Istanbul, 1959-62. In 1962 he became consul in Lahore. Next, he was consul in Tehran, 1964-67, and visa officer in Hong Kong, 1967-72. After an assignment in the Department, he was posted to Saigon in 1973. He returned to Port-au-Prince as consular attaché in 1975. After a final assignment in Manila, he retired in 1977.

Mr. Burke was born in Chicago on April 30, 1921. He served overseas as a cryptographic technician in the Army during World War II. His survivors include his wife, Gabriela Burke of Bradenton. □

William B. Connett Jr., 74, a retired Foreign Service officer, died in Chinon, France, on August 8.

Mr. Connett joined the Service in 1947 and went to Maracaibo as consular officer later that year. He was labor and political officer in Caracas, 1949-1951. After an assignment in the Department, he became chief of the political section in Guatemala City in 1955. He went to Paris as chief of the military affairs section in 1960. After a detail at Harvard, he served as director of the Operations Center and deputy executive secretary of the Department, 1962-64. In 1964 he became deputy chief of mission in Santo Domingo. He was consul general at the post, 1965-66. After a detail to the Armed Forces Staff College, he became principal officer in Guadalajara in 1968. He was a personnel officer in Washington, 1972-73. After a final posting to Paris as counselor for consular affairs, he retired in 1977.

Mr. Connett was born in South Orange, N.J., on July 14, 1918. He received a bachelor's from Princeton. He served as a lieutenant commander in the Navy during World War II. He leaves his wife, Hilde deWitt Connett of Chinon, and a stepson. □

Charles Robert Doscher, 68, a retired Foreign Service officer and husband of retired Foreign Service officer L. Dawn Doscher, died of lung cancer in Punta Gorda, Fla., on August 20.



Mr. Doscher joined the Foreign Service as a reserve officer in 1960 and was assigned first to Accra. He was posted to Khartoum in 1962. After an assignment with the Consolidated Administrative Management Organization in Dakar, he went to Nouakchott in 1964. Next, he was administrative officer in Lusaka, 1967-68, Bangui, 1968-71, and Jeddah, 1971-75. In 1975 he became general services officer in Tokyo. He was an administrative officer in the Bureau of International Organization Affairs, 1977-78. In 1978 he was posted to Quito. After a tour in Washington, he went to Ankara in 1980. He held a final assignment in the Office of Foreign Buildings Operations before retiring in 1987. He held three Meritorious Honor Awards.

Mr. Doscher was born in Brooklyn,

N.Y., on September 22, 1923. He attended the U.S. Naval Academy and the University of California at Berkeley. He served overseas in the Navy during World War II. In addition to his wife, of Punta Gorda, he leaves a son and grandson. □

Lisette Marie (Armbruster) DeLashmutter, 25, daughter of retired communications and records officer James P. Armbruster and his wife, Alice, died of cancer at Duke University Medical Center on August 4. She had accompanied her parents on overseas postings to Bujumbura, Lima, Georgetown, Caracas and Lisbon.



Ms. DeLashmutter was born in Madrid on February 6, 1967. She earned an associate's degree in architecture from Northern Virginia Community College, graduating summa cum laude. She had worked as an engineering technician at Froehling & Robertson, Inc., and as an architectural drafter at Dewberry & Davis in northern Virginia. Since 1989 she worked for Wooten Comp., an architectural engineering firm, in Raleigh, N.C. She also volunteered as a children's counselor at a center for victims of domestic violence. In addition to her parents, she leaves her husband, Christian B. DeLashmutter, and her grandmother. □

Lyman L. Frazer, 68, a retired Foreign Service employee, and his wife, **Bernice A. Frazer**, 74, died in Winchester, Va., after their car was struck by a



Mr. Frazer



Mrs. Frazer

van on Paris Mountain on September 30. Mr. Frazer joined the Foreign Service in 1957 and went to Bangkok as a security technician later that year. He was

security engineering officer in Panama City, 1960-64. In 1964 he became security engineering attaché in Mexico City. He served in Tokyo, 1965-67, and Manila, 1967-69. In 1969 he was posted to Abidjan. After a final assignment in the Department, he retired in 1974.

Both Mr. Frazer and his wife served in the Navy during World War II. They leave a son, two daughters and two grandchildren. In addition, Mr. Frazer leaves two sisters and a brother. □

Peggy A. Jones, 44, a communicator in the Bureau of Diplomatic Security, died in Washington on October 14.

Ms. Jones joined the Foreign Service in 1988. She became a support communications officer in Bucharest later that year. In 1991 she was assigned to Bamako. She began her final assignment in the Office of Information Management earlier this year.



