

State

The Newsletter

United States Department of State

June 1986

Honored on Foreign Service Day





THE COVER—Claude G. (Tony) Ross, left, with the Foreign Service Cup, and John Hugh Crimmins, holding the Director General's Cup. Story on Page 2. (Photo by Ann Thomas)



Letters to the Editor

Jobs for spouses: a retort

PRETORIA, SOUTH AFRICA

DEAR SIRs:

I felt that we were back in the 1930s when I read Mr. Grimes' letter in your "Letter to the Editor" section of the April issue. I am not wholeheartedly in favor of the Foreign Service Associates Program, but did appreciate the time and consideration given to the problem of spouses' employment at post.

Describing jobs for qualified spouses as a "program designed exclusively for the benefit of an already privileged group" indicates that Mr. Grimes cannot imagine a spouse (woman here is surely interchangeable) who would wish to work when she could be attending tea parties and shopping. Is wasting a good education and good experience a privilege?

Is qualification as a Foreign Service officer willing to serve anywhere in the world (translation: separation from FSO spouse for years at a time while posted in different countries) the *only* criteria for "professionalism"? Will competition for jobs with spouses *destroy* the morale of competent secretaries or communicators?

It was always my understanding that the Foreign Service employee's dependency report *never* had financial requirements attached with regard to spouses. On this basis we could include friends and relatives without income who might wish to live with us in a foreign country or dump spouses who make too much money! When the Gramm-Rudman-Hollings law was passed, was it the stated intention of Congress to make the Foreign Service spouses the primary victims? Part-time intermittent, temporary positions have been the first targets for cuts overseas, leaving little employment available.

And now we come to the piece de resistance—"jobs for the ladies"! How sweet a phrase—have we considered

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Editorial Staff

Executive editor Francis J. Matthews
Editor Sanford (Whitey) Watzman
Associate editor Barnett B. Lester

Staff writer Donna Gigliotti

Staff assistant Arlene Stratton □

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Foreign Service Day

Claude Ross, John Crimmins win coveted awards

800 attend 'homecoming'; 5 who gave their lives are eulogized

THE 21ST ANNUAL Foreign Service Day was commemorated in the Department on May 2, with awards going to two retired ambassadors, Claude G. (Tony) Ross and John Hugh Crimmins. The "homecoming" was attended by nearly 800 retired Foreign Service employees and their spouses. It was sponsored by the Department, the American Foreign Service Association (AFSA) and Diplomatic and Consular Officers, Retired (DACOR).

At the memorial plaque in the Diplomatic Lobby, a ceremony was held late in the day calling attention to the names of four Marine security guards who were struck down by terrorists in San Salvador, and a USIA officer who died in an auto accident in New Delhi while on duty during a visit of the Secretary.

Other events included a luncheon address by Vernon A. Walters, U.S. representative to the United Nations, in the Benjamin Franklin State Dining Room, and plenary addresses by Under Secretary Ronald I. Spiers, on management issues and initiatives; Under Secretary Michael Armacost, on foreign policies; and director Robert E. Lamb, Bureau of Diplomatic Security, and principal deputy director Parker W. Borg, Office of Counter-Terrorism and Emergency Planning. There were also other off-the-record presentations on foreign affairs, workshops and question-and-answer sessions, and an evening reception in the Franklin room.

Award presentations

Mr. Ross was presented the Foreign Service Cup, on behalf of AFSA, DACOR and the American Foreign Service Protective Association. He was cited for "outstanding contributions to the conduct of foreign relations of the United States over a span of 34 years as a Foreign Service officer." During his career, Mr. Ross served as ambas-

(Photos by Ann Thomas)



Armed forces color guard stands at attention as Marine places wreath at the memorial plaque. *Gerald P. Lamberty* is at right.

sador to the Central African Republic, Haiti and Tanzania, attaining the rank of career minister. Following his retirement, the citation noted, he "maintained a sustained, creative contribution to the Foreign Service, the Department of State, the American Foreign Service Association and Diplomatic and Consular Officers, Retired, by accepting complicated and sometimes sensitive assignments from each of these entities

and performing in a skilled and outstanding manner."

Mr. Crimmins, a former ambassador to the Dominican Republic and Brazil, received the Director General's Cup for his "distinguished career in the shaping and conduct of our nation's policy in Latin America." The citation praised him for a willingness to invest his "energies and intellect to nurture the talents of younger colleagues in the following generation of American diplomats and to strengthen the institutions in which they work."

Also on program

At the morning session in the Dean Acheson Auditorium, the "alumni," who came from all sections of the United States and several foreign countries, heard welcoming remarks by director general George S. Vest; DACOR president Ben Hill Brown and AFSA president Gerald P. Lamberty. In the afternoon, at the memorial ceremony, they were joined by Department employees and family members of those who had lost their lives. The newly-engraved names are those of:

—Virginia Warfield, 51, a Foreign Service officer with USIA. She joined the agency in June 1965 and held several overseas assignments, including branch cultural affairs officer at the post in Bombay, India. Ms. Warfield died in the traffic accident on June 30, 1983.

Mr. and Mrs. Claude G. Ross, left, with Mr. and Mrs. John Hugh Crimmins.



—And the four Marines who were murdered at a sidewalk cafe on June 19, 1985: Bobby Joe Dickson, 28; Thomas T. Handwork, 24; Patrick R. Kwiatkowski, 21, and Gregory H. Weber, 22.

An armed forces honor guard stood at attention as Mr. Vest read a tribute to them from President Reagan. And Deputy Secretary John C. Whitehead, reading a message from Secretary Shultz, who at the time was with the President in Tokyo, said of the Marines and of Ms. Warfield: "Their names have been chiseled in stone . . . They join 148 of their colleagues who have also died in the line of duty, and to whom we pay homage each year on this occasion."

Workshop speakers

Speakers at the afternoon workshops included Elinor G. Constable, senior deputy assistant secretary, Bureau of Economic and Business Affairs;



Vernon A. Walters

Luigi R. Einaudi, director, Office of Policy Planning and Coordination, Bureau of Inter-American Affairs; the assistant secretary for Near Eastern and South Asian affairs, Richard W. Murphy; the assistant secretary for African affairs, Chester A. Crocker; James R. Lilley, deputy assistant secretary, Bureau of East Asian and Pacific Affairs; and Robie M. H. (Mark) Palmer, deputy assistant secretary, Bureau of European and Canadian Affairs.

During the day, the "alumni" met with colleagues and viewed several exhibits. The Department's Library displayed scores of books written by Foreign Service authors and also prepared a list. George Washington University's Foreign Service History Center distributed a questionnaire and literature on the new center, which seeks to tap the experiences and observations of Americans who have served in the Foreign Service community, through oral history interviews. Georgetown's Institute for the Study of Diplomacy displayed its recent books and other publications. The Association for Diplomatic Studies distributed information on its aims, which include seeking to develop a national library center in current foreign affairs and to create a visual record of American diplomatic history.



George S. Vest, left, with Ben Hill Brown.

Deputy Secretary John C. Whitehead at memorial plaque.

Other events

AFSA and DACOR scheduled separate events to mark the "homecoming," AFSA with a buffet-brunch at the Foreign Service Club, 2101 E Street N.W., on May 3, and DACOR with a "walk-through" at the newly-remodeled DACOR-Bacon House, 1801 F Street N.W., which will be the organization's new headquarters.

Members of both organizations and the day's participants were among those who attended a special memorial tribute to the late Loy Henderson ("Mr. Foreign Service") on May 3 at Foundry United Methodist Church. Government officials, friends and colleagues filled the church.

Retired Ambassador Elbridge Durbrow; Edward L. R. Elson, retired chaplain of the U.S. Senate; and Donald Stewart, associate minister, officiated as the services.

—BARNETT B. LESTER □



Ronald I. Spiers: The management challenge at the Department of State

Following is the prepared text of an address by the under secretary for management, Ronald I. Spiers, on Foreign Service Day.

ALMOST PRECISELY one year ago I was privileged to give you a "state of the union" report on the Department of State and the U.S. Foreign Service. This is an account of where we stand one year further on.

This has been a difficult year for the Department and the Foreign Service. It has seen our introduction to the stringencies of Gramm-Rudman-Hollings, additional difficulties in accommodating our personnel structure to the 1980 Foreign Service Act, and a continuation of the problems of security and terrorism. There are also accomplishments I can report to you.

Gramm-Rudman-Hollings

The Gramm-Rudman-Hollings legislation sets a series of deficit ceilings which progressively decrease until they reach zero in 1991, and then puts in place a spending cutting procedure which becomes automatic if Congress and the executive branch cannot agree on budget priorities.

The effect this year was a 4.3% cut in our already approved 1986 budget, halfway through the fiscal year. This meant we had to find \$62 million in savings out of our salaries and expenses accounts. The Department is a salaries and expenses agency. We have no big programs to cut into or postpone. We are a "presence," and, if we have to save large sums of money, we have to cut people and organizational units. This year Gramm-Rudman-Hollings forced us to tighten up across the board: to reduce hiring, to restrict travel and to forego new programs and projects. We were able to meet this target, although with some discomfort.

The picture for 1987 is clouded. If anything, the situation threatens to get worse. While the President has proposed a budget which would give us the resources we need to do our job and which reflects the high priority this ad-



Under Secretary Ronald I. Spiers.

ministration attaches to the activities of the State Department, the budget's reception on the Hill has not been good. The President's proposal for fiscal 1987 would provide \$4.9 billion for the Department, of which \$3.4 billion would be for our operating budget. This would be an increase of \$740 million over what we have requested for 1986, almost all of which is for security programs. However, elements of Congress have implied that the most we could expect would be a freeze at 1986 levels, post Gramm-Rudman-Hollings. Given inflation, exchange-rate losses and the need to finance new high-priority programs, this would mean we would have to carve \$210 million out of ongoing programs—in effect, a substantial cut. Others say that we should expect an even deeper slice.

Closing of posts

With the Secretary's agreement, I

commissioned a group of our senior colleagues to examine what we would have to do to achieve savings of this magnitude. The answer came back that the only way we could do so and still make room for the new programs to which the Secretary attaches highest importance—opening a consulate in Kiev, staffing new posts in Micronesia, building a sorely-needed alternate data processing center, proceeding with the new Foreign Service Institute center at Arlington Hall, continuing to rebuild our reporting and analysis capabilities—would be closing as many as 40-50 posts. While there is no question that some posts should be closed while others are opened, a retreat of this magnitude would carry very adverse signals about the U.S. position in the world. A massive closing of consulates would disrupt the capillaries of our information gathering and influence wielding throughout the world. Nevertheless, we see no alternative to such

drastic measures if these dire budget predictions in fact materialize. It is ironical that the State Department operating budget of \$3.4 billion is only 0.4% of the overall federal budget.

Both the Secretary and I feel that it would be wrong to distribute equal percentage cuts among our ongoing activities. We would only end up trying to do the same number of things but doing them less well and continuing the seepage of our responsibilities to other agencies of Government. It is our Foreign Service posts which, for the most part, generate the requirements for people, for buildings, for communications, for equipment, for allowances, transportation and travel. This year we have already had to make plans to close seven of our smaller consulates in response to cuts made by the Office of Management and Budget even before our budget was presented to Congress. This caused us political pain in all of the locales involved. However, this is nothing compared to what may lie ahead.

Personnel problems

Last year I spoke briefly about some of the personnel problems resulting from implementation of the Foreign Service Act of 1980. These problems are transitory in nature and should be seen in historical context.

The initial recommendations for Civil Service reform in the late 1970s included putting the senior grades of the Foreign Service into the Senior Executive Service.

The Department resisted this attack on the Foreign Service strongly and successfully on the Hill, but the price of success was a commitment on our part to modify the Foreign Service Act to keep it in line with general U.S. government civilian personnel policy, particularly with respect to basing our senior Service benefits and retention on performance rather than seniority. The outcome was the new Foreign Service Act.

The reasons we prevailed on the Hill and kept out of the new Civil Service Act were simple: We argued that



the Foreign Service was different from the Civil Service because of the obligation for worldwide service (with all the physical and health dangers such service implied) and because of its competitive nature—the up-or-out system.

Up-or-out system

During this time there was the realization in the Department that the up-or-out system was not working well. In agreeing to work out a new Foreign Service Act, there was also a decision to develop one which restored a basic premise of the Foreign Service Act of 1946 by reviving real competition in the Service throughout the ranks. Only in that way could the continuation of the separate Service and its special benefits be justified and sustained.

Two key concepts on how to restore competition emerged: First, selection of senior officers would be made more rigorous. This led to the “senior threshold”—the point in a career beyond which many officers would not pass—and the idea of a smaller, more qualified Senior Foreign Service. The second new concept was “selection-in,” or the so-called “limited career exten-

sions” for senior officers. The idea here was that, after a period of time in class (seven years for counselor, for example), officers still in that grade would be retired unless the Department decided to offer them a three-year extension of their time in class. This ended what amounted to nearly unlimited tenure for senior officers—essentially a Civil Service approach inconsistent with the officially competitive nature of the Service. Under this system, 72 of our senior officers have involuntarily retired due to failure to receive limited career extensions.

At the threshold level, it was decided to retire officers who had been passed over six times, but to allow them to decide when or if they wished to start competition for promotion to the senior service. The thought here was to give control over this crucial decision to the officer concerned. This is the origin of the “six-year window.”

55 to be retired

The effects of these parts of the new Foreign Service Act are now being felt. For example, about 55 FS-1s will be retired in 1987. They will have been passed over for promotion six or more times. These 55 are in addition to an almost equal number of FS-1s who will have to retire for time in class.

It has been said that these 55 officers would have elected to open their windows at a later date if they had known that promotion opportunities would shrink while they were competing. Perhaps that is true but, even if promotion opportunities had remained constant, we estimate only eight of these officers would have been promoted (and we project that six will probably be promoted this year). Furthermore, many of these officers would have been retired for regular time in class within the next two or three years, in any event.

It has also been said that we are losing too many of our best officers as a result of this return to a competitive Foreign Service. First, I have to say that, while these officers are good (after all, we select the very best), they

have not been judged by their peers to be as good as those who have been promoted. Secondly, we have studied the question of skills, and have concluded that these retirements will not create any serious problems. One has to remember that we are always training new officers to replace older ones in any event, and the retirement of these and other officers on the basis of regular time in class is a part of normal personnel and training planning.

'A traumatic time'

The Service is as good as it is because of its competitive nature. Competition is costly. That is the price of the kind of Foreign Service we have and want. We have done our best to help those who cannot go on to the senior ranks. First, they are retired honorably on good pensions. Secondly, we do our best to help them find other employment if they are interested. In my opinion and in the view of outside consultants, the employment prospects of former members of the Service are good. Nevertheless, this is a traumatic time for our valued colleagues.

One of the policies that has met substantial criticism during this year was the decision to conduct a classification review of the Senior Foreign Service. This review resulted in the downgrading of almost 16% of the jobs classified at the Senior Foreign Service level, reducing them from 796 to 670. We believed it was both untenable and illegal to exempt the Foreign Service from the disciplines that apply to other elements of the public service. Jobs in the Senior Foreign Service must include a level of responsibility and skill that justifies classification at the senior level. Furthermore, we felt that there should be a reasonable balance between the number of positions classified at the Senior Foreign Service level and the number of officers in the Senior Foreign Service. This classification review has put us in a position to defend the size of the Senior Foreign Service and to rebut those who repeatedly criticized us on the grounds that we have an unconscionably greater proportion of our people at the senior levels than the Civil Service or the military services. The Senior Foreign Service is now ap-

proximately 14% of the total number of our generalist officers and I believe it will stay this way. One by-product of this policy has been a somewhat lower number of promotions, but it has also done away with the problem of "corridor walkers." Whereas several years ago there were 120 in this category, there are now fewer than 30 senior officers in overcomplement status. The bulk of these are in processing for new assignments or retirement or have medical reasons for being in that category.

While both of these issues—reduction of the size of the Senior Foreign Service and the decision not to recommend a lengthening of the six-year window—have been difficult, I believe that we have bitten the bullet and that we have established the basis for a stable and defensible Foreign Service structure for the years ahead. Too often in the past we have ignored these problems, or just let them pile up in hopes that they would go away or somebody else would do something about them.

Ambassadorial appointments

The final personnel difficulty that I want to mention is a classic one—the balance between career and noncareer chief-of-mission appointments. The career Service has done poorly in this regard over the past year. If this trend continues, I believe it will have a very bad effect on the Foreign Service as a whole. We are now at the 60/40 ratio between career and noncareer appointees—the lowest ratio in over two decades. A number of senior people will be coming back in a few months with no onward assignments in sight. All in all, we have had a net loss of 25 presidential appointment-level positions at home and abroad since January of 1981. This may seem an inconsiderable number, but the Service is a relatively small one and shifts of this magnitude can have a large impact on the career outlook for our personnel at all levels. Each time a career position at this level is lost, seven promotion opportunities below it are also lost. The actual impact of a shift of 25 positions is thus 175 promotions and hirings. We



do not promote people to fill jobs which are not there, and we risk demoralizing some of our best people at the most productive point in their careers. The Secretary and the White House have agreed that our target should be a $\frac{2}{3}$ - $\frac{1}{3}$ ratio, but it will only be possible to accomplish this gradually as posts open up under the three-year rotation rule.

Spending on terrorism

Terrorism and security have been an increasing preoccupation during the last year. The Advisory Panel on Overseas Security which the Secretary convened in 1984 produced a report last June that contained over 90 far-reaching recommendations for the Department. Besides recommending the establishment of a Bureau of Diplomatic Security and a professional Diplomatic Security Service, the Inman panel recommended that significant new resources be sought for a comprehensive worldwide security program to protect all Government employees abroad. Pursuant to this panel's report, the Department developed a diplomatic security program that would involve the expenditure of \$4.4 billion spread over five years; \$2.7 billion of this would be for construction, including more than 60 new embassies and consulates. The balance would be spent for related operating expenses, including security officers, residential security improvements and more secure communications equipment.

The Secretary accepted almost all of the Inman panel recommendations. New security standards—a 100-foot building setback to attenuate blast effects, for example—will guide our building program. Many of our posts now front onto busy streets. Many have extensive glass facades. Often we share office buildings with other organizations and businesses. All this is clearly undesirable, and simply unacceptable in a great many situations.

It is too soon to tell what the impact of Gramm-Rudman-Hollings will be on this proposed new security program. The administration and President Reagan personally attach high priority



to improving security overseas, and believe that the expenditure of these large sums is fully justified. We have received severe criticism in Congress in the past for laxity in security. We in management have put great effort into raising the security consciousness of our personnel at home and abroad. Vigilance is not enough, however. We will need resources as well. We have gotten help from the National Academy of Sciences in designing an "embassy of the future" in which security features will be unobtrusive but effective.

As great as is the threat of physical violence from terrorism, we have become increasingly concerned about electronic penetrations of our embassies, and a large part of the contemplated expenditures is to provide protection against this threat. We have had to devote a great deal of attention to bringing our Foreign Buildings Office into the modern era, and we will have to be drawing on resources of the private sector to help construct and manage this very large enterprise.

The new embassy buildings will be expensive. We are not building ordinary office buildings but rather special-purpose buildings designed to meet unusual physical and security standards. These standards, ranging from the size

of the site to seismic characteristics to protect against blast effect, increase the cost of construction by about 50%. These buildings are more appropriately compared to hospitals or secure, hardened command-and-control facilities than to office buildings.

Funding by Congress

The matter is now before the Congress of the United States, and it must determine whether congressional priorities are the same as the administration's. The Inman program has been supported in the House, which has authorized the moneys requested. The future is uncertain in the Senate, which has not yet turned its full attention to this problem. If this security program is not funded adequately, the consequences are obvious: our personnel, their families and our national security information will be at greater risk because the United States decided that their safety was less important than some other claims on the national resources.

This proposed program will not solve all our security problems, but it will minimize them. It is comprehensive and long overdue. It addresses our most basic security concerns. It is one of our highest priorities.

Terrorism is a low-level form of warfare. Much of it is state-supported. We must assume terrorism will increase rather than diminish in the years ahead. We must continue to improve our intelligence, our cooperative programs with other countries and continue to take all prudent measures of passive defense, deterrence and preemption.

It is true that much terrorism has its roots in unresolved political grievances, many of which are beyond the present reach of diplomatic solutions. That, however, is no moral justification for terrorism or excuse for inaction on our part. We must defend ourselves as we strive to resolve the problems underlying terrorism. The fact that the roots of terrorism lie in the domain of politics underscores the critical importance of the role of the Department and Foreign Service in this battle. In

the last analysis, it is only our work which can stop terrorism. We must have the people to do the job, and they must be able to work in safety. We are the front line in this war.

Accomplishments cited

I have devoted a fair amount of attention to these major problem areas and I would like to conclude by listing a few of last year's accomplishments:

—We have made progress in restoring our reporting and analysis capabilities and in stopping the erosion we have suffered in this area. These capabilities are absolutely critical to the nation, and are one of our fundamental responsibilities.

—We have improved internal communications in the Service through a monthly management cable and other communications channels, in a way that has enhanced understanding and acceptance of some very difficult management policy decisions.

—We have made substantial progress in developing procedures to ensure difficult postings do not go unfilled, and to achieve more equitable sharing of hardship assignments.

—We have raised the pay ceiling for senior people in hardship assignments, removing serious inequities that also led to difficulties in staffing hardship posts with the best people.

—Our best people have traditionally avoided assignment to the Senior Seminar and to training in general. Yet such training is necessary to maintain and improve basic professional skills. We have put great effort into ensuring preferential assignments for seminar graduates, and it is now becoming accepted that selection for this seminar is a mark of distinction.

—We got a good start in the development of a new Foreign Service Institute at Arlington Hall. Congress has approved the transfer of land to the Department, and we are now beginning design competition for the building.

—We are replacing many of our local staff in Moscow with Americans. Although this is an expensive project, it is responsive to substantial congress-

sional interest, and will improve security considerably.

—The Office of Foreign Missions has made great strides in using reciprocity to ensure more equitable treatment of our personnel abroad.

—New financial management centers in Bonn, London, Brussels and Tokyo are now in successful operation. Three more are scheduled for this year. We are completing installation of a worldwide American payroll system which will avoid many of the difficulties and inconveniences which used to be regarded as inevitable.

—We are developing computerized workforce planning systems, which will mean that we can make informed and coherent decisions on promotion, recruitment and career extensions.

—We have launched a "short tour" program which permits us to use some of our best and most senior people for specific projects in Washington. Not only does this get done important things which otherwise would not have been accomplished, it permits us to construct bridges between assignments. It is an economical and effective use of great talent.

—We have established a deputy-chiefs-of-mission committee which fo-

cuses high-level attention on candidates for these key management positions, and ensures that all available well-qualified candidates are considered—not just those known only to the leaders of the geographic bureaus.

—We have been in touch with major American business enterprises to see what we can learn from their management experience, particularly in the areas of recruitment, evaluation and professional development.

Remaining challenges

Many challenges still lie before us. The Department needs more effective ways of relating resources to policy priorities. We need to reduce the levels of U.S. Government overseas presence in diplomatic missions. Department personnel now constitute only 28% of our overseas mission staffing, and the size of our overseas missions has grown by 20% during this administration. The Secretary, under the President's direction, has launched a project to reduce this expanded presence. This is particularly important, given the high security costs of protecting our people of all agencies overseas. We still need to do more to achieve a higher representation of minorities, women and administrative and consular personnel in senior positions. We have only begun to give information resource management the kind of attention this subject deserves. We want to accelerate our work on a coherent foreign affairs information system which will bring together office automation, telecommunications and automated data processing systems in an integrated program.

Finally, let me say one last thing—perhaps the most important thing I have to say: The Department and the Foreign Service need your support as we move forward into deeper and more dangerous waters. We need your help in the form of suggestions. There are never enough good ideas. We need your support politically. Never has this country needed a stronger and more highly professional Foreign Service and Department than now. You are our best interest group. Be active. □



Robert E. Lamb: An address on the terrorist threat to the Foreign Service

Following is the prepared text of a speech given by Robert E. Lamb, director of diplomatic security, on Foreign Service Day.

FEW ORGANIZATIONS can deal well with change. Organizations that consider themselves as elite find change particularly threatening. The Foreign Service is no exception. Our typical response to change has been somewhere between that of the British aristocracy in 1910 and Orville Faubus in 1956. I would note that for most institutions the anticipation of change is worse than the reality.

For us in the foreign affairs community especially, the current security environment is unsettling. Today, there's no force working for change in our world greater than security. When I mention security, we all have one reaction, we immediately say to ourselves: "Oh, yes! The terrorists." That's natural; events keep terrorism before us.

On Tuesday morning before breakfast, a terrorist bomb was exploded outside Harry Barnes' residence in Santiago, shattering windows in the residence and nearby houses. Fortunately, neither Harry nor his wife, who were in the house at the time, were hurt.

Last Saturday, in Mexico City, we found a large and sophisticated bomb molded into the frame of a car parked in the street between the embassy and a hotel, just about where the visa lines would form on Monday morning.

In the last two weeks, we've had six facilities bombed and two employees shot. Our embassies reported over 60 cases of surveillance during the month of April alone.

Other problems

But terrorism isn't the only element shaping the security scene today . . . In the summer of 1984, we found that the Russians had inserted sophisticated transmitters in several Selectric typewriters in Moscow and Leningrad. The devices captured the characters being typed on the typewriters and re-



Parker W. Borg, left, with Robert E. Lamb.

layed them to a nearby radio receiver.

The typewriter experience and the bombing in Beirut, in different ways, showed us that we'd allowed our adversaries to get ahead of us. A new security era had dawned which we were too late in recognizing. We can't let that happen again.

The panel chaired by Admiral Bobby Inman gave us a blueprint—a pretty good one. If we follow it, we can have more secure embassies and the professional cadre of security officers necessary to keep them that way.

All of us here today are linked by bonds from the past. I would like to invite you to join with me in looking to the future. The current and future security environment will mold our embassies into new shapes. Let me share with you today what I think that shape will be—by, say, the year 2000. That sounds like the distant future but it isn't so far away. To put it in perspective, in the year 2000 the first members of the 32nd junior officer class which was sworn in March 6 will just be opening their six-year windows.

'Romantic but unrealistic'

First, terrorism will still be with us. America likes bold, direct solutions to problems. We're tempted to think that, by applying quick, decisive military action, we can defeat terrorism once and for all. That notion is attractive and romantic but unrealistic. Terrorism will continue to be a vehicle of choice for the kooks and the calculating alike who want to attack American policies or American interests. Particularly with the advent of state support, terrorism has come to be a low-level form of warfare—cheap as wars go—with high potential gain and, in the past, relatively low risks.

We've begun to raise the ante on the terrorists—to send them a message that terrorism against America will not be cost-free. We sent that message with our response to the Achille Lauro hijacking; we sent that message with the economic sanctions and then the raid on Libya. It isn't a message that can be sent only once or in only one way and be properly heard. But, my area of responsibility focuses on a different aspect of this issue.

We in the Foreign Service have

seen the terrorist phenomenon grow. After the second world war, we became accustomed to our embassies being targets for demonstrations. When I was a junior officer trainee in Brussels in the early '60s—working for Bob Beaudry, Bill Harrop, Jack Connolly, perhaps others out there who would prefer that I not mention their names—our embassy was across Rue Zinner from the Spanish. Demonstrations were common, especially on nice spring days. Occasionally a group of demonstrators would march past the Spanish embassy with anti-Franco placards and change their slogans in front of our chancery, to protest whatever American policy was unpopular at the time.

'Convenient' targets

Embassies are convenient for people to make a political statement about a government or its policies. In the '50s and '60s it was almost a cliché for demonstrators in underdeveloped countries to burn the USIA library or cultural center, to express their opposition to our foreign policy. These demonstrations rarely turned life-threatening.

We could, in the final analysis, rely on our protection under international law. That system worked fairly well for a long time because nations saw it in their interest to make it work.

I consider 1968 as the year the modern era of terrorism began—at least as it affects our embassies. In that year there were a number of attacks against our diplomats. The most dramatic single incident in this chain, was the assassination of Gordon Mein in Guatemala, in August.

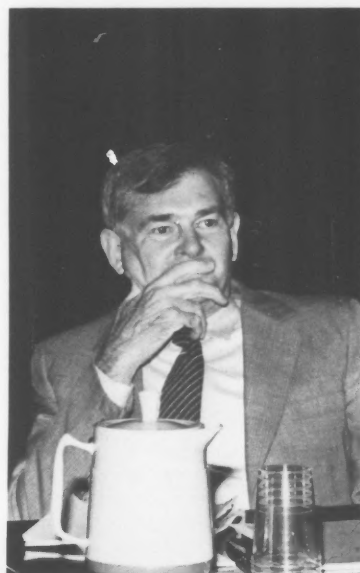
In the late '60s and early '70s we saw the threat intensify, but it remained confined primarily to individual kidnapping or assassination to make a political point or to gain money for a cause. In late 1979, mobs burned our embassies in Libya and Pakistan. In Pakistan, four embassy employees were killed, including a young Marine. In Tehran, the embassy was seized by a mob and the Foreign Service began a 444-day ordeal which was shared by our whole country.

New era begins

Just three years ago last month saw the opening of a new era. A vehicle drove into the front entrance of our chancery in Beirut, came to rest against a supporting column and detonated. The explosion destroyed our embassy. Seventeen American and 69 Lebanese lost their lives. America lost an embassy. The Foreign Service lost its innocence. That bombing and the others that followed it—in Kuwait and again in Beirut—forced us to reconsider the way we do business abroad.

Now we are seeing new trends evolve. The entry of states into the terrorist business has increased cooperation among terrorist groups. For state support has infused more money and more lethal weapons into the terrorist movements, and provided them with a logistic network that is as convenient as the diplomatic pouch.

With that new support, terrorism could go worldwide. Europe and the Middle East are long-time battlefields. In South America terrorism has begun to move beyond the Andes. Anti-American terrorism was introduced extensively in sub-Saharan Africa in the middle of last summer. Even Asia,



which has been relatively free of terrorism targeted against us, felt its cold touch with the bombing of the Erawan Hotel in Bangkok on April 8, just before Secretary Weinberger's speech, and the bombing of our consulate in Sonkhla, Thailand, on April 22.

Finally, we see the threat being extended towards all employees in the embassy. Historically, the prime targets in the embassy were ambassadors, the military or people with presumed intelligence connections. But Bill Calkins in Khartoum and Arthur Pollick in Sanaa were both first-tour communicators. We think, by the way, that they were targeted because they were Americans working in the embassy, and because they were vulnerable—not because they were communicators.

Despite this broadening of the targets, the embassies and official facilities continue to have a special American symbolic significance—and they will stay on center stage. Our successes in deterring attacks shouldn't give us any illusions about the immunity of our facilities, or lead us to assume the primary targets are shifting.

Looking ahead

Let's look now into the future a little. While terrorism will swirl about our embassies, the chanceries themselves will become more idyllic in appearance. We'll move out of center city to the near suburbs. The buildings will have a park-like setting because of our requirement for greater setbacks. Security will be designed into the buildings and the sites. Much of the security won't be visible to the untrained eye. For example, trees can be an effective rocket screen. The building itself will have very few windows. Windows cost us in energy efficiency and lessen our defenses against laser and electronic attack, and they increase the vulnerability of our employees to the effects of explosives.

Will they be fortresses? I don't think so. Design can compensate for the lack of windows. Atria and nice interior spaces can make our buildings attractive and pleasant to visit and work

in. For the doubters, I would suggest that you re-visit the I.M. Pei annex to the National Gallery or the Madison Building of the Library of Congress.

All signs today point to the security threat expanding beyond the office. The shootings of our communicators, who were driving to their homes, illustrate that. There'll be more bombings of discos, such as in Berlin; and more attacks against employees in recreational settings, such as the Marines in the sidewalk cafe in San Salvador last year. As a consequence, there'll be more clustering of housing. I'm predicting clustering rather than compounds. We'll provide more guards and more home-to-work transportation. Our armored car program will expand well beyond the 300 vehicles now projected.

Psychology of the Service

We, the people who make up the Foreign Service, will change. Our culture and makeup will have to adapt to these new circumstances. Foreign Service officers are typically what the Meyers-Briggs psychological test describes as "conceptualizers." Conceptualizers by nature have trouble noticing such details as whether they're under surveillance or whether there's something unusual about their houses when they go home at night.

Obviously, our security awareness programs are going to continue to be even more important. The embassies themselves will be high-tech: computers, video monitors, electronic sensors, more rapid and simpler communications will all be a part of this environment. Large communications centers will be replaced by large computer centers. Incoming telegrams will be distributed and delivered electronically, and outgoing cables will go directly from the drafter's terminal. For low-volume reporting posts, there'll be an integrated communications package which builds on embedded encryption devices, high-reliability alarms and low-cost electronics to provide protection for national security information. Essentially, I foresee our smaller facili-



ties monitored from hundreds or even thousands of miles away, rather than by resident Marine detachments. If there's any question of surreptitious entry or compromise, we'd simply destroy the classified keying material. This will be the 21st-century equivalent of the one-time pad. This same technology will allow us to store classified documents at a distant location and retrieve them electronically.

The local employee problem

For all the headaches it brings, automation will have some advantages for us in security terms. It'll allow us to eliminate some of the local employee positions which cause us security concerns in our embassies. The role of the local employee must be rethought. There's an important role for Foreign Service nationals in the unclassified operations of the embassy of the future. There has to be some restructuring—more physical separation in the embassy and more Americans in sensitive jobs, particularly in the computer business. We need to recognize this and move ahead with it. Prolonged public discussion of the role of the FSN has its costs. Nothing breeds disloyalty as surely as distrust.

Our embassies will probably be larger in the year 2000. The diversity and complexity of our international relations will continue to grow. Other agencies—outside the foreign affairs community—will have new interests that need to be represented abroad. We in the career Foreign Service haven't shown much flexibility in picking up new tasks which come upon the scene. As a consequence, other agencies have put their own people in the field to do the necessary job. I don't see a change in this trend.

We also see great growth in the defense and intelligence communities. In fact, if the current rate of growth continues, there'll be more Americans in our embassies working for the Department of Defense than for State well before the year 2000.

State as protector

The diversity of our presence abroad has an impact on our security. There's a big temptation—particularly as Gramm-Rudman-Hollings stares us in the face—for us to say that each of the two dozen or so agencies is responsible for its own security. But that approach would be wrong. It would be wrong ethically. It would be wrong politically. And it would be wrong from the point of view of good management.

Our sense of responsibility tells us that we must do all that we can to protect our embassies and the people and our national security information. That umbrella of protection must extend over American and FSN, over civilian and military, over families as well as employees.

Our sense of leadership tells us that we need a strong security program to accomplish this. In accepting the Inman panel recommendations, we've committed ourselves to such a program.

And our sense of national service tells us that we must be successful. As Ron Spiers said earlier, it is a new kind of warfare that engages the Foreign Service in 1986. It is a war that is difficult to win. But it is a war that we can't afford to lose. Thank you. ■

Life in the Foreign Service

Q—Is there life after an inspection?

A—Only enough to let you run in a marathon

BY KEN O'GORMAN

WHEN BILL HARROP, the program inspector general, sends his inspection teams out, he expects results. However, he didn't expect me, as one of his inspectors, to become the American record-holder for the Mount Meru Marathon in East Africa.

I was a member of the East African/Indian Ocean inspection team, and I began my planning for the inspection trip by reading *Runner's World* magazine, where I discovered a marathon listed for March 9 in Arusha, Tanzania, where we have an AID mission. A quick check of the inspection travel plans revealed that the 9th fell on the weekend that my team would be traveling from Nairobi, Kenya, to Dar es Salaam, the Tanzanian capital. The map revealed that Arusha was, more or less, on the way to Dar es Salaam from Nairobi. Arusha is at about 5,000 feet altitude, which can prove to be a problem for a runner like me who trains along the banks of the Potomac.

I arrived in Nairobi (about 6,000 feet elevation) on February 1. I trained there in the late afternoons, after work, for three weeks. I couldn't believe how difficult it was to run at that altitude. I did about nine miles on that first run, and my leg muscles were burning the whole way. However, in less than a week I had acclimated and was back to normal form.

High to low

I then moved to sea level in the Seychelles Islands for a week, while the team inspected the embassy at Victoria. Ambassador Irvin Hicks and administrative officer David Buss helped by pointing out some good running roads there. It was hot and muggy, but very beautiful, on that tropical island. When the inspection was concluded, the team returned to Nairobi the week before the marathon, to wrap up the inspection of our embassy in Kenya.



With the race about to begin, the two Americans—No. 36 and No. 39—are smiling.



Inspector O'Gorman, no longer smiling, crosses the finish line.

I train in Washington by running between 50 and 65 miles per week. To do this I have to have a lot of support from my wife, Hilary. But traveling and running don't mix well. I had trouble reaching 45 miles a week in February because of the extensive hours required for the inspections. Yet to run a marathon well (the marathon distance is 26.2 miles, or slightly more than 42 kilometers), I need between 60 and 65 miles per week for at least eight weeks before the race.

Four weeks before race day, I wasn't yet sure I'd be able to get into the race—or even be able to get to Arusha. But thanks to administrative officers Fred Sheppard in Nairobi and Quetzal Doty in Dar es Salaam, I was assured a place in the lineup. Once the plans began to gel, Foreign Service national Raman Chopra, the assistant systems manager in Nairobi, volunteered to accompany me to Arusha, to act in my support during the race. Then Walt Silva, the senior inspector of my team, and Don Haught, a member, also decided to accompany me (on the trip, not the run) since they were all on the way to inspect Dar es Salaam anyway. So on March 7 the inspection team, turned racing team, headed overland for Arusha with David Kiarie, an embassy driver.

Gorgeous American

When we arrived in Arusha, I was almost embarrassed by the reception I was accorded by the race officials. They treated me as though I were an elite runner, rather than the middle-of-the-pack runner that I am. On my first day there, I met several race officials, coaches and runners. I became friends with Patrick Masumbuko, a Tanzanian coach. I think he was impressed that an old man like me could be a marathon runner. At 43, I was the second-oldest entrant.

On the day before the race, I met

Fifteen minutes after the race, Ken O'Gorman, second from right, smiling again, poses with unidentified sports writer (on his left) and the members of his cheering section, who are, from left, Walter J. Silva, Patrick E. Masumbuko and Raman Chopra.

the only other American runner, Kathy Jahnige. She's a 1985 college graduate who's working for the Anglican church in Arusha. She registered as a Tanzanian, however, leaving me as the sole officially registered American. With Ms. Jahnige, who was making her first attempt at the marathon distance, and the five other foreign runners, I was introduced at a press conference on the eve of the race.

It rained hard that night, and morning dawned heavily overcast, warm and humid—not the best conditions for a long, hard run. When the race started, I just hung back and let the fast guys go. Within an hour the clouds were completely gone, and the tropical sun began to punish the runners, including me. The temperature edged up into the 80s. I was pleased with my 10-kilometer time, about 45 minutes, but I was hurting when I finished the long hill at the 20-K mark, just short of the half-way point. Raman Chopra's roadside aid for me, which supplemented the well-run water stations provided by the race officials, was a blessing.

Slowed to a walk

About a mile before the 35-K water station, I knew I was in trouble; I was overheating. The sun was terrible; it must have been approaching 90 degrees. I walked more than half a mile to the 35-K marker, and was forced to

take several other short walks between the 35 and the 40. I hadn't walked in my last 17 marathons, but I had no choice. I was chilling because I was overheating, and I was becoming dehydrated. I just wanted to finish.

And finish I did. I wasn't proud of my time, but I was very happy just to finish on such a bad day. My 4-hours-5-minute time was considerably slower than my normal finishes within the 3:30 to 3:40 range (my best time is 3:25). But on this day my 4:05 was good enough to take the third-place trophy in the foreign division. This was my 20th and by far my toughest marathon, I was thinking while downing a couple of beers at the finish line. Of the 118 starters, only 73 had finished. Among the 73 were all seven of us foreign entrants, including Ms. Jahnige, who finished third among the women, about 15 minutes behind me. I don't think I'll defend my American record, I replied to one person who asked me about next year's Mt. Meru Marathon.

Still at it

To bring you up to date, I'm on the inspection team that's traveling to China this month. I hope to maintain training there, so I can run some fall marathons, including the Marine Corps Marathon in November. Why do I run these long distances? Well, everyone needs a game. My game is marathoning. ■



News Highlights

Second communicator is shot; 6 blasts occur

In a spate of terrorist incidents over the last several weeks, a second State Department communicator was shot and there were a half dozen explosions in Africa, Asia and Latin America in which Americans were targets.



Mr. Pollick

The communicator was Arthur L. Pollick, 41, who was hit by two bullets fired from a passing car in Sanaa, Yemen, as he drove home from church on April 25. One bullet passed through his shoulder and the neck area, and the other went through the base of his skull, but he was able to walk home and call for help. Surgery was performed, and he was reported in good condition. Mr. Pollick had joined the Foreign Service in 1984. Sanaa was his first assignment.

The other communicator, William J. Calkins, who was shot in the head in Khartoum, Sudan, while driving home from work on April 14 (STATE, April) is in a hospital in West Germany. Partially paralyzed from his injury, he was said to be in stable but serious condition. Shortly after the shooting, American dependents and some embassy personnel were evacuated from Khartoum.

The other attacks were in:

—Tunis, Tunisia. An American diplomat's parked car exploded near the U.S. Marine Guards residence on April 17, after a man reportedly threw two gas bombs and then fled. No one was injured. The blast occurred in a residential area where many embassy staff members live. The Tunisian government responded quickly to requests for increased security.

—San Jose, Costa Rica. A grenade that was thrown into the street exploded in front of the U.S. consulate on April 17, at 9 p.m. Four non-Americans waiting for a bus nearby were injured. Damage to the consulate

was minor; there was no damage to the embassy, on another corner of the intersection.

—Lima, Peru. A car bomb exploded outside the U.S. ambassador's residence on April 21, at 5:08 a.m. The blast ripped a four-foot-long hole in the concrete wall outside the residence and shattered several windows. No one was injured. The bomb was in a red Toyota rigged with 60 kilos of explosives.

—Songkla, Thailand. The glass facade of the U.S. consulate was shattered when a bomb was hurled from a vehicle towards the consulate on April 22 at 3:15 a.m. There were no injuries.

—Mexico City, Mexico. On April 28 a car bomb was defused about 50

feet from the U.S. embassy. Mexican journalists received a call concerning the bomb. They notified Mexican police who deactivated the bomb. There were no injuries. Because of demonstrations and bomb threats, the U.S. embassy had suspended issuance of nonimmigrant visas, to protect applicants who would be vulnerable while waiting in line.

—Santiago, Chile. Terrorists set off a bomb on a wall near the U.S. ambassador's residence on April 29. Ambassador Harry G. Barnes Jr. was awakened by the 6:20 a.m. blast that cracked two windows in the residence. No one was injured. □

Office of Foreign Missions is doing unto others

James Nolan, director of the Office of Foreign Missions, is leading a Department effort to achieve reciprocity for privileges accorded to foreign diplomats here. His office, established in 1982, will not grant benefits, he says, "unless our diplomats overseas receive the same."

"Tax exemptions are an example," he said in an interview. "We used to give sales tax exemptions to all diplomatic and consular personnel, whether or not we were receiving comparable exemptions in their countries. Now we don't give exemptions unless we're receiving them."

In turn, several countries have changed their regulations and now give total or partial exemptions to U.S. employees abroad. They include Colombia, Costa Rica, Guyana, Israel, Ivory Coast, Mexico, Netherlands, Nicaragua, South Africa and Turkey.

The purchase of real estate was cited as another area where the United States has made changes. "Governments used to acquire real estate here as any person in the United States would—they'd go to a real estate agent and buy what they could afford," Mr. Nolan said. "But our Government is prohibited from owning property in some countries. So now we review all real estate purchases here. If we're unable to buy land in a country, then



James Nolan. (Photo by Doris I. Alston)

we no longer approve the country's purchase of land here."