Ms. Jones

Ms. Jones was born in Asheville, N.C., on December 21, 1947. She attended Chicago State. She served as a radio teletype operator in the Army in Frankfurt and as a medic in the Army Reserve. She leaves her mother, Elizabeth Hicks, six sisters and two brothers. □

LaDonna Oliver, 46, a secretary in the executive office of the Bureau of African Affairs, died of cancer at the Hospice of Northern Virginia on October 9.



Ms. Oliver

Ms. Oliver began her career at State as a part-time secretary in Lilongwe, where she accompanied her husband, former Defense Intelligence Agency employee Ronald F. Oliver, in 1975. She was a personnel assistant and secretary at A.I.D. in Kathmandu, 1977-82. She also worked as a clerical assistant for the Defense Intelligence Agency at the post, 1982-83. In 1984 she became a Foreign Service secretary. After

an assignment in Manila, she became a senior secretary in Lusaka in 1986. She was posted to Harare, 1988-90, and Victoria, 1990. She began her tenure in the Africa bureau executive office in 1990.

Ms. Oliver was born in Ohio on October 4, 1946. Before State, she worked as a secretary and personnel manager at the Kings Point Mfg. Co., Fayetteville, N.C. A memorial mass attended by her coworkers was held at St. Phillip's Church in Falls Church, Va., on October 13. Contributions may be made in her name to the Hospice of Northern Virginia, 6400 Arlington Boulevard, Suite 1000, Falls Church 22042. □

Leslie L. Lewis Sr., 89, a retired Foreign Service officer, died in Rockford, Ill., on October 18. Beginning in the late 1940s, he held public affairs posts in Calcutta, Tripoli and Tunis. He had also been an editor in the Department and for several medical journals. He leaves his wife of 67 years, Elizabeth Crandall Lewis, a son, seven grandchildren and five great-grandchildren. □

Richard C. Searing, 67, a retired Foreign Service officer, died in Oakton, Va., on September 27.

Mr. Searing joined the Service in 1957 and went to Palermo as visa officer later that year. He was an intelligence research specialist in the Department, 1960-61. In 1961 he became vice consul in Lyon. After training in Washington, he was posted to Paris as assistant labor attaché in 1964. He went to Saigon as a provincial representative for A.I.D. in 1966.

He later served as assistant labor officer at the post, 1967-68. After a tour in the Department, he became political and labor officer in Beirut in 1970. He was assigned to the Bureau of Near Eastern and South Asian Affairs, 1973-75. In 1975 he was posted to Johannesburg. He served in the Bureaus of African Affairs, 1976-77, and Personnel, 1977-78. After a final assignment in the Bureau of Administration, he retired in 1981.

Mr. Searing was born in Trenton on December 2, 1924. He earned a bachelor's from Rutgers and a master's from the University of California at Berkeley. He served overseas in the Army during World War II. His survivors include two daughters and two sons. □

Winthrop M. Southworth Jr., 83, a retired office director in the Bureau of International Organization Affairs, died at Suburban Hospital in Bethesda, Md., on October 9.

Mr. Southworth began his career at State in 1950 as a special projects officer in the Bureau of Public Affairs. He became an executive assistant to the assistant secretary for public affairs in 1954. After serving as a personnel officer, he was detailed to the Industrial College of the Armed Forces in 1961. Next, he was director of the personnel staff in the old Office of International Administration, 1963-65, then chief of specialized agencies, 1965-71. He became director of the international management staff before retiring in 1980. He held the Superior Honor Award.

Mr. Southworth was born in Wollaston, Mass., on February 2, 1909. He received a bachelor's from Brown. After State, he worked as a consultant to the United Nations. He was a former member of the Chevy Chase, Md., town council and a founding member of Cedar Lane Unitarian Church in Bethesda, Md. He also did volunteer work for the Boy Scouts, including the training of scoutmasters. He leaves his wife of 49 years, Marion Southworth of Chevy Chase, two daughters, a son and a grandchild. □

Sophrona A. White, 72, a retired Foreign Service employee, died of a heart attack at Holy Cross Hospital in Silver Spring, Md., on October 23.

Ms. White began her Government career as a clerk at the War Department in 1946. She worked for the Department of Defense until 1965, when she began her tenure at State. She served as a staff assistant in the Bureau of Intelligence and Research before retiring in 1972. She held the Meritorious Service Award.

Ms. White was born in Halifax County, N.C., on August 5, 1920. She earned a bachelor's from Elizabeth City State University and pursued graduate studies at the District of Columbia Teachers College. Before beginning her Government career, she taught in public schools in North Carolina. She leaves her husband, John A. White of Adelphi, Md., a sister and a brother. ■

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