Foreign governments can't lease property here as freely, either, he said. "In some countries we have to go through a housing bureau to lease property, so we're requiring those countries to lease through us. In Sofia, for example, we had to lease four apartments that were in bad condition. We told the Bulgarian embassy that they wouldn't get any more good apartments here until we got some better ones in Sofia. When they were looking for housing, we showed them some places they didn't like very much. They have since gotten us four new apartments in Sofia."

Mr. Nolan's office also controls the issuance of vehicle license plates and drivers' licenses. "Previously each state decided who qualified for diplomatic plates—there were about 20,000 in this country. There are less than 15,000 now that our office is making that determination," he said. "We also require liability insurance and we try to assure that serious traffic and safety violations are brought to the attention of authorities."

The office's control over drivers' licenses allows the United States to provide a benefit that Americans have been receiving in some countries, but not granting, Mr. Nolan said. He explained: "In France, for example, diplomats can exchange their American driver's license for a French license without being tested. Local jurisdictions in the States wouldn't do that for foreign diplomats here. Now, when foreign diplomats apply for a license through a local jurisdiction, their applications are sent to us for approval. If they've passed a driver's test in their own country that's similar to the tests we require here, we give them a license without further testing."

Some foreign diplomats are required to make travel arrangements through the Office of Foreign Missions, according to Mr. Nolan. "Employee travel in the Soviet Union has to be booked through a particular travel organization, and you have to get permis-

sion from the ministry of foreign affairs to travel.

"So Soviets here must now have permission to travel, and they must make their travel, plane and hotel reservations through this office."

Other countries that are obligated to use the Office of Foreign Missions travel services in the United States include Bulgaria, Czechoslovakia, East Germany, Poland, Afghanistan, Cuba, North Korea and Libya, among others.

Banking practices and customs regulations are further areas of concern for the office. Banking difficulties encountered by U.S. missions include delayed credit and currency purchases, unreasonable ledger fees and taxes imposed on U.S. Government accounts. So a U.S. Customs official is detailed to the Office of Foreign Mission to work with customs problems

such as delayed pouch and domestic shipments. □

Bookfair is running behind; books needed

Bookfair says it has an "urgent and continuing need for hardcover and paperback books in good condition, especially nonfiction titles and foreign language books." The supply of books to be sorted is unusually low for this time of year, according to Bente Littlewood, Bookfair director.

Also needed are stamps and art work in prime condition. For information or to arrange home pickup, call Barbara Huso at 223-5796 or stop by the bookroom, Room 1524, next to the cafeteria at Main State. All contributions are tax-deductible. The bookroom is open for sales from 2 to 3 p.m. daily, except Wednesdays. ■

ADDIS ABABA, Ethiopia—Chargé *James R. Cheek* presents Meritorious Honor Award to *Almaz Bemnet* for her contributions in

enabling USIA to reestablish operations in Ethiopia. Public affairs officer *John Burns* is at right.



Honors and Awards

'Secretaries of the Year': Tess Johnston, Judith Karinshak

Department doubles up on its annual presentation

FOR THE FIRST TIME, State has two "Secretaries of the Year," one for the Foreign Service and one for the Civil Service.

Tess Johnston, former secretary to the consul general in Shanghai, now attending the Foreign Service Institute, has been named "Foreign Service Secretary of the Year." Judith A. Karinshak, a secretary and principal staff assistant in the Bureau of Public Affairs, was selected as "Civil Service Secretary of the Year." Each received \$5,000 and a certificate signed by Secretary Shultz. In addition, their names will be engraved on a plaque in the Foreign Service Lounge.

Runners-up for the awards are Foreign Service secretaries Margaret Arcement, Embassy Ottawa, and Yolanda Pena, Embassy San Salvador; and Civil Service secretaries Marlene Garcia, Bureau of Inter-American Affairs, and Margaret Y. O'Brien, Bureau of Legislative and Intergovernmental Affairs.

The dual awards were established by the Department's Management Council, headed by Under Secretary Ronald I. Spiers. In previous years, secretaries in the Foreign Service and Civil Service competed for a single award.

Nominees

The selection committee received 14 nominations from abroad. In addition to Ms. Johnston and the runners-up, the candidates were Maureen F. Casey, Kenya; Mary D'Adam, Mexico; Jean L. Di Nicola, Cairo; June H. Foster, Paramaribo; Linda Jackson, Tokyo; Gloria Junge, Praia; Helena M. Nienstadt, Rome; Ladonna Oliver, Manila; Audrey Smallwood, Milan; Jill Sykes, Bogota; and Catherine Ward, Beijing.

There were 12 nominees for the Civil Service award, including Ms. Karinshak and the runners-up. They were Claudia J. Breece, Inter-American



Judith Karinshak, left, and Tess Johnston. (Photo by Doris I. Alston)

Affairs; Kristen K. Cicio, Politico-Military Affairs; Carolyn Y. Contee, Intelligence and Research; Helen M. Ferris, Oceans and International Environmental and Scientific Affairs; Sybil Garrett, African Affairs; Jeffrey Sager, Inter-American Affairs; Ora B. Smith, Program Inspector General; Wilma Strawberry, International Narcotic Matters; and Billie Wilds, Medical Services.

Tess Johnston

Ms. Johnston was "not only the secretary to the consul general in Shanghai," her nomination noted, "but his full partner in much of the front office's management and coordination functions, and often the only security-cleared secretary in six sections of a small but extremely busy post. At times she practically ran the office, and very competently." She was lauded for her "initiative and reliability in planning and control room work"; for "dedica-

tion, keen intelligence and curiosity, boundless energy, and an electrifying enthusiasm for work and life in the Foreign Service."

During the visits of President Reagan, Vice President Bush and other U.S. leaders to the region, Ms. Johnston was said to have played "a leading role." She was the first Foreign Service secretary to receive 44 weeks of language and area training before being posted to China and, the nomination asserted, "she has put this training to excellent use, every day—a big return on the Department's investment." In addition, she created and developed, on her own time, the post's historical archives. She has written two articles for STATE.

Judith Karinshak

Ms. Karinshak's nomination noted that she combines "superb professional skills with an equally impressive ability to work under pressure and total dedi-

cation to her job—a rare combination which has made her an invaluable member of the Public Affairs front office and a key member of the team charged with the preparation of the Department's daily press briefing." The nomination added: "In her role as our one-person command post, her performance has been exceptional and has been widely commended by our professional colleagues at the White House and at the Department of Defense."

Ms. Karinshak was cited for her work as the principal staff assistant in the bureau's front office; for "dedication, prodigious output and continued superb performance;" and for "professional ability to organize her work, recognize priorities and react on her own initiative." □

Georgia Debell: \$5,000 administrative award

Georgia J. Debell, administrative officer at the U.S. embassy in Sanaa, Yemen Arab Republic, is this year's winner of the \$5,000 Leamon R. Fint Award for Administrative Excellence. She was cited for "demonstrated courage and competence, humanity and selfless dedication and enormous accomplishments." These included the preparations for the building of a new embassy, temporary service in Beirut under "dangerous conditions" and the carrying out of a million-dollar security enhancement program.

Twenty others were nominated for the annual award. They were:

- Ned A. Arcement, general services officer, Ottawa.
- Paul C. Bofinger, supervisory general services officer and deputy administrative counselor, Pretoria.
- John A. Collins, administrative officer, Grenada.
- John C. Daniels, administrative officer, Stockholm.
- Gregory W. Engle, general services officer, Munich.
- Brian L. Goldbeck, personnel officer on rotational assignment, Seoul.
- Donald S. Hays, administrative officer, Dakar.
- Mark L. Jacobs, supervisory



Ms. Debell

general services officer, Tunis.

—Guy C. Johnson, financial management officer, Tokyo.

—Leon M. Johnson Jr., roving administrative officer, Bureau of Inter-American Affairs.

—Richard A. Johnson, administrative officer, Suva.

—William E. Kohlenbush, administrative officer, Lusaka.

—Alfonse Lopez, administrative officer, Jerusalem.

—Cristobal R. Orozco, administrative officer, Helsinki.

—Ronald B. Rabens, administrative officer, Paris.

—Robert A. Sarofeen, assistant general services officer, Vienna.

—Phillip J. Walls, administrative counselor, Ankara.

—Steven J. White, administrative officer, Jeddah.

—James Williard, administrative officer, Port Moresby.

—Walter J. Woolwine, administrative officer, Geneva.

Ms. Debell's citation said she had arranged a week-long orientation pro-

gram for nine prospective contractors after land was purchased for a new embassy. The security enhancement program was said to have involved reconstruction of the embassy compound walls, improved guard procedures, training exercises and redrafting the embassy's emergency action plan. Ms. Debell was portrayed as helping to relocate the Marine house, as well as offices for Peace Corps and USIA operations, and as "raising the security consciousness of the entire mission and dependents through a series of security seminars open to the American community."

The citation noted that Ms. Debell, "who is truly fluent in Arabic, which she has used virtually every day in her dealing with Yemenis of all levels, has been extremely effective, despite the strong tradition of a male-dominated society," and that she "used her knowledge of the local culture in practical ways to achieve our objectives."

She also was praised for volunteering to serve six weeks in Beirut, March–April 1985. She organized the evacuation of "half the staff when security deteriorated." In addition, she was credited with reshaping the administrative section and obtaining a high level of performance from the Foreign Service national staff.

Ms. Debell joined the Foreign Service in 1973. She has held assignments in Washington, Rabat, Tel Aviv, Tunis and Doha. She was posted to Sanaa in 1984.

The selection panel included Donald J. Bouchard, assistant secretary for administration, chairman; director general George S. Vest; Mary Ryan, executive assistant to the under secretary for management; Kevin Carroll, executive director, Bureau of International Organization Affairs; and Bryce M. Gerlach, executive director, Bureau of Near Eastern and South Asian Affairs.

The Department's administrative achievement award was renamed last year in honor of the late Leamon R. Hunt, who was killed by terrorists in Rome on February 15, 1984. ■

Appointments

Envoys named for Brazil, 4 African countries

President Reagan, as of mid-May, had announced his intention to nominate four ambassadors. Each nomination would require Senate confirmation. The four, in alphabetical order by posts, are:

—*Brazil*—Harry W. Shlaudeman, ambassador-at-large and until recently President Reagan's special envoy for Central America, to succeed Diego C. Asencio.

—*Cape Verde*—Vernon DuBois Penner Jr., deputy assistant secretary for visa services, Bureau of Consular Affairs, to replace John Melvin Yates.

—*Guinea-Bissau*—John Dale Blacken, deputy coordinator for public diplomacy for Latin America and the Caribbean, Office of the Secretary. The African post is vacant.

—*Madagascar; Comoros*—Patricia (Pat) Gates Lynch, broadcaster and producer, Voice of America, to succeed Robert Brendon Keating in both countries.

Following are biographical sketches of the persons chosen by the President.

Brazil

Harry W. Shlaudeman has been ambassador-at-large and President Reagan's special envoy for Central America since 1984. Before that, he was executive director, National Bipartisan Commission on Central America, 1983-84.

Joining the Foreign Service in 1955, he drew assignments as vice consul, Barranquilla, 1955-56; political officer, Bogota, 1956-58; as a student taking Bulgarian language and area training at the Foreign Service Institute, 1958-59; and consul, Sofia, 1960-62.

Mr. Shlaudeman later was political officer, Santo Domingo, 1962-64; Dominican desk officer, 1964-65; assistant director, Office of Caribbean Affairs and adviser to Ambassador Ellsworth Bunker during the latter's mission to the Dominican Republic, 1965-66; special assistant to the Secretary, 1967-69, and deputy chief of mis-

sion, Santiago, 1969-73. In recent years the veteran diplomat was deputy assistant secretary for inter-American affairs, 1973-75; ambassador to Venezuela, 1976; assistant secretary for inter-American affairs, 1976-77; and ambassador to Peru, 1977-80, and Argentina, 1980-83.

Mr. Shlaudeman was born in Los Angeles on May 17, 1926. He received a bachelor's from Stanford in 1952. He served with the Marine Corps, 1944-46. He was a real estate salesman and property manager with Hare, Brewer & Kelly, Palo Alto, Calif., 1950-52; a trainee with the Union Bank of Pasadena, 1952-53; and credit



Mr. Shlaudeman



Mr. Penner

manager, Richfield Oil Co., Los Angeles, 1953-54. His foreign languages are Spanish and Bulgarian.

Mr. Shlaudeman won the Department's Distinguished Honor Award in 1966 and the Presidential Meritorious Service Award in 1983. He is the author of "Central America—We Can Afford to Do No Less," in Caribbean Action, autumn 1985. He is a member of the Bethesda Country Club. He is married to Carol Jean Dickey Shlaudeman. They have two sons, Karl Frederick and Harry Richard, and a daughter, Katherine Estelle. □

Cape Verde

Vernon DuBois Penner Jr. was deputy assistant secretary for overseas citizens services, Bureau of Consular Affairs, 1983-85. He joined the Foreign Service in 1963, and the following year was assigned as a junior officer trainee in Frankfurt. He later held as-

signments as consular officer, Zurich, 1965-66; administrative officer, Osaka-Kobe, 1966-68; as a student taking language training at the Foreign Service Institute, 1968-69; and consular/political officer, Warsaw, 1969-72.

From 1972 to 1975 Mr. Penner was consular officer and special assistant to the administrator, Bureau of Security and Consular Affairs. His later assignments included principal officer, Oporto, 1975-78, and Salzburg, 1978-79. After taking university training at Princeton, 1979-80, he became chief of the consular section in Frankfurt. Following a three-year tour, he became deputy assistant secretary for overseas citizens services. Since last year he has been deputy assistant secretary for visa services.

Mr. Penner was born in Brooklyn, N. Y., on October 20, 1939. He received a bachelor's from Union College in 1962; and a master's in public administration from Syracuse, 1963. He was a mid-career fellow at Princeton, 1978-80. His foreign languages are German, Polish and Portuguese. He is the co-author of the State Department study, "The Consular Function" (1972). He is a member of the American Foreign Service Association and the Consular Officers Association. He received the Department's Superior Honor Award in 1983.

Mr. Penner is married to Dorothy Anne Skripak Penner. They have a son, Robert DuBois, and a daughter, Alexandra Suzanne. □

Guinea-Bissau

John Dale Blacken has been deputy coordinator, Office of Public Diplomacy for Latin America and the Caribbean, since 1984. Before that, he was deputy chief of mission, Santo Domingo, 1981-84.

Mr. Blacken entered Government service in 1958 as a management analyst, Office of the Secretary, Department of Agriculture. In 1961 he was assigned to take junior officer training at the Foreign Service Institute. Following his studies, he became third secretary, Dar es Salaam, serving there

APPOINTMENTS

until 1963. He later held assignments as cultural affairs officer, Bureau of Educational and Cultural Affairs, 1964-67; as a student taking Portuguese language training at the Foreign Service Language School, Rio de Janeiro, 1967; and political officer, Consulate General Sao Paulo, 1967-70.

In 1970 Mr. Blacken was assigned as John Quincy Adams lecturer at the University of Massachusetts. He then was Panama desk officer, 1971-73; political counselor, Panama, 1973-76; and deputy chief of mission, Georgetown, 1976-78. In recent years he was deputy political counselor, U.S. mission to the United Nations, 1978-80, and director, Office of Central American Affairs, 1980-81.

Mr. Blacken was born in Everett, Wash., on August 26, 1930. He received a bachelor's from Washington State in 1955, and took graduate work at the University of California, 1955-58. He served with the Army, 1950-52. His foreign languages are Portuguese, Spanish and German. He received the American Foreign Service Association's William R. Rivkin Award in 1978, and the Department's Meritorious Honor Award in 1966 and 1973, as well as its Superior Honor Award in 1976. He is a member of the American Foreign Service Association.

Mr. Blacken has four children—Lygia, Lilian, Jeffrey and Michelle. □

Madagascar; Comoros

Patricia Gates Lynch has been producer and host of the Saturday and Sunday "Voice of America Morning" program since 1984. From 1968 to recently, she was co-producer and host of the Voice's "Breakfast Show."

Ms. Lynch was assistant manager, Edward Cushing Bookshop, New Canaan, Conn., 1943-44; fundraiser for the war bond drive, American Theatre Wing, New York, 1943-44; and a volunteer Red Cross nurse's aide, Stamford, Conn., and Oak Ridge, Tenn, 1943-46. She did volunteer work in various parts of the nation

while traveling with her husband, who was in the military, 1944-57. In 1957 she became co-producer, writer and broadcaster at WFAX Radio, Falls Church, Va. From 1960 to 1961 she did freelance work for NBC while living in Munich. She continued her association with WFAX in the Washington area, and carried out assignments in western Europe and Iran for the American Forces Network, in Europe. In 1969 she was on detail from the Voice of America to the White House staff of Mrs. Richard Nixon, serving as special assistant.

Ms. Lynch was born in New Jersey on April 20, 1926. She attended the



Mr. Blacken



Ms. Lynch

Dartmouth Institute, Hanover, N.H., in 1975, and its annual seminars, 1975-85. Her foreign languages are French and German. She has won many honors and awards, including the Elizabeth Roper scholarship, 1941; the Department of the Army's Outstanding Service Award, 1960; the Award for Outstanding Achievement, Business and Professional Women's Club of Arlington, 1970; and the Award for Broadcast Excellence, Billboard magazine, 1976. In 1983 she received an American participant grant from USIA to lecture in Nepal, the Philippines, Indonesia and Australia on U.S. political and social processes. She was the first recipient from the Voice of America to receive that grant.

Ms. Lynch is a member of the American Newswoman's Club, the American Women in Radio and Television, the Association of Junior Leagues and the Sulgrave Club. She is married

to William D. Lynch. She has a son, Lawrence Alan Gates, and a daughter, Pamela T. Gates. □

Envoy for Western Samoa

Paul Matthews Cleveland, who was appointed ambassador to New Zealand last December. (STATE, December), has been named to serve concurrently as ambassador to Western Samoa. □

Envoy rank for Novak

President Reagan has announced his intention to accord the personal rank of ambassador to Michael Novak as chairman of the U.S. delegation in Bern, to the Conference on Security and Cooperation in Europe experts' meeting on human contacts. ■

More USIA people should be envoys, panel says

The U.S. Advisory Commission on Public Diplomacy, in a report excerpted in the Congressional Record of April 30, criticized "underrepresentation of senior USIA officers in ambassadorial and deputy chief of mission positions," and recommended that President Reagan and Secretary Shultz "correct this imbalance."

The commission also urged that USIA officers "be given equal consideration with their State Department colleagues for *chargé* and *acting* (emphasis in the report) deputy chief of mission positions," that State "increase the variety of Washington assignments given to USIA officers," and that USIA officers "be assigned routinely to regional and other policy positions on the staff of the National Security Council." □

You may not know all about U.S. savings bonds. You may not know all their tax advantages, how they can be used for an education—or retirement plan—all the reasons why bonds are such a logical part of every family's savings program. But just knowing they are the safest, most convenient way to save should make you consider joining the Payroll Savings Plan. □

Prose or Poetry?

The stanza: a stately way to state what State must state

Bard at Foggy Bottom, crusading still, builds momentum (he believes)

BY JOSEPH F. CLARE JR.

IN THE APRIL issue of STATE, I demonstrated beyond any reasonable doubt the need for a poetic approach to politico-military analysis. The response



Mr. Clare

to my article was instantaneous. For example, this may be apocryphal, but I'm told that Soviet Ambassador Anatoly Dobrynin read it and left town the same week, saying that he'd never heard anything so preposterous in his 24 years in Washington—so he was giving up his post and returning to Moscow for good. Other Soviet leaders, on learning that I'm assigned to the Arms Control and Disarmament Agency, speculated that the presence of such lightheadedness there could explain the whimsical nature (as they would have us see it) of U.S. arms control policy. No official comment has come from the White House, neither in prose nor verse. However, one official there, unknowingly speaking into an open microphone, commented that such ideas at State showed why foreign policy needs to be made in the White House rather than at Foggy Bottom.

Further potential

This is a promising beginning. I'm encouraged now to march on with the power of poetry beyond the narrow analytical/policymaking sphere. Take speechmaking, for instance, since public diplomacy is an increasingly important aspect of foreign policy. Imagine how effectively Secretary Shultz could put his message across in iambic pentameter—or better yet, anapestic heptameter or dactylic octameter. Never again would the Secretary have to read the dull speeches prepared for him. He could sing out, rather, in

Shakespearean tones, as in the following speech I would suggest:

*The principle of liberty's our guide,
We struggle to promote stability,
Supporting freedom fighters far and wide*

*While pondering a new reality:
New trends in economic conjuring,
A revolution in technology,
The blessings that the SDI will bring,
And challenges from ideology.
The flow of information will bring change*

*As others hear the call of freedom's voice,
And though our policies seem sometimes strange
It's them or us—you've got to make a choice!*

As for my critics, let's make one thing clear:

Think whom you'd have to hear, if I weren't here!

Similarly, a poetic touch could be of use to Bernard Kalb in his noontime face-offs with the press. By alternating blank verse and various simple rhyming patterns, he could convincingly say "no comment" in a variety of interesting ways. Instead of "I don't have anything for you on that subject," Mr. Kalb could offer a quatrain or limerick to amuse and distract his interrogators:

*On the sensitive issue you bring
To attention, I've no reckoning;*

I would say, if I knew,

But, as often is true,

The bureau has not told me a thing!

If the going got particularly rough one day, he could even try some special pleading:

Your criticism's quite unfair,

Your implications quite untrue,

Your probing questions quite misplaced—

Remember, I was one of you!

Moreover, the diplomatic cocktail party circuit could become more interesting if partygoers were to recite verse, or learn how to play the old game of capping rhymes. Not only

would such steps raise the intellectual level of these events, but waistlines would benefit as well (it being extremely impolite to eat while reciting or listening to poetry).

And poetry could enliven and purge the bureaucratic gobbledegook from the diplomatic note or demarche. Imagine, for example, the impact that a diplomatic rondel or sestina (or if we were really mad, a double sestina) could have on Muammar Qaddafi—at least equal to that of any high-speed anti-radiation missile. We might have considered sending the following warning to the Libyan leader before undertaking our recent military action:

*Once upon some midnight dreary,
while you ponder bored and bleary,
Memorizing "Green Book" quotes that
you had written long before,
While you're nodding, maybe napping,
suddenly will come a tapping:
U.S. aircraft gently rapping, blowing
wide your tenthouse door.
Heed this warning: halt your terror operat-
ions forthwith, or
They'll quote Qaddafi nevermore!*

A call to pen

These are but a few of the possible uses of poetry in support of foreign policy. We could extol our friends (an "Ode to the Iron Maiden," for Mrs. Thatcher), present testimony to the Congress (in authentic regional accents and idiom), and even help reduce the federal deficit. For poetry, in these days of Gramm-Rudman-Hollings, would reduce our expenditures for paper, ink, typewriter ribbons, filing space and so on—because we'd be crafting concise poetic (as opposed to verbose prose) papers.

It's clearly time for the poets at State to come out of their closets and use their talents to further our national interests. It's time to eschew the blunt instrument of prose and take up the shaply-pointed rapier of poetry. It is, in short, time to stick it to them! ■

Ask Dr. Dustin



Q. **WEST AFRICA**
I have developed arthritis while abroad in the Foreign Service. I can't do my work as well as in the past. I am eligible for retirement and am considering applying for a medical disability retirement and would like advice.

A.
To receive medical disability retirement in the Foreign Service, it's necessary that an employee be totally disabled for useful and efficient service. Awards for partial disability (such as those the Veterans Administration adjudicates) aren't possible. A person has to be totally disabled, consistent with his or her grade and abilities—not simply disabled to accomplish the work that one customarily does or did in the past. Having a No. 5 medical clearance (not cleared for duty overseas) doesn't, in itself, make a person totally disabled for useful and efficient service. It wouldn't be possible to make a decision for you until such time that you've had a complete physical examination and a determination of the degree of your disability.

Q. **EASTERN EUROPE**
Not too long ago, I requested emergency visitation travel for my wife to be with her twin sister after the latter had been critically injured in an auto accident. She had two children who needed my wife's presence, to say nothing of a distraught brother-in-law. Fortunately, things went well but I would like reimbursement for this trip and it's been denied. I thought emergency visitation travel now included siblings.

A.
A two-pronged answer here: (1) Yes, emergency visitation travel has been approved for siblings, but only in the case of death (3 FAM 699.5-4e). (2) It

states further that, if the eligible travelers visited their siblings before death and death occurs during the visit or within 45 days after the family member's departure from post, the trip is authorized.

Q. **WESTERN UNITED STATES**
I'm a college student and my folks are assigned to an African post. I will be going to visit them this summer (for my first time in Africa). But I'm curious why my Mom tells me I can't go swimming in the lakes there.

A.
In tropical Africa, the disease Schistosomiasis, or bilharzia, is transmitted by a freshwater snail that lives in most bodies of fresh water. Contact with fresh water from lakes, streams or rivers may bring sufficient exposure to cause infection. The fact that water is moving quickly doesn't make it safe. Schistosomiasis has been known to occur after even a single swim, wading, water-skiing or the coincidental tramping around on the edge of contaminated bodies of water. Schistosomiasis can cause acute and chronic debilitating symptoms, which persist for years and which are often difficult to diagnose. Avoidance of freshwater bodies of water in countries where the disease occurs is the best means of preventing infection. Swimming in the ocean or chlorinated pools poses no risk of acquiring schistosomiasis. It's a good idea to listen to good ol' Mom!

This column by Eben H. Dustin, 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. Dustin directly. In either case, your privacy will be respected; your post will not be identified. □

Q. **NEAR EAST**
We brought our child to this post when she was 10 months old, before she began to talk. Because of many servants in the household, she began to speak in another language and now, at age 3, she speaks mainly in this language with few English words. We are concerned because her speech development seems to be lagging. Will she have a difficult adjustment when we return to Washington for our next assignment.

A.
Many Foreign Service children grow up learning a second language before English, because children tend to respond to the major language in the household. To give you a baseline on usual speech development regardless of language, at 9 months to 1 year, children imitate sounds, may say their first words, and use their voice to get attention. At 1½ to 2 years, children can say 10-15 words, can put two words together and can ask 1-2 word questions. Significant language development comes between ages 2-4. At this time, children say 200-300 words, use 2-3 word sentences, like to name things and can say most sounds except perhaps *r*, *s*, *th* and *l*. At this age, they ask lots of *why* and *what* questions. Because children tend to do what their peers do, you might seek out a play group or nursery where the language of instruction is English. As parents, if you consistently speak English to your child, regardless of the child's response in another language, she or he will understand English, and you'll be amazed at how quickly your child converts to using English as the primary language, once she or he begins at school or to play with a group of peers. If you're still concerned about language development by home leave, you can consult with the clinical social workers in our Employee Consultation Service, Room 2237 (647-4929). They can assist you with referrals to organi-

zations such as the National Association for Hearing and Speech or, if necessary, explore with you the need for assessment of possible learning disabilities. □

Dr. Dustin's health hints

One of the most painful messages parents can receive about their newborn child is that the child has a disabling condition or handicap. The dreams and expectations of raising a bright and healthy child are suddenly dashed by the realization that the child is handicapped. It's the beginning of a long journey for which few parents are well prepared.

Support from family, friends, and the community is essential to help parents cope with the universal reactions of denial, anger, guilt and despair which accompany the birth of a handicapped child. The need for support is even more critical for those families living overseas, far from their relations and old friends. Fortunately, mutual self-help groups, also known as support groups, have mushroomed in recent years as parents seek understanding and information about available resources. Families living in the Washington area have a wide variety of self-help groups to help them cope with birth defects and physical and mental handicaps.

If you wish to contact a support group dealing with a specific disability, the Employee Consultation Service in Room 2237 has a comprehensive list of such organizations and will be pleased to furnish you with names and addresses as required. The list includes:

The Association for Children and Adults with Learning Disabilities, P.O. Box 1255, Arlington, Va. 22210; National Society for Autistic Children, 1234 Massachusetts Avenue N.W., Suite 1017, Washington, D.C. 20005; Easter Seal Society for Disabled Children and Adults, 2800 13th Street N.W., Washington 20009; March of Dimes Birth Defects Foundation, 4660 Kenmore Avenue, Alexandria 22304; Juvenile Arthritis Foundation, 1901 N. Ft. Meyer Drive, Suite 507, Arlington 22207; Juvenile Diabetes Foundation,

7307 MacArthur Boulevard, Bethesda, Md. 20816; Epilepsy Foundation of America, 4351 Garden City Drive, Landover, Md. 20785; National Hemophilia Foundation, P.O. Box 5304, Arlington 22205; Childrens Hospital Cleft Lip and Palate Clinic, 111 Michigan Avenue N.W., Washington 20010; Association for Retarded Citizens, 1522 K Street N.W., Suite 516, Washington 20005; Spina Bifida Clinic of Childrens Hospital, 111 Michigan Avenue, N.W., Washington 20010; Tay-Sachs Foundation, P.O. Box 4105, Silver Spring, Md. 20904; Parents of Dwarfed Children, 10518 Lorain Avenue, Silver Spring 20910; Guild for Infant Survival, P.O. Box 1505, Vienna, Va. 22180; United Cerebral Palsy Association, Inc., 66 East 34th Street, New York, N.Y. 10016; Muscular Dystrophy Association, 5249 Duke Street, Suite 109, Alexandria 22304. □

Alcohol Awareness Program

Love, sex and alcohol: They don't mix

The following is reprinted here, with permission, from the pamphlet "A Health and Fitness Guide to Alcohol," published by the Alcoholism Council of Greater New York.

Doesn't alcohol enhance lovemaking?

History and literature provide plenty of evidence that drink has long been the companion of ardor. But why? Alcohol's seeming gift of euphoria is actually a result of its depressive effect on the part of your brain that controls inhibition.

Sound like exactly what you were after? But there's another side to inhibition.

As well as guarding our positive, hopeful emotions—feelings of love, trust, and joy—the brain's inhibitory mechanisms also keep watch over less romantic feelings, like jealousy, mistrust, and anger.

If your wine and candlelight dinners tend to end in bickering rather than intimacy—ask yourself why.

Maybe it's not the dinner company after all, but rather, a sensitive switch

within you that can flip from affection to aggression in an instant. Switched on by alcohol—not you.

Moderate drinking may alter your normal patterns of desire—either stirring them by depressing your inhibitions. Or damping them, by making you drowsy or disturbing your sleep.

Moderate drinking does not cause impotence. But victims of chronic alcoholism may experience impotence, low sperm counts—even sterility.

When the male system is overwhelmed with alcohol, a crucial enzyme normally used for sperm production is monopolized by the liver to metabolize excess alcohol. Impotence and sterility can be reversible, even among heavy drinkers, but only with abstinence.

While some controversy still surrounds the issue of whether you can safely drink anything at all during pregnancy, doctors now universally warn against the possibility of *Fetal Alcohol Syndrome*,

Three general characteristics unify all diagnoses of FAS, though more than 17 different symptoms have been attributed to the syndrome. The three are: small infant birth weight and size, fetal abnormalities or deformities, and damage to the central nervous system.

What if you discover your condition weeks into the pregnancy? Consult your doctor, and together you can plan what's best for the rest of your term. According to the U.S. Surgeon General, abstinence is still the least anxious way to approach your pregnancy.

Copies of the pamphlet are available from the Alcoholism Council of Greater New York, 133 E. 62nd Street, New York, N.Y. 10021. In the meantime, if you think you have a problem with alcohol, get in touch with the Alcohol Awareness Program, Department of State, 647-1843. Regulations require that all contacts with the program be handled on the basis of medical confidentiality. ■

Installation savings beats installment buying. Join the Payroll Savings Plan for U.S. savings bonds. □

Disciplined Writing and Career Development

Teacher was right (but you didn't listen)

Prepare an outline, she said

BY MORTIMER D. GOLDSTEIN

WE'RE READY NOW to graduate from the fundamentals of writing technique to more refined and sometimes controversial subject



Mr. Goldstein

matter. But before I move into that territory, another kind of fundamental requires attention: the writing process itself. For people who have the gift of an orderly mind, this article may only confirm their methods of work, but for others not so blessed, it may help remove a common obstacle to effective writing.

Preparation and coherence

The practical writer should start work by considering two questions whose answers are often passed over lightly and not given the deliberation their importance warrants. First, considering my purpose, what ideas do I want to convey? Second, who are my likely readers? Only when you have thought out the answers can you sensibly organize a writing plan and proceed to write.

I begin this discussion at so elementary a level for the best of reasons; namely, that many executives have told me that their main source of dissatisfaction with papers written for them isn't deficient grammar or technique but a lack of coherence and a sense of purpose. Papers prepared for their study or signature are too often flawed by imprecise objectives and haphazard organization, as well as a lack of thought for the capacities of potential readers.

The chain of review will usu-

This is the 15th installment in this series by Mr. Goldstein, a retired member of the Policy Planning Staff.

ally spot and quickly correct awkward phrases, grammatical errors and misplaced jargon. Weaknesses of a broader nature—for example, in organization or general coherence—aren't so easy to identify or correct. They may be remediable only with major revisions or a complete rewrite, for which there never seems enough time. So a paper drafted with cloudy objectives or an unnecessarily vague target may be passed along, basic weaknesses untouched, to plague the ultimate reader.

Careful planning is the best safeguard against serious flaws of that kind. Our teachers from grade school on advised us: think, prepare, make an outline. We paid little attention, but they were right. Though we weren't willing to listen to our teachers, perhaps we'll now listen to the professional writers. They assure us that careful preparation will not only produce writing of better quality but, by shortening the self-editing process, save time in the end. Once you're convinced of that, deliberate preparation becomes much less painful.

Checklist of preparatory questions

The preparatory process should include consideration of at least the following questions:

1. What's the purpose of my paper? To inform generally, to alert the reader to an imminent problem, to obtain a decision?
2. What does the reader know about the specific subject matter? How precise or technical can I be

without exceeding his or her ability to understand?

3. Who'll sign the paper? What are the signatory's preferences or requirements?

4. What are the main ideas I wish to communicate? The subsidiary ideas? For each idea, what supporting information or arguments do I need?

5. How should these ideas be developed? Chronologically? In order of importance?

The written outline

Should you prepare a written outline? Much depends on your habits of work and ability to keep a firm mental hold on a set of complex ideas. I believe that, except for fairly short and simple papers, you can't lose by preparing a written outline. A "scratch" outline—a list of brief notes and key words and phrases—may suffice. For long, wide-ranging studies, a formal, detailed outline may be valuable. But however informal, it beongs on paper. The time spent on it will pay dividends if only because its preparation will force you to start a process of orderly thinking.

One side benefit to a written outline isn't often appreciated. Most people, at one time or another, suffer from "writer's block," the inability to get started on or proceed with a piece of writing. You probably have experienced its pain. Without an outline, you may feel impelled to persist in trying to start a paper from its logical beginning. If you have an outline to work from, however, you can readily start with any part of it that will readily flow out of your pen. The written outline will give you confidence that you can start with the middle or end, rather than the beginning, and fit your initial

writing into its proper place later on.

Patterns for outlines

The simplest type of outline is based on the chronological principle; it traces the development of a problem over of time. Its simplicity makes it attractive, but it rarely is usable outside of ordinary reporting.

Another type of outline, which seems to merit the title *scientist's outline* and is sometimes described as the *logical or problem-solving pattern*, starts out with a presentation of the facts, follows with a discussion and analysis and ends with a statement of conclusions. A third type, which I'll call the *decision-maker's*, starts out with conclusions, recommendations or policy options and works back to the supporting facts, the analysis and the argumentation.

A decision-maker doesn't want to be kept in suspense, but expects to start a journey knowing its destination: to see at the outset a specific recommendation or set of alternative policies and then to consider the facts and the reasoning that support each option available. The decision-maker's pattern—the reverse of the scientist's pattern—is the normal standard for papers to be sent to senior officers on questions of policy. But check your instructions before you go to work.

Writing by editing

It takes an extraordinary talent—a kind of genius—to write a first-rate first draft on technical or complex subject matter. For ordinary mortals, good writing is often a three-draft process.

A first draft is more of an assembly of ideas than a piece of writing. Many good writers aren't concerned at all with the quality of a first draft. They want to achieve continuity of thought and to capture ideas on paper before they fly away. They don't worry about parallelism

of structure, economy of expression, cohesion or any of the other things that are part of good writing technique.

The second draft is the place for good writers to put their skills to work. Here you reappraise initial organization, refine and clarify ideas, tidy up sentence structure and punctuation, cut out verbiage and simplify the vocabulary, substituting strong verbs for weak forms, the concrete for the abstract. As many teachers have said, writing skill is really an exercise in editorial judgment. You write by editing.

One more round is usually necessary—a third draft or a final, close review of the second. You then can consider nuances of meaning, potential ambiguities, further economies of expression, ways to divide long sentences and long paragraphs or improve their readability, and devices to promote coherence and speed up tempo. If your preparatory work was especially thorough so that the first draft emerged in good shape, perhaps a third draft won't be needed.

Officers not accustomed to high standards of writing may be surprised at the acceptance of a three-draft process as an ordinary operation. They may ask how writers who have to go through such a laborious routine to produce a finished paper can be called "good" writers, and why the writing process described here should not be considered a waste of time.

The answer again is given by those who make a living by writing and are read with enthusiasm by the general public—the professionals. Though they may be more facile than the rest of us, they acknowledge that they achieve their clear, flowing, witty prose not by great surges of inspiration but by hard, concentrated work and close attention to detail. For them, genius is indeed "the capacity for taking great

pains." They approach writing as a demanding discipline in which each phrase is worth a second, third or fourth look. Do you think Winston Churchill made his marvelous speeches off the top of his head? They were carefully worked over and often memorized before he walked into Parliament.

Can you spare the time?

At this point, some harassed officer can be heard asking: "Where are we supposed to find the time to do what you recommend? What about deadlines?"

I'm not proposing that excellence in drafting can be put ahead of all other considerations. The work must get done, and on time. Under the pressure of a rigid time schedule, you may have to initial a paper that probably could stand some improvement, and an executive may have to send forward a paper despite some misgivings. Yes, we all understand that time will run out once in a while. However, anyone who offers the problem of time pressure as a general objection to setting high standards of writing is putting up a flimsy argument.

As every experienced officer knows, the troublesome time-consumer is not the extra hour you use in putting high polish on an important paper. It is, rather, the extra day or two, or three, needed for a round trip from the ultimate clearing or signing officer to the drafting officer. When a paper is rejected at a senior level because it's incomplete, unresponsive, poorly organized, unclear in its ideas, incorrect in its substance or sloppy in its grammar or format, the amount of time required to rewrite, retype and reclear the paper is formidable. The extra time is all truly wasted, and probably when it can least be spared.

NEXT: The sentence. ■

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Education and Training

Schedule of courses at Foreign Service Institute

Program	July	Aug.	Sept.	Length of course
Area studies				
Africa, sub-Saharan	—	11	—	2 weeks
East Asia	—	11	—	2 weeks
Latin America	—	11	—	2 weeks
Near East and North Africa	—	11	—	2 weeks
South Asia	—	11	—	2 weeks
Southeast Asia	—	11	—	2 weeks
USSR/eastern Europe	—	11	—	2 weeks
Western Europe	—	11	—	2 weeks
Language and advanced area courses				
Afrikaans	—	25	—	24 weeks
Amharic	—	25	—	24/44 weeks
Arabic (Egyptian)	—	25	—	24/44 weeks
Arabic (modern standard)	—	25	—	24/44 weeks
Arabic (western)	—	25	—	24/44 weeks
Arabic (modern standard)(advanced in Tunis)	—	4	—	12/15 mos.
Bengali	—	25	—	24/44 weeks
Bulgarian	—	25	—	24/44 weeks
Burmese	—	25	—	24/44 weeks
Chinese (standard)	—	25	—	24/44 weeks
Czech	—	25	—	24/44 weeks
Danish	—	25	—	24 weeks
Dari (Afghan Persian)	—	25	—	24/44 weeks
Dutch	—	25	—	24 weeks
Finnish	—	25	—	24/44 weeks
French	—	25	22	20 weeks
German	—	25	—	20 weeks
Greek	—	25	—	24/44 weeks
Hebrew	—	25	—	24/44 weeks
Hindi	—	25	—	24/44 weeks
Hungarian	—	25	—	24/44 weeks
Indonesian	—	25	—	32 weeks
Italian	—	25	—	20 weeks
Japanese	—	25	—	24/44 weeks
Japanese (advanced in Yokohama)	—	4	—	12/15 mos.
Korean	—	25	—	24/44 weeks
Korean (advanced in Seoul)	—	25	—	44 weeks
Lao	—	25	—	24/44 weeks
Malay	—	25	—	32 weeks
Norwegian	—	25	—	24 weeks
Pilipino (Tagalog)	—	25	—	24/44 weeks
Polish	—	25	—	24/44 weeks
Portuguese	—	25	—	24 weeks
Romanian	—	25	—	24 weeks
Russian	—	25	—	24/44 weeks
Serbo-Croatian	—	25	—	24/44 weeks
Spanish	—	25	22	20 weeks
Swahili	—	25	—	24 weeks
Swedish	—	25	—	24 weeks
Thai	—	25	—	24/44 weeks
Turkish	—	25	—	24/44 weeks
Urdu	—	25	—	24/44 weeks
Familiarization and short-term (FAST) courses				
French (metrop.)	—	25	22	10 weeks
French (sub-Sah.)	—	25	22	10 weeks
German	—	25	—	10 weeks
Italian	—	25	—	10 weeks
Portuguese (L.A.)	—	25	—	10 weeks
Portuguese (Eur.)	—	25	—	10 weeks

—(Continued on next page)

Overseas Briefing Center announces courses

The Overseas Briefing Center has announced a schedule of programs for families who have returned to the United States after serving abroad. The classes are for spouses, on Mondays, June 23 and September 8, 9:15 a.m.—1 p.m.; for singles and couples, Wednesday, August 20, 6:30—9:30 p.m.; for teenagers, Saturday, September 20, 8:45 a.m.—1:15 p.m.; for families, Saturday, August 23, 9 a.m.—1 p.m.

All sessions will be at the Foreign Service Institute. For information, call 235-8784. □

State, National Archives conclude agreement

The State Department and the National Archives have concluded a four-year agreement providing for the transfer to and opening of the Department's 1950–1954 records at the archives. They announced the signing of a second agreement, which will result in transfer of the Department's 1955–1959 records over the next four years.

Under the agreements, the first in which another U.S. agency provided financial support to Archives to enable official records to be opened to the public in timely fashion, some 10,000 boxes of State Department central and diplomatic post files were reviewed for declassification and processed for accessioning. These records cover such topics as international organizations and conferences, international trade and economic affairs, international political relations, national security affairs, and international transportation, communications, science and information.

The second agreement provides for declassification review and processing of the Department's central and "lot" files for 1955 through 1959. Because of budgetary constraints the new agreement is less comprehensive than the first, but still will provide for the eventual transfer and opening of approximately 8,000 file boxes. State again is providing guidance and funding. □

22 high school grads win \$500 merit awards

The American Foreign Service Association, in cooperation with the Association of American Foreign Service Women, has given 22 merit awards of \$500 each to graduating high school students for "outstanding academic records and leadership qualities." Money for the awards came from the association's Scholarship Fund and from the annual Bookfair. The awards were named in honor of all the volunteers who have worked on the Bookfair during the past 25 years.

The winners:	James Maxwell Pringle
Robert Hazen Bell	James David
Carolyn Michiko Brady	Rachmales
Rebecca Marie Buchanan	Rufus Justin Smith
Diana Isabel Burson	Elizabeth Roberts
Laura Holliday Butcher	Wilcox
Teresa Ann Duffy	Honorable mention:
Philip Burton Ellis	Natalya Maria Baldyga
Susan Jessica Friedland	Linda Marie Bastiani
Elizabeth Susan Graham	Elizabeth Sarah Canning
Laura Vera Harwood	Tanya Alison Kienzl
Nancy Howard Hearne	Mary Amanda Kamoi Lee
David Edward Johnson	Valeria Maite Levin
Eric Allen Johnson	William Austin Moede
Alice Mae Jones	Alexandra Suzanne Tanner
Erik Geoffrey Linton	Timothy Nowell
Duncan Emerson Manville	Tanner
Thomas McLean	Rebecca Caroline Winder
Stephen Robert Pastorino	

Book on diplomacy for young readers

A book for young readers on diplomacy and careers in the Foreign Service, "Passports to Peace: Embassies and the Art of Diplomacy," by Nancy Warren Ferrell, has been published by Lerner Publications Co., Minneapolis (88 pp., \$10.95).

The volume discusses how diplomatic missions work and rules of diplomacy. Department photos are included. The author acknowledges assistance from former Assistant Secretary Thomas M. Tracy; Barnett B. Lester, associate editor, STATE; Anne Symington, cultural section, London; and John H. Dieffender, administrative officer, Dublin. ■

—(Continued from preceding page)

Program	July	Aug.	Sept.	Length of course
Spanish (L.A.)	—	25	22	10 weeks
Spanish (Eur.)	—	25	22	10 weeks
Overseas Briefing Center				
Career Planning Seminar	—	—	9	4 days
English-teaching seminar	—	—	22	5 days
Going overseas (Wed. for singles and couples)	—	—	24	1 day
Re-entry (Monday for spouses)	—	—	8	1 day
Re-entry (Sat. for families)	—	23	—	1 day
Re-entry (Sat. for teens)	—	11	20	1 day
Re-entry (Wed. for singles)	—	20	—	1 day
Regulations, allowances and finances in the Foreign Service Context	—	—	17	3 days
Administrative training				
Administrative functional intensive	—	4	—	4 weeks
Budget and financial management	7	4	1	38 days
General services operations	7,28	18	8,29	35 days
Personnel training	7,28	18	8,29	25 days
**Coping with violence abroad	7,14, 21,28	4,11, 18,25	2,8,15, 22,29	1 day
**This course used to be available on a walk-in basis. You must now preregister.				
Consular training				
ConGenRosslyn basic consular course	Pre-registration required for: Continuous enrollment: 26 days			
Consular orientation program	Continuous enrollment: 7 days			
Consular functional intensive	7	—	—	6 weeks
Immigration law and visa operations	*Correspondence course			
Nationality law and consular procedure	*Correspondence course			
Overseas citizens services	*Correspondence course			
Passport examiners	*Correspondence course			
*See Airgram A-660 (dated 7/17/84)				
Economic and commercial training				
Advanced economic review seminar	14	—	—	5 weeks
Applied economics for foreign affairs	14	—	—	6 weeks
Contemporary economic and quantitative analysis	14	—	—	5 weeks
Information systems studies program	—	—	2	24 weeks
Orientation to overseas economic function	7	4	—	2 weeks
Foreign Service economic/commercial studies	7	—	—	26 weeks
Executive development				
*Deputy chiefs of mission	20	1	—	2 weeks
Inspectors' management training	—	—	15	5 days
Inspectors' training seminar	—	—	2	2 days
Washington trade craft	7	18	22	2 weeks
*By invitation only				
Political training				
Foreign affairs interdepartmental seminar	—	—	15	2 weeks
*Political analysis and policy	28	—	—	5 weeks
*Political trade craft	7	—	2	3 weeks
*For assigned State Dept. officers only				
Orientation				
Orientation for Foreign Service officers	—	—	22	9 weeks
Orientation for Department officers	—	4	—	2 days
Orientation for Foreign Service personnel	—	4	—	1 week
Department clerical orientation	—	4	15	7 days
Foreign Service secretarial training				
Foreign Service secretarial refresher re-entry	—	25	—	6 days
First-time ambassador's secretary's briefing	Schedule arranged	Schedule arranged	Schedule arranged	Individual
Communication skills				
Career development seminar (GS-6 and below)	—	—	23	5 days
Management seminar on EEO	17	—	19	1 day ■

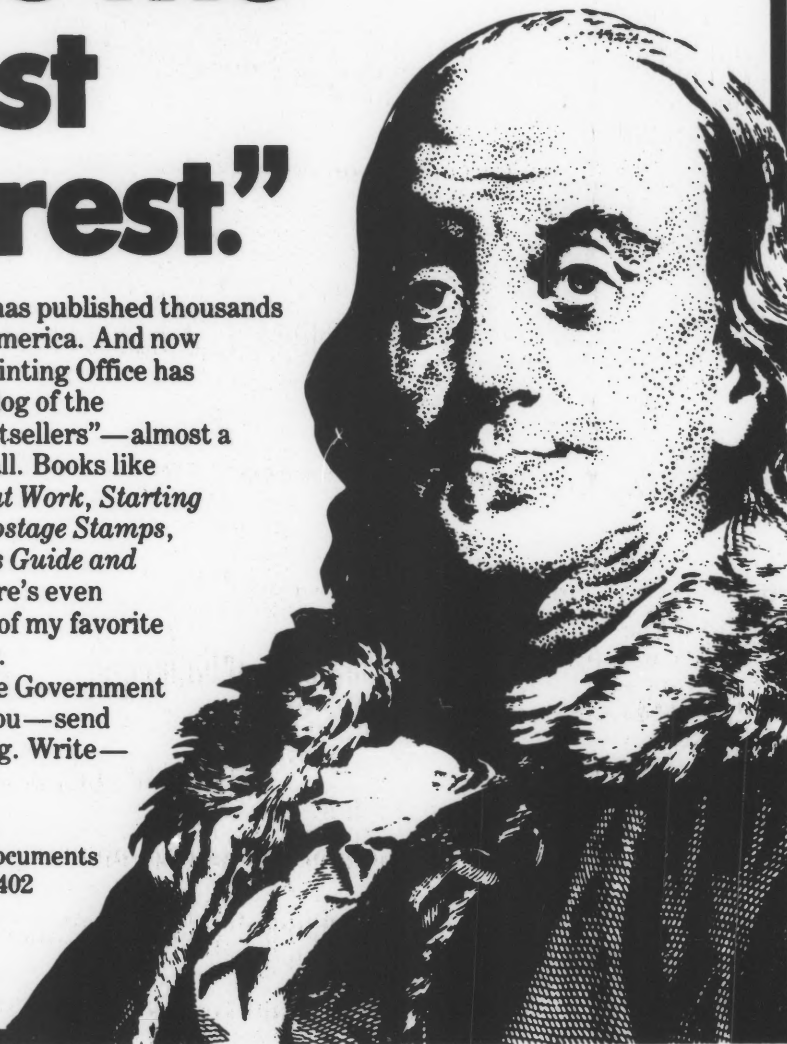
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Current Publications

State releases new volume on Vietnam (1958-60)

The Department has released "Foreign Relations of the United States, 1958-1960, Volume 1, Vietnam." This volume presents the record of the years in which the Viet Cong insurgency against the South Vietnamese government of President Ngo Dinh Diem began to gather strength. Some of Diem's American advisers urged him to concentrate almost exclusively on a military response, while others believed that increased military efficiency would be futile unless Diem took measures to win broader popular support.

To help counter the Vietnamese Communists, the United States augmented its Military Assistance Advisory Group, introduced the first teams of Special Forces advisers, provided additional military hardware, and began preparation of a comprehensive counterinsurgency plan. U.S. attempts to bring Diem to accept comprehensive reforms were more concentrated towards the end of the period, but had little effect. In November 1960, when non-Communist elements, principally in the South Vietnamese armed forces, mounted an unsuccessful coup attempt against Diem, the United States worked for reconciliation between Diem and the dissidents.

The volume presents over 750 pages of previously classified documents on U.S. policy with regard to Vietnam. This authoritative official record is based upon the files of the Department, the White House, other Government agencies and selected interviews with American participants. The volume is the first in the "Foreign Relations" series to be published for the period 1958-1960. This is also the first volume to extend coverage of the official documentary record of U.S. foreign policy to a full 100 years since President Lincoln began the series in 1861.

The volume was prepared in the Office of the Historian, Bureau of Public Affairs. Copies (Department of State Publication No. 9449) (GPO Stock NO. 044-000-02107-2) may be purchased for \$18 (domestic postpaid) from the U.S. Government Printing Office, Washington, D.C. 20402. Checks or money orders should be made out to Superintendent of Documents.

The Office of the Historian has prepared a brief summary of the volume. For information, contact John P. Glennon (202) 663-1144 or David W. Mabon (202) 663-1129. □

Public affairs bureau lists offerings

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy.

The publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520. Telephone: (202) 647-6575-6.

Secretary Shultz

"Moral Principles and Strategic Interests: The Worldwide Movement Toward Democracy," Landon Lecture series, Kansas State University, Manhattan, Kan., April 14 (Current Policy No. 820).

Africa

"Fiscal year 1987 Assistance Request for Sub-Saharan Africa," Chester A. Crocker, assistant secretary for African affairs, Subcommittee on International Operations, House Foreign Affairs Committee, March 18 (Current Policy No. 814).

"Sub-Saharan Africa and the United States," April 1986 (discussion paper).

East Asia and Pacific affairs

"The United States and East Asia: Meeting the Challenge of Change," Gaston J. Sigur Jr., assistant secretary for East Asian and Pacific affairs, Cincinnati Council on World Affairs, April 18 (Current Policy No. 821).

"U.S. Security Interests in the Philippines," Gaston J. Sigur Jr., assistant secretary for East Asian and Pacific affairs, Subcommittees on Sea Power and Force Projection and on Military Construction, Senate Armed Services Committee, April 10 (Current Policy No. 815).

Europe

"The Commission on Security and Cooperation in Europe Process and East-West Diplomacy," Michael H. Armacost, under secretary for political affairs, Commission on Security and Cooperation in Europe, Washington, March 25 (Current Policy No. 813).

General foreign policy

"Foreign Policy Challenges: A 25-Year Retrospective," Michael H. Armacost, under secretary for political affairs, International Fellows Program, Columbia University, New York (Current Policy No. 824).

Inter-American affairs

"The Alliance for Progress and Today's Development Policy," Elliott Abrams, conference on "The Alliance for Progress 25 Years Later," Center for Advanced Studies of the Americas, Washington, March 13 (Current Policy No. 809).

"Hemispheric Cooperation in the Administration of Justice," April 1986 (Special Report No. 145).

"The Situation in El Salvador," April 1986 (Special Report No. 144).

"Central America's Development," April 1986 (Public Information Series).

International economics

"The Tokyo Economic Summit," Allen Wallis, under secretary for economic affairs, Conference Board, San Francisco, April 10 (Current Policy No. 818).

"The Oil Market and U.S. Energy Security," E. Allan Wendt, deputy assistant secretary for international energy and resources policy, Senate

Committee on Energy and Natural Resources, March 25 (Current Policy No. 812).

Miscellaneous

"Environment in the Foreign Policy Agenda," Richard E. Benedick, deputy assistant secretary for environment, health and natural resources, Ecology Law Quarterly symposium on environment and international development, Washington, March 27 (Current Policy No. 816).

"The Great Seal," February 1986 (pamphlet).

Near East and South Asia

"Arms Sales Policies Toward the Middle East," Richard W. Murphy, assistant secretary for Near Eastern and South Asian affairs, Subcommittee on Europe and the Middle East, House Foreign Affairs Committee, April 22 (Current Policy No. 822).

Terrorism

"Counterterrorism Policy," John Whitehead, deputy secretary of state, House Committee on Foreign Affairs, April 22 (Current Policy No. 823).

"International Terrorism," April 1986 (Selected Documents No. 24).

U.S.-Soviet affairs

"Dealing With Gorbachev's Soviet Union," Michael H. Armacost, under secretary for political affairs, Dallas World Affairs Council, Dallas, Tex., April 8 (Current Policy No. 825).

GIST

Association of South East Asian Nations (4/86).
Controlling transfer of strategic technology (4/86).

The European Community (4/86).
European Parliament (4/86).

International commodity agreements (4/86).
International Monetary Fund (4/86).

Organization for Economic Cooperation and Development's arrangement on export credits (4/86).

Third World debt (4/86).

U.S. export controls (4/86).

U.S. export expansion (4/86).

U.S.-Japan trade (4/86).

U.S. prosperity and the developing countries (4/86).

U.S. trade policy (4/86).

Background Notes

Central African Republic (2/86).

Hungary (2/86).

Oman (1/86). ■

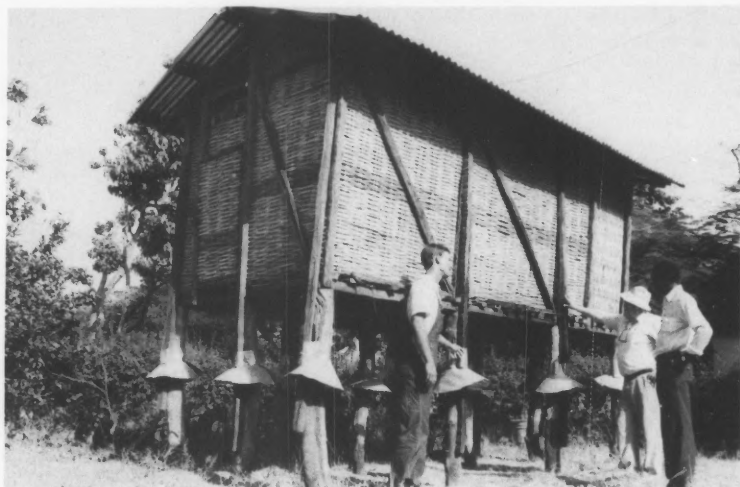
Money quiz

Q—What is a U.S. savings bond?

A—A contract showing that money has been loaned to the United States, which promises to repay it, with accrued interest, when the bond is redeemed. Bonds are safe and secure because they are direct obligations of the United States. □

Post of the Month: Banjul

THIS POST, near the westernmost point of the African "bulge," is in the capital of The Gambia, the country that is a narrow strip of land on either side of the Gambia River. U.S. Foreign Service employees there are featured as part of STATE's continuing series.



Peace Corps volunteer *Chip Kolb* and Dr. *Glen Fulcher*, chief of an AID-funded project, inspect a granary constructed by Mr. Kolb. Third person is unidentified.



Communications officer *Frank Kunsman*.



Secretary *Jorjoh Janha* and consular officer *Patti Kim-Scott*.



Maintenance crew chief *John Cox*

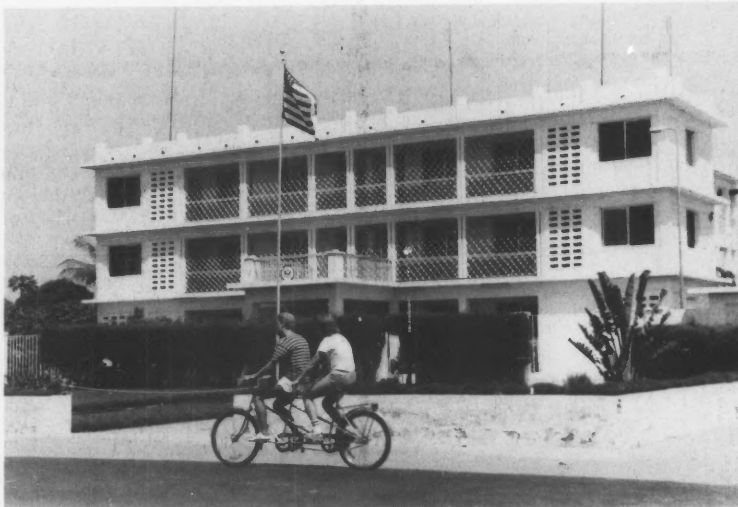
Commercial assistant *Dodou Jome* and self-help assistant *Sue McGrath*.



Guard *Karafa Kiyabi* in front of the chancery.



Ambassador *Robert T. Hennemeyer*.



The chancery, in the suburb Fajara.

AID project officer *Steve Norton* and his family, on beach in front of the ambassador's residence.



Ambassador *Robert T. Hennemeyer* presents certificate of appreciation to *Cathy Bahl* for her contribution to the Banjul American School.



The Banjul American School.

Consular assistant *Edward Lees* and nurse *Karen Garner*.



***Sharron Amis* and son *Zachary* at the Abuko Nature Reserve.**

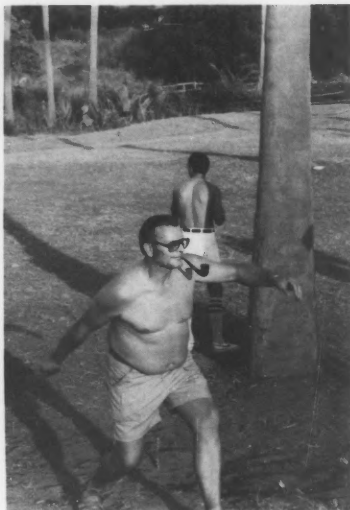


USIA assistant *Haddy Sallah* and budget and fiscal assistant *Mbirisah Mannah*.



Technician *Pa Jenge* and personnel assistant *Linda Lorenzo*.

Consular officer *Patti Kim-Scott* with a British Army instructor and Gambian army officers.



Harvey Metz, Department of Agriculture, pitches horseshoes at a beach picnic.

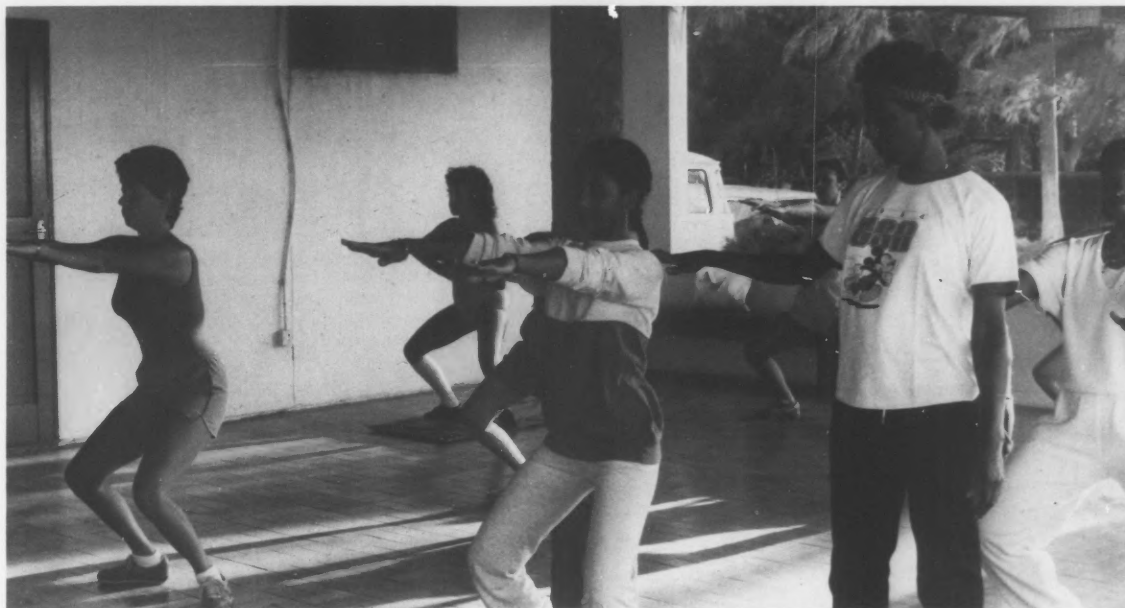


The American community hosts beach picnic for the crew of visiting U.S. Navy ship *Joseph Hewes*.



Lynne Cox presents a certificate of birth abroad to *Tiana Christine Marenah* and her mother, *Denise Marenah*.

Peace Corps director *Lacey O'Neal* with Gambian and American participants in her aerobics class.



At a beach picnic are residence steward
Demba Bojang, general services officer *Ken*

Messner, a U.S. Navy cook and cook *Allen*
Manneh.

POST OF THE MONTH: BANJUL



Ambassador *Robert T. Hennemeyer* with minister of health *M.C. Jallow* and minister of education *Louise N'Jie*, aboard a U.S. Navy ship.



AID management officer *Sean O'Leary* and general services officer *Ken Messner*.



Public affairs assistant *Joan Hennemeyer* and AID training officer *Binta Sidibe*. ■

Personnel: Civil Service

Promotions

GG-9

Pereira, Aristide S., Foreign Service Institute

GG-11

Darrer, Doris A., U.S. Mission to the United Nations

GM-15

Seasword, Mary S., Bureau of Intelligence and Research

GS-3

Allison, Marian D. L. G., Passport Services

Belcher, Paula L., Passport Services

Booth, Angela P., Passport Services

Cornio, Jacqueline, Personnel, Pre-Assignment Center

Davis, Larry J., Passport Services

Flournoy, Michelle R., Diplomatic Security

Hinds, Kelli D., Passport Services

Mejia, Georgia A., Passport Services

Milone, Mary L., Diplomatic Security

Quinlan, Lisa Y., Diplomatic Security

GS-4

Archer, Louise V., Passport Services

Cornelius, Kevin B., Passport Services, San Francisco

Davis, Merle L., Passport Services

Henderson, Helen M., Diplomatic Security

Hunter, Lynn L., Personnel, Office of Evaluation

Moore, Angela, Protocol Office

Petty, Earnestine, Passport Services

Robinson, Alisa M., Economic and Business Affairs

Turner, Joyce M., Passport Services

GS-5

Allen, Shirelle Y., Public Affairs, Office of Public Programs

Briscoe, Debbie D., Refugee Programs, Office of the Executive Director

Caron, Carolyn A., Diplomatic Security

Davis, Bonita D., European and Canadian Affairs

Justice, Delores, Office of Overseas Schools

Porter, Mary R., Visa Services

Powers, Joyce A., Office of Fiscal Operations

Quinn, Linda M., Passport Services

Sadlo, Mary F., Office of Supply, Transportation and Procurement

Spence, Joy D., Personnel, Office of Foreign Service Career Development and Assignments

Stevens, Mark A., Overseas Citizens Services

Stokes, Carolyn Y., Passport Services

Tolbert, Butrina B., Passport Services

Weill, Celia, Office of Fiscal Operations

GS-6

Bremmer III, F.W., European and Canadian Affairs

Bridewell, Patricia S., Oceans and International Environmental and Scientific Affairs

Castro, Iris Y., Passport Services

Estacio, Benedicta S., Consumer Affairs Coordinator

Herman, Verdell, Diplomatic Security

Holdforth, James E., Under Secretary for Management, Executive Office

Humphrey, Alfred G., European and Canadian Affairs

Lewis, Willodean, Office of the Comptroller

Love, Carolyn A., Politico-Military Affairs

Poo, Jack T., Consular Affairs, Management

Pritchett, Ramona D., Oceans and International Environmental and Scientific Affairs

Thompson, Benay M., Politico-Military Affairs, Office of the Executive Director

Wallace, Freddie C., Intelligence and Research

Washington, Linda T., Passport Services

White, Mary M., Consular Affairs

Williams, Martha O., Office of Communications

Winchester, Ellen S., Office of Fiscal Operations

Adams, Lamay B., Diplomatic Security

Balakit, Florencia D., Office of Supply, Transportation and Procurement

Byrd, Gloria A., Passport Services

Cerone, Elaine M., Personnel, Office of Employee Relations, Retirement Division

Gaston, Sandra Jo, Passport Services

Gill, Ronald E., Passport Services

Hall, Eric S., Bureau of Diplomatic Security

Hannan, Mary C., Information Systems Office, Systems Design and Programming

Jackson, Malinda W., Passport Services

Lindsay, Joylette, Personnel, Office of Employee Relations, Retirement Division

Reid, Rosemary D., Foreign Affairs Information Management Center

Robinson, Rosetta E., Personnel, Office of Employee Relations, Retirement Division

Schaidt, Linda, Passport Services

Sheehan, Christine M., Passport Services

Sherrill, David G., Department Duty Officer, Operations Center

Smith, Joyce L., Personnel, Recruitment Division

Smith, William A., Bureau of Consular Affairs

Speer, David K., Passport Services

Wallick, Ruth M., Passport Services

Wilkinson, David D., Passport Services

Williams, Belinda L., Refugee Programs

Woody, Jennifer M., Office of Management Operations

Baker, Katherine L., Office of Assistant Legal Adviser, European and Canadian Affairs

Broe, Patricia A., Economic and Business Affairs, Office of Development Finance

Daniele, Caryn L., Personnel, Office of Foreign Service Career Development and Assignments

Hall, Deborah A., Personnel, Office of Foreign Service Career Development and Assignments

Harper, Airline, Office of Fiscal Operations

Harrell, Barbara D., Office of Fiscal Operations

Lloyd, Donna C., Office of Fiscal Operations

Rudd, Cheryl L., International Communications and Information Policy

Spriggs, Queen Elizabeth, Office of the Assistant Legal Adviser, Economic and Business Affairs

Bednar, Georgienne M., Oceans and International Environmental and Scientific Affairs

Bobby, Joanne A., Personnel, Employment Division

Crammer, Lynn E., Information Systems Office

Cronin, Angelia M., Overseas Citizens Services

Denault Jr., Herbert M., Operations Center

Dobbins, Rochelle P., Consular Affairs, Management and Administration

Gower, Linda G., International Narcotics Matters

Hodges Jr., Hayward, Office of Management Operations

Judkins, Christine C., Office of Fiscal Operations

Mandler, Peter C., Passport Agency, San Francisco

Pack, Vickie H., Office of

PERSONNEL: CIVIL SERVICE

Communications
Regalo-Warren, Patricia, Foreign Building Office
Schmid, Patricia A., Office of Communications
Shippe, Kathryn M., Office of Management Operations
Ware, Michiko M., Office of Foreign Missions
White, La Verne W., Administration, Allowances Staff

Historian
Reilly, Daniel R., Office of the Program Inspector General

GS-14

Carpenter, Albert W., International Narcotics Matters
Dennison, Carol A., Management Operations
Le, An Thanh, Office of Foreign Buildings

Robertson, Laird M., Office of the Legal Adviser
Shaloff, Stanley, Bureau of Intelligence and Research

GS-15

Polk, Loretta P., Office of the Legal Adviser
Reid, Ann M., Intelligence and Research □

Appointments

Adams, Ronald M., Office of Fiscal Operations
Andre, Richard C., Inter-American Affairs
Bailey, Kathleen C., Bureau of Intelligence and Research
Brunetti, Arthur H., Diplomatic Security
Bush, Antoinette O., Passport

GS-11

Anstead, Philip, Office of the Comptroller
Benson, Margery C., Diplomatic Security
Davis, Janet V., Consular Affairs
Finkelstein, Amy S., Intelligence and Research
Goodale, Lisa J., Administration
Higgins, Debra A., Personnel, Office of Foreign Service National Personnel
Lewis, Edward P., Office of Communications
Lewis, Lawrence B., Office of Fiscal Operations
Proctor, Mary E., Office of Management Operations
Puschel, Karen L., Intelligence and Research

GS-12

Bentel, John A., Secretariat Staff, Information Management Section
Cate, Craig A., Office of Communications
Malcomson, William G., Passport Office
Persons, Michael H., Passport Office
Poulin, Susan S., International Organization Affairs

GS-13

Brutten, Lori B., Office of Management Operations
Gallogly, Stephen J., Economic and Business Affairs
Jennings, Billie J., Office of Communications
Miller, James E., Public Affairs, Office of the Historian
Painter, David S., Public Affairs, Office of the

New Rosslyn shuttle bus schedule

The Rosslyn shuttle bus schedule has been modified. The new schedule is indicated below:

	1100 Wilson Blvd.	SA14: 1735 Lynn	SA15: 19th & Kent	SA18: 19th & Kent	SA3: 1400 Key	SA8: 1400 Wilson	SA6: 1700 Lynn	Main State
	7:15	7:23	7:24	7:25	7:26	7:28	7:29	7:40
	7:55	8:03	8:04	8:05	8:06	8:08	8:09	8:20
	8:30	8:38	8:39	8:40	8:41	8:43	8:44	8:55
	8:45	8:53	8:54	8:55	8:56	8:58	9:00	9:10
	9:00	9:08	9:09	9:10	9:11	9:13	9:14	9:25
	9:15	9:23	9:24	9:25	9:26	9:28	9:29	9:40
	9:30	9:38	9:39	9:40	9:41	9:43	9:44	9:55
	9:45	9:53	9:54	9:55	9:56	9:58	9:59	10:10
	10:00	10:08	10:09	10:10	10:11	10:13	10:14	10:25
	10:15	10:23	10:24	10:25	10:26	10:28	10:29	10:40
	10:30	10:38	10:39	10:40	10:41	10:43	10:44	10:55
	10:45	10:53	10:54	10:55	10:56	10:58	10:59	11:10
	11:00	11:08	11:09	11:10	11:11	11:13	11:14	11:25
	11:15	11:23	11:24	11:25	11:26	11:28	11:29	11:40
	11:30	11:38	11:39	11:40	11:41	11:43	11:44	11:55
	11:45	11:53	11:54	11:55	11:56	11:58	11:59	12:10
	12:00	12:08	12:09	12:10	12:11	12:13	12:14	12:25
	12:15	12:23	12:24	12:25	12:26	12:28	12:29	12:40
	12:30	12:38	12:39	12:40	12:41	12:43	12:44	12:55
	12:45	12:53	12:54	12:55	12:56	12:58	12:59	1:10
	1:00	1:08	1:09	1:10	1:11	1:13	1:14	1:25
	1:15	1:23	1:24	1:25	1:26	1:28	1:29	1:40
	1:30	1:38	1:39	1:40	1:41	1:43	1:44	1:55
	1:45	1:53	1:54	1:55	1:56	1:58	1:59	2:10
	2:00	2:08	2:09	2:10	2:11	2:13	2:14	2:25
	2:15	2:23	2:24	2:25	2:26	2:28	2:29	2:40
	2:30	2:38	2:39	2:40	2:41	2:43	2:44	2:55
	2:45	2:53	2:54	2:55	2:56	2:58	2:59	3:10
	3:00	3:08	3:09	3:10	3:11	3:13	3:14	3:25
	3:15	3:23	3:24	3:25	3:26	3:28	3:29	3:40
	3:30	3:38	3:39	3:40	3:41	3:43	3:44	3:55
	3:45	3:53	3:54	3:55	3:56	3:58	3:59	4:10
	4:00	4:08	4:09	4:10	4:11	4:13	4:14	4:25
	4:15	4:23	4:24	4:25	4:26	4:28	4:29	4:40
	4:30	4:38	4:39	4:40	4:41	4:43	4:44	4:55
	4:45	4:53	4:54	4:55	4:56	4:58	4:59	5:10
	5:00	5:08	5:09	5:10	5:11	5:13	5:14	5:25
	5:15	5:23	5:24	5:25	5:26	5:28	5:29	—
	5:30	5:38	5:39	5:40	5:41	5:43	5:44	5:55
	6:00	6:08	6:09	6:10	6:11	6:13	6:14	—□

Agency	Grover, Charles W., Inter-	Molineus, Birgit M., Foreign	Office
Caldarelli, Mary C., Executive	American Affairs, Office	Service Institute	Tibbs, Shelia M., International
Office	of the Executive Director	Moreno, Rochelle A., Passport	Joint Commission
Carmichael, Roland D., Pass-	Hand, Judith C., Passport	Office	Usenik, Frances A.,
port Office	Office	Myint, Kyi Kyi, Foreign Serv-	Classification/
Cash, Michael R., Passport	Hess, Anne M., International	ice Institute	Declassification Center
Agency, Boston	Narcotics Matters	Ortiz, Efrain, Consular Affairs	Wade, Cynthia, Personnel,
Chandler, Gregory A., Inter-	Holmes, Taylor L., Passport	Parker, Pamela M., Passport	Recruitment Division
American Affairs	Office	Office	Walsh, Susan M., Office of the
Crim, Joy, Passport Agency,	James, Debra L., Passport	Peters, Philip, Inter-American	Special Adviser to the Sec-
New York	Office	Affairs	retary for Arms Reduction
D'Auria, Vincent P., Person-	Johnson, Linda C., Passport	Quail Jr., Pedro P., Passport	Negotiations
nel, Human Resources	Office	Agency, New York	Watson, Troy, Passport Office
Management Division	Jones, Michael, Passport Office	Rafalko, Michael A., Office of	Westley, Valjeanne, Office of
Damours, Stephen L., Person-	Kingsley, Sunda K., Foreign	Fiscal Operations	Supply, Transportation and
nel, Office of Performance	Service Institute	Rockwell, Jessamine M.,	Procurement
Evaluation	Kurtz, Allen, U.S. Mission to	Brussels	Wilkey, Peggy J., International
Davis, Karen E., Inter-	the United Nations	Royster Jr., Ronald D., Pass-	Organization Affairs, Of-
American Affairs	Lake, Jo Ann K., East Asian	port Office	ice of Technical Special-
Dickson, Robert B., Office of	and Pacific Affairs	Sherman, Michael M., Refu-	ized Agencies
Supply, Transportation and	Malcomb, Cathleen, Office of	gee Programs, Office of the	Williams, Eloise, Passport
Procurement	Supply, Transportation and	Executive Director	Agency, New York
Finch, Sheena E., Passport	Procurement	Smith, Howard F., East Asian	Williams, Izella H., African
Office	Martin, S. Douglas,	and Pacific Affairs	Affairs, Office of the Exec-
Fioretta, Lawrence R., Refu-	Classification/	Smith, Sally T., Near Eastern	utive Director
gee Programs, Office of the	Declassification Center	and South Asian Affairs,	Wood, Darlene A., East Asian
Executive Director	Mihalovich, Elizabeth, Tel Aviv	Office of the Executive	and Pacific Affairs, Office
Green, Gladys A. W., Diplo-	Miller, Regina G., Passport	Director	of the Executive
matic Security	Agency, New Orleans	Speights, Lanell Y., Passport	Director □



BUREAU OF PERSONNEL—At graduation of the functional specialization program, from left, front: Elizabeth Koniuszkow, Ray

Schoenberg, Ellen Flanagan, Marian Dickerson, Diane Maimone, Ivy Duncan. Second row: Billy Joe Hill, Pamela Burton, Cheryl

Coviello, Lynn Stevens, Cecelia Cooper, Naomi Edwards, Sally Walker. Back: Albert Curley, Lynn Stevens.

Reassignments

Bailly, Jean Ann U., Office of the Assistant Legal Adviser, Politico-Military Affairs, to Office of the Assistant Legal Adviser, Management

Boggs, Gladys D., Oceans and International Environmental and Scientific Affairs to Office of UN Political and Multilateral Affairs

Brown, Anthony, Personnel, Recruitment Division to Personnel, Retirement Division

Cornio, Jacqueline, Personnel, Pre-Assignment Center to Personnel, Examination Division

Crawford, Juliette S., Administration to Diplomatic Security

Dalton, Evelyn J., Administration to Intelligence and Research, Office of the Executive Director

Douglas, Kirk, Information Systems Office to Foreign Affairs Data Processing Center

Ecker, Richard M., Pre-Assignment Center to Office of Fiscal Operations

Higgins, Debra A., Personnel to Administration, Office of Operations

Holmes, Bernice C., Office of Assistant Legal Adviser, Economic and Business Affairs to Office of Assistant Legal Adviser, Educational, Cultural and Public Affairs

Ivie, Ellen C., International Organization Affairs to International Communications and Information Policy

Jenkins, Jodi C., Oceans and International Environmental and Scientific Affairs to Office of Operations

Jeter Jr., R. Lee, Office of Under Secretary for Political Affairs to Information Systems Office, Systems Design and Programming Division

Kennedy, Deborah D., Office of the Legal Adviser to Office of the Assistant Legal

Adviser, Oceans, International Environment and Scientific Affairs

Lopes, Patricia M., Intelligence and Research, Office of Deputy Assistant Secretary for Coordination to Intelligence and Research Office of Deputy Assistant Secretary for Interdepartmental Affairs

Lynch, Janet E., Intelligence and Research to Oceans and International Environmental and Scientific Affairs

Miller, Elizabeth M., Office of Under Secretary for Management, Executive Office to Office of the Comptroller, Budget and Planning

Mitchell, Pamela L., Passport Office to Personnel, Office of Management

Mount, Gay W., Personnel, Office of Management to Office of Foreign Buildings

Ozier, Margie L., Personnel, Office of Management to International Organization Affairs

Pollard, Laura, Office of Assistant Legal Adviser, Law Enforcement and Intelligence to Office of Assistant Legal Adviser, Management

Quarles, Kimberly, Personnel, Pre-Assignment Center to Consular Affairs, Management and Administration

Rostow, Charles N., Office of Legal Adviser to Office of Assistant Legal Adviser, Politico-Military Affairs.

Ruiz, Karen S., Human Rights and Humanitarian Affairs to Inter-American Affairs

Sandloop, Jeanine L., Diplomatic Security to Office of Under Secretary for Management

Shields, Kara D., Under Secretary for Management, Executive Office to Financial Operations

Tu, Lawrence P., Office of Assistant Legal Adviser, Economic and Business Affairs to Office of Legal Adviser

Williams, Clifton T., Office of

the Comptroller to Office of Fiscal Operations □

Resignations

Acty, Tina, Financial Operations

Baldy, Susan T., Passport Office

Balzano, Joanne L., Economic and Business Affairs

Benjamart, Vanida T., Personnel

Breeden, Tina M., Passport Office

Byrd, Lamettrea, Stuttgart

Cantalupo, Corrina A., Passport Office

Cicio, Kristen K., Politico-Military Affairs

Coates, Leon D., Office of the Comptroller

Currey, Lori A., Passport Office

Dantzler, Jacqueline, Passport Office

Easton, Darrel J., Passport Office

Eells, Elizabeth B., Protocol Office

Ellison, Sheila, Passport Office

Ford, Felicia A., Passport Office

Forde, Ronald T., U.S. Mission to the United Nations

Georges, Maura, Montevideo

Gould, Judith A., Passport Office

Green, Susan V., African Affairs, Office of Executive Director

Hill, Teryl L., Office of the Secretary, Information Management Section

Hinojosa Jr., Adolfo, Passport Office

Jason, Midouine, Passport Office

Matyas, Michele, Passport Office

McCalley, Mary J., London

Moulton, Kim Y., Personnel, Pre-Assignment Center

Ng, Susan P., Passport Agency, San Francisco

O'Bryant, Tonia M., Intelligence and Research, Office of the Geographer

Parker, Suzanne K., Intelligence and Research, Control Division

Phillips, Katrina M., Passport

Office

Pratt, Vickie M., Economic and Business Affairs

Reimer Bean, Diane, Passport Office

Rocheford, Mary, Passport Office

Roeder Jr., Larry W., Economic and Business Affairs

Schweitzer, Sylvie M., Foreign Service Institute

Sims III, William J., Office of the Assistant Legal Adviser, Politico-Military Affairs

Sosebee, Carl R., Office of Equal Employment Opportunity and Civil Rights

Spicer, Ross P., Office of Operations

Thomas, Jon R., International Narcotics Matters

Vinal, Kelly A., Karachi

Wachman, Alan M., Refugee Programs, Office of the Executive Director

Wigfall, Gloria A., Inter-American Affairs

Williams, Phyllis M., International Organization Affairs

Winfield, Deirdre, Passport Office

Wofford, Bryan D., Passport Agency, Los Angeles □

Retirements

Brown, Mary P., Office of Communications

Dalton, Martin K., Office of Operations

Debernard, Shirley M., Oceans and International Environmental and Scientific Affairs

Giffler, Lydia K., Intelligence and Research

Kaplan, Edward, Passport Office

McCord, Gwendolyn E., Passport Agency, New York

McGinnis, Vincent F., Passport Office

Sarsfield, Robert B., Information Systems Office

Stewart, Ruth H., Consular Affairs

Trent, James L., Office of the Department Executive Director

Williams, Izella H., African Affairs ■

Personnel: Foreign Service

Appointments

- Adair, Nancy A., Kuala Lumpur
 Altmannberger, Storme G., Adana
 Archambault, Janet I., Kinshasa
 Ausbrooks, Bradley A., Monrovia
 Benton, Douglas G., Mogadishu
 Berntsen, Sharon L., Dhaka
 Bertot, Jemile L., Personnel, Pre-Assignment Foreign Service Specialist Training
 Bisson, Ellen K., Jakarta
 Bocock, Randall C., Accra
 Bradley, Pamela H., Beijing
 Brencick, Elizabeth A., Copenhagen
 Broksas, Michelle A., Seoul
 Brown, Peggy M., Copenhagen
 Buchanan, Margaret M., Toronto
 Busch, Linda H., Helsinki
 Carmack, Maryann S., Lagos
 Carter, Mildred A., Manila
 Clark, Alan M., Riyadh
 Colden Faith, Monrovia
 Corbett, Kathy, Bangui
 Crehan, Birgit, Johannesburg
 Crider, Rita C., Buenos Aires
 Dealy, Mary C., Personnel, Pre-Assignment Foreign Service Specialist Training
 Dean, Berit, Stockholm
 Deroche, Shirley A., Copenhagen
 Ditchkus, David W., Nouakchott
 Elliott, Jerome L., Manila
 Fisher, June J., Brasilia
 Gavagan, Gregory V., Personnel, Pre-Assignment Foreign Service Specialist Training
 Georgian, Douglas H., Personnel, Pre-Assignment Foreign Service Specialist Training
 Gilbert, Cecilia R., Santiago
 Hager, Virginia J., Rome
 Harding, Paul X., Kabul
 Hardy, Suzanne, Mexico
 Harger, Raymond H., Personnel, Pre-Assignment Foreign Service Specialist Training
 Heintzman, Christopher A., Personnel, Pre-Assignment Foreign Service Specialist Training
 Hols, Norma E., Ottawa
 Hudkins, Byron, Personnel, Pre-Assignment Foreign Service Specialist Training
 Ibarra, Louise A., Brasilia
 Ingalls, Christopher M., Personnel, Pre-Assignment Foreign Service Specialist Training
 Johnson, Steven D., Dhaka
 Juarez, Richard H., Mexico
 Kansas, Patricia J., Ankara
 Kaplan, Sidney L., Personnel, Pre-Assignment Foreign Service Specialist Training
 Kauffman, Edward J., Tunis
 Labriola, Michele, Caracas
 Lester, Ann R., Copenhagen
 Lytton, Michael G., Seoul
 Maduro, Robert F., Ottawa
 Mark, Barry L., Personnel, Pre-Assignment Foreign Service Specialist Training
 McCall, S. Cameron, Stockholm
 Miller, David R., Personnel, Pre-Assignment Foreign Service Specialist Training
 Miller, Donald, San Salvador
 Millonas, Dawn M., Personnel, Pre-Assignment Foreign Service Specialist Training
 Minahen, Sharon L., Personnel, Pre-Assignment Foreign Service Specialist Training
 Moore, Naida H., Personnel, Pre-Assignment Foreign Service Specialist Training
 Munro, Lawrence I., Manama
 O'Neill, Josephine G., Addis Ababa
 Oly, Leslie D., Personnel, Pre-Assignment Foreign Service Specialist Training



FOREIGN SERVICE INSTITUTE—Graduates of the March secretarial training class, first row (left to right): Michele Therien (Pretoria), Prudie Hudson (Damascus), Jennifer F. Cooper (Washington), Claire L. Zavrid (Johannesburg), Kathleen J. Smith

(Ankara), Rona Wendeborn (Caracas). Second row: B. J. Dylr (Paris), Audrey Herrin (Abu Dhabi), Elizabeth Gourlay (Port-au-Prince), Mary Ann Lucey (Lisbon), Glendena M. Wyant (Algiers), Anne A. Folta (Beijing), Stella Speris (Kingston). Third

row: Carolyn Jenkins (Kuwait), Mona Sweatt (Tegucigalpa), Betty Pappas (Tokyo), Alina Gzehoviak (Moscow), R. Jean Farris (Damascus), Barbara Penick (Mogadishu), Sarita Huff (Sanaa), Althea Castellana (Kinshasa), Deborah Wolfe (Brasilia). Fourth row:

Jessie Colson (coordinator), Barbara Spence (Abidjan), Grace Baldonado (Baghdad), Irvina Wallace (Lagos), Patricia Heller (Paris), Julie Stinehart (Hong Kong), June Zanders (Panama), Bonnie Beaudoin (Bonn).

PERSONNEL: FOREIGN SERVICE

Osentoski, Wayne T., Manila
Ourada, Donna L. H., Abidjan
Pavlovski, Chester J., Cairo
Pedrick, Arlin K., European and Canadian Affairs
Pons, Robert W., Personnel, Pre-Assignment Foreign Service Specialist Training
Queen, Manh-Tran, Niamey
Ramee, Barbara E., Moscow
Ratcliff, Susan M., Georgetown
Reed-Rowe, Helen P., Personnel, Pre-Assignment Foreign Service Specialist Training
Richer, Kimberly K., Sanaa
Robinson, Diane M., Khartoum
Rollins, Kathryn D., Montreal
Rowe, Glenda L., Nairobi
Sage, Steven F., Sofia
Schmid, Patricia A., Personnel, Pre-Assignment Foreign Service Specialist Training
Schwartz, Bernardo, Jakarta
Segars, Elizabeth N., Lagos
Slason, Hilarie G., Brussels
Smith, Marie P., Lagos
Smith, Marjorie M., Rabat
Snow, Thomas L., Personnel, Pre-Assignment Foreign Service Specialist Training
Symington, Susan M., Georgetown
Tilles, Leslie A., Bangui
Tully, Michael S., Personnel, Pre-Assignment Foreign Service Specialist Training
Turner, Ingeborg H., Oslo
Tynes, Elvira N., Hamburg
Verner, Lida M., Moscow
Vesey, Mary K., Colombo
Wardlaw, Eva M., Copenhagen
Washington, Carol L., Lagos
Weston, Todd W., European and Canadian Affairs
Wooderson, Elizabeth A., Brussels □

Transfers

Achilles, Norman L., Commerce Department to Personnel
Adams Jr., Alvin P., African Affairs to Foreign Service Institute
Amyes, Christopher, J., Diplomatic Security, Washing-

ton Field Office to Diplomatic Security, Secretary's Detail
Anske, Kay L., Lubumbashi to Manila
Bean, James W., Foreign Service Institute to European and Canadian Affairs, Soviet Union Affairs
Beecham, Susanne E., India to European and Canadian Affairs
Bender, Michael C., Diplomatic Security, Near Eastern and South Asian Affairs to Diplomatic Security, African Affairs
Bodge, David S., Diplomatic Security, Washington Field Office to Bureau of Diplomatic Security, Secretary's Detail
Boles, Charles K., Diplomatic Security, African Affairs to Diplomatic Security Inter-American Affairs
Brod, Vittorio A., Guatemala to Inter-American Affairs
Bucker, Joseph B., Israel to Office of Communications
Carmichael, John P., Philippines to Office of Communications
Carpenter, Jeffery R., Liberia to Port Louis
Chakrawarti, Arjun R., Germany to Singapore
Cook, Ross S., Personnel to Foreign Buildings Office
Covington, Ann, Bucharest to Information Systems Office
Coyle, James J., Germany to European and Canadian Affairs
Crump, Frank B., Foreign Service Institute to Intelligence and Research
Dubrow, Jeannette P., Personnel to Foreign Service Institute
Eddins, Keith A., Secretariat Staff to Office of the Secretary
Elam, Richard W., Visa Services to Kingston
Estok, Steve M., Philippines to Office of Communications
Florence, Richard B., Denmark to Office of Communications
Fouche, Robert M., Personnel

Transfer Tremors by ebp

I was transferred to BEIJING; before going, I visited my ranch IN Arlington and closed it for the duration of the tour.

I was transferred to FRANCE; onLY ONce in a career does such an assignment occur.

I was transferred to the FRENCH CARIBBEAN DEPARTMENT; I think my wife was correct when she said: "MARTIN! QUEstioning that good an assignment would be foolish." □

to Intelligence and Research
Freeman Jr., Charles W., Thailand to African Affairs
Furgal, Joseph, Bangladesh to Office of Communications
Garrity, Mary K., Kenya to African Affairs
Gilmartin, Sabre, Barbados to Brussels
Gonzalez, Adela, U.S. Mission to the Organization of American States to Inter-American Affairs
Gregg, Jennifer A., European and Canadian Affairs to Valletta
Grivsky, Michael E., Soviet Union to European and Canadian Affairs
Ham, Bradford, Office of Communications to Santiago
Hauptmann, Jerzy J., Barbados to Inter-American Affairs
Heil, June E., Visa Services to Foreign Service Institute, Language Training
Hill, Billy J., Personnel to Pretoria
Horowitz, Herbert E., China to East Asian and Pacific Affairs
Huff, James G., European and Canadian Affairs to Foreign Service Institute, Language Training
Hunter, Donald C., Administration, Office of Operations to Personnel
Jackson, Charlotte M., African Affairs to Nairobi
Jagers Jr., Russell T., Diplomatic Security to Nicosia
Jomeruck, John H., South Africa to Diplomatic Security
Jones, Franklin D., Tanzania to Foreign Service Institute
Jones, Garrett, R., Khartoum to African Affairs
Keeney, Regina A., Sweden to Canberra
Kendall-Johnston William, Kuala Lumpur to Buenos Aires
King, John H., Spain to Politico-Military Affairs
Kolankiewicz, Anthony M., Singapore to East Asian and Pacific Affairs
Kollist, Ingrid M., Germany to Economic and Business Affairs
Krause, Bruce A., Sudan to African Affairs
Kubiske, Lisa J., Mexico to Department Operations Center
Langan, Douglas, Administration, Office of Executive Director to Diplomatic Security
Leedy, Robert G., Egypt to Office of Communications
Long, Bernard R., International Organization Affairs to Office of Supply, Transportation and Procurement
Lourenco Jr., Manuel R., Inter-American Affairs to Office of Communications
Lutkoski, Robert A., Foreign Service Institute to The Hague
Maher, Peter S., Refugee Programs to Intelligence and Research
Manderscheid, Gerald E., Korea to Khartoum
Manzanares, Joseph R., Office of Foreign Buildings to Administration
Marshall, Robert M., Foreign Service Institute to Executive Secretariat, Information Management Section
Mason-Witt, Linda M., Nepal to Brussels

McCall, Louis A., India to Perth
McHugh, Patrick D., Indonesia to East Asian and Pacific Affairs
Meade, Frazier, Thailand and Burma Affairs to Pacific Islands Affairs
Middleton, Camille, Bulgaria to Jakarta
Morris, Robert O., France to Maseru
Morrow, Thomas F., African Affairs to Antananarivo
Morton, Carole L., Philippines to Quebec
Moskow, Kenneth A., European and Canadian Affairs to Madrid
Murphy, Edward G., European and Canadian Affairs to Combatting Terrorism
Neill II, Wayne E., Tunisia to Budapest
Nolan, Robert B., Office of Under Secretary for Management to Foreign Service Institute, Language Training
Obligacion, Amy J., Austria to Foreign Service Grievance Board
O'Donnell, Rosemary K., Inter-American Affairs to Administration
Ogle, Karen L., Morocco to Beirut
Oliver, Raymond T., Liberia to Office of Communications
Olson, Gordon R., Jordan to Executive Secretariat, Operations Center
Parrish, James R., Office of Communications, Training Division to Office of Communications, Foreign Operations
Pomper, Joseph M., Hong Kong to Tel Aviv
Preslaski, Mary E., Italy to Soviet Union
Pyer, Denise L., Foreign Service Institute, Language Training to Rome
Rapson, Robert G., Korea to Jakarta
Rhian, Barbara F., Italy to European and Canadian Affairs
Rische III, Elwood B.,

Netherlands to Lima
Roberts, Loretta A., Communications Center Division to Diplomatic Pouch and Courier Division
Rocha, Deborah M., Foreign Service Institute, Language Training to Rome
Sanders, Richard A., Diplomatic Security to Paris
Schoenberg, Raymond F., Personnel to Foreign Service Institute, Language Training
Schofield, Glenn J., Diplomatic Security, Washington Field Office to Diplomatic Security, Secretary's Detail
Seis, Patricia C., Dominican Republic to Inter-American Affairs
Simon Jr., Hugh V., Central European Affairs to Bonn
Stanley, Laurance, United Kingdom to Human Rights and Humanitarian Affairs
Stein, Jerry A., Africa Affairs to Medical Services
Tefft, John R., Soviet Union Affairs to Foreign Service Institute, Language Training
Tice, Donald C., International Communications and Information Policy to Diplomatic Security
Troxel, Alan D., Panama to Intelligence and Research
Tubbs, Paul S., Mexico to Warsaw
Viets, Richard N., Personnel, Board of Examiners to Office of Management Operations
Vogel, Frederick J., Thailand to Politico-Military Affairs
Wisgerhof, Paul R., Peru to Inter-American Affairs
Wong, Mark F., Panama to Intelligence and Research □

Resignations

Basso, Dianne L., Frankfurt
Bies, Gun Marie, Karachi
Blank, Lisa, Tegucigalpa
Bunton, Cynthia R., Office of Under Secretary for Political Affairs
Cecil, Joseph A., Office of Communications

Christy, Hayes F., Office of Communications
Davis, Robin D., Stockholm
Decourcy, Ellen B., Lagos
Ferguson, John E., New Delhi
Grove, Barbara L., Stockholm
Gunter, Bonnie J., Jakarta
Hardesty, Diana G., London
Hardesty, Linda K., Intelligence and Research
Henifin, Jeanne C., Mexico
Johnson, Cassius C., Foreign Service Institute
Kaufman, Loretta A., Caracas
Kelly, Carolyn R., Kuala Lumpur
Kozak, Gertrude T., Brussels
Krause, Eleanor S., Khartoum
Lehn, Alfred M., Personnel
Lipnicky, Punjaporn, Harare
Loken, Kathleen S., Colombo
Maffia, Beatrice D., Warsaw
Merryman, Ilse T., Frankfurt
O'Neill, Josephine G., Addis Ababa
Pendergrass, Dewey R., Foreign Service Institute, Language Training
Sguera, Stephanie M., Colombo
Sheinbaum, Inger F., U.S. Mission to UN Organizations in Geneva
Stephens, Carol W., Abidjan
Varley, Catherine H., Niamey
Von Damm, Helene A., Vienna
Wingate, Effie E., Moscow
Yarbrough, Patricia E., Brussels
Zaleski, Denise M., The Hague □

Retirements

Ashley, Frederick C., Human Rights and Humanitarian Affairs
Etsel, Edward, Medical Services
German, Bruce W., Administration
Gzehoviak, Ronald A., Sanaa
Hughes, Freddie J., Pretoria
Lowrie, Arthur L., Office of Under Secretary for Management
MacDonald Jr., John W., Kinshasa
Markette, Hugh F., Pretoria
Morin, Annabelle C.,

Khartoum
Morin, Emile F., Khartoum
Rigsby, Gladys O., Sanaa
Roebuck Jr., Wilbert, Rio de Janeiro
Schenk, Mary L., Pakistan
Veliotes, Nicholas A., Cairo □

Specialist tenure

The Specialist Tenuring Board has completed its review of the files of candidates eligible for tenure consideration at its December 1985 session. Recommended for career status:

Balderas, Bobby
Bristol, George F.
Chapman, Suzanne B.
Christenson, Dan B.
DeLong, Victoria J.
Dieffenderfer, Betty J.
Dietrich, Monika I.
Ford, James A.
Hromatka, Joseph J.
Lamb, Lynne D.
Lawson, Catherine M.
Leane, Janet M.
LeMandri, Suzanne
McAnney, Robert J.
McCormick, John B.
McGifford, Douglas G.
Miller, Gina L.
O'Gorman, Kenneth P.
Ortiz, Alberto
Peterson, Barry R.
Rivera, Doris A.
Scannell, Carol L.
Shatto, Della N.
Shearer, Edward M.
Sligh, John D.
Smallwood, Audrey J.
Taylor, Clifford L.
Temperton, Rae Ann
Thompson, Gail J.
Torres, Hector F.
Turner, Lois E.
Vanderpool, James E.
Wickersham, John N.
Williams, Phyllis D. □

Fairbanks: new job

Former ambassador-at-large Richard M. Fairbanks III has been named special counselor to American Enterprise Institute president William J. Baroody Jr. Mr. Fairbanks will consult with the institute's scholars on international issues and assist in development. ■

Letters to the Editor

—(Continued from Page 1)

tating or some other *suitable* occupation for a "lady"?

As a woman who has always worked by choice, I would be very unhappy without the challenge, the camaraderie, the sense of accomplishment I find in doing a good job. New officers will bring intelligent spouses into the service. Will we force them to breed, drink, shop, gossip and play aimlessly rather than use their skills and experience to bolster our understaffed embassies? Part-time intermittent, temporary positions are of limited use for those on longer tours, as they must be re-advertised after one year—just when the employee has really learned the job.

Let's consider having several jobs at each post—at a decent grade level—available to spouses with suitable credentials. I mention the grade level because I have seen administrative officers refuse grades higher than an 8 for spouses, regardless of qualifications or experience. Foreign Service secretaries often cannot handle all the work—who fills in while they are away, during gaps before new employees arrive? Consular, economic, personnel and other offices need experienced, stable employees who understand the U.S. operating procedures and hold security clearances. Spouses usually fill these jobs, but it is difficult to meet current regulations and still obtain the best qualified person for the job.

And I still have not mentioned the plight of the male spouse! An increasing number of men are coming in as spouses, and they are very valuable and even less likely to enjoy tea parties! The additional problem here is that men are also less likely to be thrilled at working full time for \$16,000 per year, less taxes, when a Foreign Service secretary is earning \$24,000 plus housing and benefits. Would \$28,000 per year be such an exorbitant salary for a qualified professional—teacher, counselor, economist, journalist, etc.?

With realistic planning, employment of spouses at post can be made a valuable and rewarding part of Foreign

Service life. Those "privileged ladies (and gentlemen)" can happily earn every perk to the benefit of the Government. Let's stop thinking about traditional roles and concentrate on getting the embassy weekly cables out before they are two weeks overdue!

Sincerely,
MICAELA W. MORRIS □

Foey on new form

WASHINGTON

DEAR SIR:

Your April issue included an excellent report of the management team's survey of personnel practices at 17 U.S. corporations. The team found, *inter alia*, that the corporations relied primarily on the direct involvement of supervisors, and far less on written evaluations when making decisions about professional development. The report concluded by stating that every organization's personnel system must reflect its unique "culture," a statement that I read as justification for the existing State Department system, including its almost total reliance on written evaluations for promotion.

In this context, I am disturbed that the employee evaluation report (EER) form has been newly revised to reduce the rating space by over a third. Long narratives may not be necessary when other evaluation tools are available, but this is not true for Foreign Service promotion panels. The revision does a disservice to Foreign Service employees and to the Department. It weakens an already fragile personnel system.

Sincerely,
DAVID J. THACHER
Foreign Service officer
National Aeronautics and
Space Administration □

Thanks, gang!

ALEXANDRIA, VA.

DEAR SIR:

As many of my friends and colleagues at State are aware, I was recently diagnosed as having cancer. However, there is good news in that it is a curable and treatable cancer, which means I am in the process of getting cured.

The purpose of this letter is to thank all of you for your telephone calls, cards and inquiries about my health. Your support and concern are helping me deal with my illness. As a result my spirits are very high. This thanks truly comes from the bottom of my heart. (Don't be surprised to see me out running the roads real soon!).

Sincerely,
PATRICIA C. BURKE
Executive Office
Bureau of African Affairs □

On 'disciplined writing'

VICKSBURG, MISS.

DEAR SIR:

I should like to comment with regard to Mr. Larry Brooks' letter in the April STATE.

"You know who I'm talking about" appears in the third paragraph. I do not know whether Mr. Brooks or the printer made the error, but I assume that, since he is "an ex-English composition teacher," he knows that "whom" is correct in the quoted sentence. If it is his error, he evidently did not practice "rewriting," the third "basic principle" which he explained. He stated that, in this stage of writing, "you can clean up all your bad grammar . . ."

I think that writing should be clear, complete, concise, courteous and *correct* with regard to all of the pertinent principles, including, of course grammar!

I have enjoyed Mortimer Goldstein's articles ("Disciplined Writing and Career Development") I am saving all of them for my reference library. I appreciate your publishing them.

Sincerely,
GRACE CUNARD WILSON □

Go, Mort, go!

WASHINGTON

DEAR SIR:

I like Mortimer Goldstein ("Disciplined Writing and Career Development"). I like his style. I like his advice. I like his reply to Larry Brooks (April issue) . . .

Sincerely,
DONALD G. GOULD, USIA ■

Bureau Notes

The Seventh Floor

Secretary's Office

SECRETARY SHULTZ traveled to Manhattan, Kan., April 14, to deliver a "Landon Lecture" (one of a series) at Kansas State University. Accompanying him were PATRICK F. KENNEDY, executive director, Executive Secretariat; GERALD ANDERSON, special assistant to the Secretary; and JACQUELINE MACUK, personal secretary to Mr. Shultz ... From April 25-May 7, the Secretary traveled to Los Angeles, to meet with the editorial board of the Los Angeles Times and to visit and consult with officials at the Rand Corp ... He traveled to Bali, to meet with officials of the Association of Southeast Asian Nations and government officials of Bali ... He accompanied PRESIDENT REAGAN to Honolulu and to Tokyo, to participate in the economic summit ... Advancing the Secretary's trips and accompanying him were M. CHARLES HILL, executive assistant to the Secretary; KENNETH M. QUINN, deputy executive secretary; Mr. Kennedy; special assistants Anderson, CAROL THOMPSON and KAREN GALATZ; LORA SIMKUS and ELIZABETH GASTON, personal assistants to the Secretary; and KATE MILNE, secretary, Office of the Secretary. Also accompanying the Secretary were Secretariat Staff officers GLYN DAVIES, KEITH EDDINS, TIMOTHY COLLINS, EDWARD SMITH, ANGUS SIMMONS and DANNY McIE; and secretarial assistants SAADIA SARKIS, SHARON OHTA, MILDRED ENGRAM, DOROTHY SIMMONS and BONNIE BENDER ... Department officials accompanying the Secretary included the under secretary for economic affairs, W. ALLEN WALLIS; staff members ALAN LARSON, executive assistant, SCOTT BROWN and PATRICIA MOELLER; the ambassador-at-large for counterterrorism ROBERT B. OAKLEY; and RICHARD SOLOMON, director, Policy Planning Staff.

People: A new employee, YOLANDA R. MARTIN, has reported from the Curator's Office ... MOLLY O'NEAL reported for a short-tour assignment ... MARCIA WONG replaced KEITH EDDINS, who departed the Secretariat Staff for his new assignment as special assistant to the Secretary ... DEBBIE GRAZE also departed the Secretariat Staff, and assumed new duties as special assistant to the Secretary ... BONNIE BENDER began a short-tour assignment as a secretarial assistant to the Secretary. □

Office of the Under Secretary for Political Affairs

Under Secretary MICHAEL H. ARMACOST, accompanied by executive assistant CHRISTOPHER ROSS, visited Israel, Pakistan and the Philippines, April 9-18, to confer with host government and U.S. officials ... Special assistant SUSAN JOHNSON joined them in Israel and Pakistan, and special assistant WILLIAM ITOH joined them in the Philippines ... Ms. Johnson continued on to New Delhi,

April 16-21, for consultations on the occasion of the non-aligned ministerial meeting, and Mr. Itoh continued on to Seoul, April 18-21, for discussions with embassy and Korean officials ... On April 8, immediately prior to his overseas trip, Mr. Armacost addressed the Dallas World Affairs Council on "Dealing with Gorbachev's Soviet Union." ... On April 23 he discussed the Philippines at an off-the-record seminar on "Democratic Transitions," at the Foreign Service Institute ... Special assistant ANDREW STEINFELD traveled to Vienna and Geneva, in March, to observe meetings of the UN Commission on the Status of Women and the Geneva Consultative Group ... Special assistant WILLIAM BROWNFIELD traveled to Lubbock, Tex., to address a conference and conduct media interviews on U.S. foreign policy in Central America ... STEVEN J. COFFEY and DAVID T. KENNEY have joined the staff as special assistants to Mr. Armacost ... WILLIAM COURTNEY, formerly special assistant to Mr. Armacost, departed for language training and assignment as principal officer in Kiev ... LEE JETER has departed for a new assignment in the Bureau of Administration's Information Systems Office. □

Office of Protocol

Protocol chief SELWA ROOSEVLET accompanied the President to Tokyo for the economic summit. With her was gift officer CHRISTINE HATHAWAY ... JAMES MANNING assisted NANCY REAGAN's White House advance team in Malaysia.

Official working visits were made by the prime minister of Japan and the prime minister of Australia and his wife ... Private visits by the prime ministers of Israel and Grenada; the foreign ministers of Norway, Ecuador, the Netherlands and Germany; and the NATO secretary general and his wife took place in April ... LINDA MYSLIWI, REBECCA BOYD, MARY MASSERINI, SAMUEL CASTLEMAN, PATRICK DALY, CAROL SOMERVILLE, ERIN WALSH, MARYELLEN VANDIVIER, LINDA WHEELER and JAMES PAYNE worked on the visits ... Associate chief RICHARD GOOKIN and JULIE ANDREWS traveled with the U.S. presidential delegation to Swaziland for the coronation of CROWN PRINCE MAKHOSE TIVE.

Acting assistant chief PAMELA GARDNER coordinated arrangements for the luncheon hosted by SECRETARY SHULTZ and his wife in honor of the prime minister of Australia and his wife; the Secretary's luncheons for the prime minister of Israel; the secretary general of NATO; the foreign minister of Ecuador, the foreign minister of West Germany; and the farewell luncheon for the dean of the diplomatic corps, Ambassador ANATOLY DOBRYNIN. Assisting were GEORGIA BOOTH, APRIL GUICE, JAYN MONTIETH and KIMBERLY MIDDLETON.

People: Assistant chief DOUGLAS HARWOOD has been reassigned as deputy chief of the administrative section, Embassy Mexico,

via Spanish language training at the Foreign Service Institute ... CHARLES ANGULO has been assigned to replace him ... ELIZABETH EELLS has left the Office of Protocol for private enterprise ... Foreign Service Officer CYNTHIA SMOOT has been detailed to the Diplomatic and Consular Liaison Division. □

Administration

Office of Language Services

CORNELIUS IIDA assisted the President and the Japanese prime minister at Camp David, while ZAKI ASLAN accompanied VICE PRESIDENT BUSH on his tour of the Middle East ... Former Interpreting Division chief DONALD BARNES interpreted for the Dominican Republic portion of a congressional delegation visit to Latin America ... The Secretary's trip to Europe brought three interpreters into action—ELIZA BURNHAM for France, NEIL SEIDENMAN for Italy, and contractor KATHERINE STEWART (resident in Vienna) for Greece.

HARRY OBST interpreted for meetings with both the President and the Secretary during the visit of the West German foreign minister, HANS-DIETRICH GENSCHER ... Spanish interpreter RITA BOREN accompanied special envoy PHIL HABI^{is} on his 12-nation, 12-day Latin American trip, and Chinese interpreter VIVIAN CHANG went back to China, this time with the head of the National Science Foundation ... Two staff interpreters, GALINA TUNIK-ROSNIAANSKY and CYRIL MUROMCEW, have worked with the National Gallery of Art in connection with the new exhibit of impressionist paintings loaned by various Soviet museums ... Office director HARRY OBST, with ALEC TOUMAYAN and Mr. Iida and Mr. Seidenman, were on hand at the Tokyo economic summit ... On temporary duty: ELIZA BURNHAM, to the Ivory Coast for a narcotics training school, and LILLIAN NIGAGLIONI, to Puerto Rico for a course offered by the Bureau of Customs. □

African Affairs

Office of the Assistant Secretary: Assistant Secretary CHESTER CROCKER briefed the Republican National Committee's annual "Eagle Meeting" in San Antonio, April 15, on developments in South Africa ... On April 25 he participated in a video interview with the Christian Broadcasting Network in Washington ... In conjunction with the monthly bureau staff meeting on April 30, Mr. Crocker presided over a retirement celebration for ROBERT B'UCE, director, Office of Public Affairs, and presented him the John Jacob Rogers award for professionalism in the Foreign Service; the award was signed by SECRETARY SHULTZ ... On May 2 Mr. Crocker participated in Foreign Service Day ... Deputy assistant secretary WILLIAM ROBERT-



KIGALI, Rwanda—Program assistant *Come Rusimbi* receives Meritorious Honor Award from Ambassador *John Upston*.

uty assistant secretary JAMES BISHOP traveled to Boston to participate in meetings at the Fletcher School of Law and Diplomacy. April 9 . . . Deputy assistant secretary PRINCETON LYMAN briefed an American University group on the economic situation in Africa, April 24, in the Department . . . CHARLES W. FREEMAN JR. has assumed his duties as senior deputy assistant secretary; he formerly served as deputy chief of mission, Bangkok . . . Special presidential representative MAUREEN REAGAN traveled to Swaziland, to participate in the coronation celebration of KING MSWATI III, April 24-26. Accompanying her from the bureau were Mr. Freeman and ROBYN HINSON-JONES, Swaziland desk officer.

Office of Public Affairs: ROBERT BRUCE, director, participated in a discussion on South Africa at the College of Charleston, April 17, in Charleston, S.C.

Economic Policy Staff: Deputy director RANDOLPH REED briefed a group of African economists in an "Operation Crossroads" meeting in the State Department that was held last April 22.

Office of Regional Affairs: Political/military officer GREGORY BRADFORD represented the bureau at the annual European security assistance conference in Garmisch, Germany, April 21-25 . . . RAYMOND PARDON, labor adviser, participated in a conference at Shippensburg University, on Africa, April 16, in Shippensburg, Pa.

Office of Southern African Affairs: JEFFREY DAVIDOW, director, traveled to New York, March 24, to participate in a Council on Foreign Relations study group on U.S. policy toward South Africa . . . He gave a presentation on South Africa at the Naval War College, April 1 . . . RAYMOND F. SMITH, deputy director, accompanied Mr. Crocker to Geneva for bilateral discussions with the Soviets on southern Africa, March 6-7 . . . F. ALLEN HARRIS, deputy director, spoke at South West Texas University at San Marcos, and the University of Texas at Austin, April 10-11 . . . He traveled to New York, April 26, to brief 25 members of the National Conference of Editorial Writers, in preparation for their trip to South Africa . . . ASHLEY WILLS, desk officer for South Africa, traveled to South Africa and Zimbabwe on consultations, March 9-29 . . . On May 8-9 he participated in a conference hosted by the Association of Political Risk Analysts, in New York. . . ROBYN HINSON-JONES, desk officer for Zambia, Malawi and Swaziland, accompanied a presidential delegation led by MAUREEN REAGAN to the coronation of KING MSWATI III, April 25-26.

South Africa Working Group: J. DOUGLAS HOLLADAY, director, addressed the National Association of Evangelicals, in the Department, April 23 . . . WILLIAM JACOBSEN participated in a conference at Lin-



NAIROBI, Kenya—Ambassador *Gerald E. Thomas*, center, presents Superior Honor Awards to *George Dragnich* and *Margaret*

Sheppard for their work as embassy coordinators during the UN Women's Conference held here last summer.

SON and representatives from the Departments of Commerce, Agriculture, and State, and from AID, the Export-Import Bank, the Trade and Development Programs and the Overseas Private In-

vestment Corp. participated in a trade and investment conference on Africa, in Miami, April 17. The conference was the sixth in a series of regional conferences in the United States . . . Dep-

coln Land Community College, April 15, in Springfield, Ill., on South Africa . . . BRUCE RICKERSON participated in a conference on South Africa at Frostburg State College, April 16, on South Africa . . . He traveled to Blufton College, May 6, to participate in a conference. □

Consular Affairs

On April 10 Assistant Secretary JOAN M. CLARK traveled to Philadelphia, to attend ceremonies marking the conversion of the Philadelphia Passport Agency into an automated facility which produces machine-readable passports. Present were the deputy assistant secretary for passport services, HARRY L. COBURN; the bureau's public affairs adviser, RUTH VAN HEUVEN; and SUSAN McCANNELL of the bureau's policy coordination staff . . . Miss Clark and CORNELIUS D. SCULLY, director of regulations, legislation and advisory assistance in Visa Services, addressed the American Council on International Personnel, at the Westin Hotel, in Washington, May 5-6.

A consular automation seminar was held at the Foreign Service Institute, April 28-May 2, attended by 15 officers from overseas posts and three officers from the bureau. The purpose was to discuss automation—past, present and future . . . On May 1 VERNON D. PENNER JR., deputy assistant secretary for visa services, spoke to participants attending a Foreign Service Institute ambassadorial seminar on consular affairs . . . From April 14-18 GUYLE CAVIN, consular officer in the Fraud and Documentation Division, traveled to Haiti, for joint antifraud training with the Immigration and Naturalization Service, and to Miami, for consultations with that agency . . . The Visa Office welcomed ROBERT SEIBOLD to the Fraud and Documentation Division and DONNA MOSS to the Immigrant Visa Control



BILBAO, Spain—At ceremony inaugurating new consulate office space, from left: *Jesus Izquierdo, Ana Leon, Juan Maria Vallejo, Ma-*

ria Carmen Juarrero, vice consul Eric Running, Juan Olartecoechea, principal officer Gary Usrey, Consuelo Arostegui.

and Reporting Division . . . MARY PORTER has departed the Visa Office for the Bureau of Refugee Affairs.

On April 29 JOHN H. ADAMS, director, Citizens Emergency Center, accompanied the senior deputy assistant secretary for consular affairs, MICHAEL H. NEWLIN, to the funeral of American hostage PETER KILBURN, executed in Lebanon on April 17 . . . On May 2 ELIZABETH SOYSTER, Near East/Asia Division of Citizens Consular Services, spoke to a conference on missing and exploited children, at

the University of Louisville, on the assistance provided by State to parents following international kidnappings . . . ROBERT HIGGINS has left Citizens Consular Services for the Department of Justice . . . During April the staff of Overseas Citizens Services was given training on the use of a new computerized case-tracking system, called "Oscar."

CYNTHIA GETHERS, regional director, San Francisco Passport Agency; MARIA MIDDLETON, regional director, Philadelphia Passport Agency; WILLIAM CAMP, Passport's associate director for operations; VIVIAN FERRIN, Passport's associate director for management; MARLENE SCHWARTZ, director of Passport's Field Coordination Staff; and COLUMBUS GEER, regional director, Washington Passport Agency, met in Washington, April 21-22, with contractors, to participate in a workshop on methods to enhance the automated passport system . . . MARLENE SCHWARTZ; EDWARD HART, regional director, Seattle Passport Agency; and STEWART BIBBS, Washington Passport Agency, were members of the passport management team which negotiated the renewal of the union contract with Passport union members JOYCE LESTER (president), FRANCIS HEADLEY, CAROLYN SCOTT and GILBERT LEWIS.

The following examiners from the Seattle Passport Agency have completed the Foreign Service Institute's correspondence course for

DUBAI, United Arab Emirates—Vice consul *Michael J. Varga, left, looks on as consul David C. Litt presents certificate of merit to senior consular specialist Musa Mahgoub Ahmed, center.*



passport examiners on citizenship and nationality: VICKI M. BULIAN, JOHN G. CORNABY, SANDRA J. GASTON, JOAN E. MCGEACHY, ROSEMARY MELENDY, MICHAEL J. SEPAL, CHARLES S. SMITH and IRENE P. WISDOM . . . On April 15 SUSAN I. SHORT, Seattle's acceptance agents coordinator, and DONNA MICHAELS, adjudication supervisor, traveled to Ft. Lewis, Wash., to conduct a training session for military passport acceptance agents from the Ft. Lewis and McChord Air Force facilities . . . On April 25-26 MARGARET DOYLE, DAMON MIURA, ANITA WILLIAMS and WILLIAM DANIELS of the Los Angeles Passport Agency were selected to serve as part of the support staff for SECRETARY SHULTZ's visit to Los Angeles, en route to the Far East for the Tokyo economic summit . . . MICHAEL PERSONS, fraud coordinator at the Philadelphia agency, arrived in Washington, April 14, to assume duties as a member of Passport's field coordination staff.

From February 23-28 SYLVIA BAZALA, management analyst in the executive director's office, visited Mexico City, as a member of the Foreign Building Office's project team to develop a coordinated approach to installations planned for the embassy, including improvements in consular section space allocation and layout. . . She visited the consulate general in Monterrey, Mexico, April 20-21, as a member of the public access control team, to design and assist with security improvements for the consular section . . . EILEEN A. MALLOY, management analyst, attended the automated information systems management course for intermediate executives sponsored by the Department of Defense Computer

Institute, March 3-14 . . . She assisted in designing public access control systems for the consular sections in Beijing, Shenyang, Guangzhou and Shanghai, in early April . . . From March 8-25 DONALD E. WELLS, management analyst in the executive director's office, traveled to New Delhi, Bombay and London, to review the use of the electronic cash register at all posts.

RONALD HARMS, Systems Applications Staff, conducted both nonimmigrant visa computer-assisted processing system and citizen services system computer program training in Bogota and Santo Domingo . . . WILLIAM MULLER traveled to Buenos Aires, March 30, to install the immigrant visa applicant control system and the nonimmigrant visa computer-assisted processing system . . . From April 14-May 2, JOSEPH NOWELL visited Seoul, Manila and Bangkok, to train consular staffs in the use of the citizen services system. □

East Asian and Pacific Affairs

Assistant Secretary GASTON SIGUR accompanied PRESIDENT REAGAN to Indonesia, for meetings with PRESIDENT SOEHARTO and Asian foreign ministers, and to Japan, for the Tokyo economic summit, April 26-May 7 . . . He continued to Korea and the Philippines, May 8-11, on SECRETARY SHULTZ's official working visit . . . He was accompanied during these travels by principal deputy assistant secretary JOHN C. MONJO, deputy assistant secretary WILLIAM PIEZ, special assistant DEAN

WELTY, staff assistant LARRY DINGER and secretaries MARY ANN COTE and MARCELLA HEMBRY. Mr. Monjo accompanied Secretary of Defense CASPAR WEINBERGER, April 6-13, on the portion of his trip to Asia which covered the Philippines, Thailand and Australia . . . Mr. Monjo participated in a panel discussion on the Philippines at the National War College, April 21 . . . On April 22 he spoke at the School of Advanced International Studies at Johns Hopkins University . . . Deputy assistant secretary WILLIAM C. SHERMAN traveled to Seattle, to greet South Korean President CHUN DOO HWAN, who stopped there, April 18-20, on his way home from state visits to various countries in Europe . . . Deputy assistant secretary JAMES R. LILLEY participated in Foreign Service Day, May 2, conducting a seminar on East Asian and Pacific affairs . . . He accompanied Secretary of the Treasury JAMES BAKER to Beijing, May 5-10, for the Joint Economic Commission annual talks with China . . . WILLIAM PIEZ traveled to Tokyo, April 14-18, with DICK MASSEY, to discuss market access problems . . . Mr. Piez accompanied Under Secretary ALLEN WALLIS to Singapore, May 7-10 . . . On May 13 he addressed the Pacific Basin Economic Council, in Seoul.

ROBERT B. DUNCAN, director, Office of Economic Policy traveled to Manila, April 26-May 3, to attend the annual meeting of the Asian Development Bank . . . Deputy director GEORGE A. GOWEN visited Singapore, May 6-10, to participate in the seventh economic dialogue between the United States and the Association of Southeast Asian Nations . . . WILLIAM A. TAGLIANI was in Bangkok, April 21-May 2, as a member of the U.S. delegation to the annual meeting of the UN Economic and Social Committee for Asia and the Pacific . . . Malaysia/Brunei country officer GENE CHRISTY participated in an Asia Society corporate briefing, "Malaysia 1986: At the Crossroads," in New York, May 20 . . . HAROLD MEINHEIT and MARY HAYS, going to Kuala Lumpur as political officers, had separate pre-departure consultations . . . THOMAS SNEAD, preparing for duties as administrative/consular officer in Brunei, used the week of April 28-May 2 for consultations, and to follow up on several issues, including the status of the first-ever Brunei post report.

M. LYALL BRECKON, director, Office for Vietnam, Laos and Cambodia, participated as a panel member at the 32d annual conference of the Cincinnati Council on World Affairs, in Cincinnati, April 17-18. The topic this year was "The United States in the Pacific—Policy Challenges in a Vast Region of Change and Growth."



EAST ASIAN AND PACIFIC AFFAIRS—Assistant Secretary Paul Wolfowitz, left, presents Superior Honor Award to principal deputy assistant secretary John Monjo.

A group of leading authorities from a number of countries and 1,400 regional leaders from business, education, community organizations and the media attended ... Vietnam country officer STEPHEN JOHNSON addressed a campus audience at the University of Northern Iowa, Cedar Falls, Io., about the situation in Southeast Asia concerning prisoners of war and those missing in action. During his visit he met with media representatives from Cedar Falls and Waterloo on the issue ... THOMAS C. HUBBARD, director, Office for Japanese Affairs, traveled to Japan, April 30-May 6, to participate in the President's and the Secretary's bilateral meetings with Japanese leaders at the Tokyo summit ... Mr. Hubbard participated with Ambassador MICHAEL J. MANSFIELD in the President's and Secretary's meetings during the Japanese prime minister's visit to Washington, April 12-14 ... Economic officer ROBERT REIS participated in U.S.-Japan aviation talks, the week of April 7-11 ... Economic officer BRIAN MOHLER took part in U.S.-Japanese agricultural negotiations, in Washington, April 10.

MEG DOSCHER, secretary, retired from Government service on May 2 and moved to Olympia, Wash ... BOB BENZINGER, Fiji desk officer and South Pacific Commission specialist, left in mid-May to attend a meeting in Noumea, New Caledonia. He planned stops in Fiji and Honolulu for consultations, en route home from Noumea. □

Economic and Business Affairs

The deputy assistant secretary for transportation affairs, JEFFREY N. SHANE, held informal civil aviation negotiations in Washington with counterparts from Switzerland, April 14, and the United Kingdom, April 22 ... Mr. Shane met in Paris, April 25-26, with French aviation authorities, then traveled to Copenhagen to co-chair maritime consultations, April 28-30, with the Consultative Shipping Group, which is made up of 12 western European maritime nations, plus Japan ... RICHARD SCISSORS, director, Office of Maritime and Land Transport Affairs, participated in the shipping meeting ... On May 2 Mr. Shane met in Brussels with transport officials of the European Community, following which he flew to London for informal aviation talks with British authorities ... CHARLES ANGEVINE, special negotiator for transportation affairs, chaired civil aviation negotiations with Saudi Arabia, May 1-2, in Washington ... STEVE PRUETT, Office of Aviation Negotiations, provided staff support for the negotiation ... On May 8-9 Mr. Angevine traveled to Brasilia and Rio de Janeiro, to conduct civil aviation negotiations with Brazil, May 8-9 ... WILLIAM DAMERON, deputy director, Office of Maritime and Land Transport Affairs, represented the United States at a working group meeting of the Organization for Economic Cooperation and Development's Maritime Transport Committee, in

Paris, April 23-24.

E. ALLAN WENDT, deputy assistant secretary for international energy and resources policy, traveled to Bonn, West Germany, January 13, to attend a meeting of the Group of 8, to discuss seabed-mining issues ... He went on to Dhahran, Riyadh, Jeddah, Abu Dhabi, Muscat and Kuwait, to discuss international energy issues ... In February he traveled to Paris, to attend the International Energy Agency's governing board meeting and to chair the agency's Standing Group on Long-Term Cooperation.

The director of the Planning and Economic Analysis Staff, MARSHALL CASSE, served as an adviser to the U.S. delegation to the March 24-25 meeting of the Economic Policy Committee, at Organization for Economic Cooperation and Development headquarters in Paris ... MICHAEL ULAN, Planning and Economic Analysis Staff, was invited to participate in the annual "Economics Day" at the University of Pennsylvania, April 4. The discussion focused on equality of economic opportunity, poverty, welfare and income distribution ... JACK SHEERIN of the staff departed for Bangkok, April 17, to serve for three months as a consultant on economic modeling, at the UN Economic and Social Commission for Asia and the Pacific ... On May 1 WILLIAM DEWALD of the staff attended the Robert Weintraub Lecture delivered by HERB STEIN, former chairman of the Council of Economic Advisers, at Baruch College, City University of New York, and consulted with members of the New York financial community, May 2, regarding U.S. monetary policy issues.

THOMAS J. O'DONNELL, director, Office of International Commodities, was a delegate to the renegotiation conference for the international rubber agreement, in Geneva, May 5-23 ... JACK ST. JOHN, director, Office of Business

and Export Affairs, and OLAF "BO" OTTO participated in a one-week seminar on congressional relations, on Capitol Hill, April 7-11 ... ROGER FREEMAN, Marine and Polar Minerals Division, was in Hobart, Australia, April 14-25, to participate in negotiations of a minerals regime for Antarctica by the Antarctic treaty consultative parties ... ELIZABETH BOLLMANN, Developing Countries and Trade Organizations Division, was State's representative at the sessions of the working party on accession for Mexico to the General Agreement on Tariffs and Trade, in Geneva, April 29-30 ... SHAUN DONNELLY, director, Office of Development Finance, and MARC WALL, same office, represented the Department on the U.S. delegation to the International Bank for Reconstruction and Development/International Monetary Fund Development Committee meeting, April 10-11, in Washington ... DAVID REHFUSS, deputy director of the office, was a member of the U.S. delegation to the Asian Development Bank annual meetings, April 30-May 2, in Manila. He also participated in negotiations on replenishment of the Asian Development Fund, in Manila, April 28-29 ... JIM HEG of the office was a member of the U.S. delegation to the annual meeting of the African Development Bank, in Harare, Zimbabwe, May 5-7 ... PATRICIA BROE has entered on duty in the Office of Development Finance. □

European and Canadian Affairs

Office of the Assistant Secretary: Assistant Secretary ROZANNE L. RIDGWAY traveled to Prague, Bonn and Paris, April 14-18. In Prague she was present at the signing of the exchanges agreement between the United States and



VIENNA, Austria—At opening of Financial Management Center, from left: Harold E. Vickers, Dietmar Blasl, Sara E. Shonk, Felix S.

Bloch, Gregory E. Genco, Gabrielle Dujmovits, Manfred Hausleitner, Kathleen Leatherwood, Felix Lapinski, Michael Schweiger.

BUREAU NOTES

Czechoslovakia. She was accompanied by the eastern European and Yugoslav affairs director, ROLAND KUCHEL. In Bonn and Paris she conducted consultations with European allies. She was accompanied by the European security and political affairs director, MICHAEL KLOSSON ... Ms. Ridgway traveled to Tokyo, April 30-May 8, to participate in the Tokyo summit of the seven industrial democracies. She was accompanied by her special assistant, NADIA TONGOUR, and Mr. KLOSSON ... Principal deputy assistant secretary WILLIAM M. WOESSNER has been awarded the Knight Commander's Cross with Star of the Order of Merit, by West Germany. The presentation of the award was made by Ambassador GUNTHER VAN WELL in the presence of Under Secretary MICHAEL ARMACOST and two former ambassadors to West Germany, KENNETH RUSH and WALTER STOESEL ... Deputy assistant secretary M. JAMES WILKINSON addressed the American European Community Association, in New York, April 21, on the U.S. policy and interests in the Economic Community ... On April 8 deputy assistant secretary MARK PALMER addressed the Executives' Club of Chicago, on U.S.-Soviet relations ... Mr. Palmer accompanied SECRETARY SHULTZ to Swedish Prime Minister OLAF PALME's funeral, April 11 ... On an April 23-27 trip to Budapest and Munich, Mr. Palmer appeared on Hungarian television and attended a board meeting of Radio Liberty and Radio Free Europe ... Deputy assistant secretary CHARLES H. THOMAS chaired the U.S.-Spanish bilateral meetings on security issues, at the Department, April 22 ... That evening, he departed for Europe with PAUL H. NITZE, for consultations with U.S. allies in London, Bonn, Paris, Rome, Brussels and The Hague.

Office of the Executive Director: Deputy executive director CLARKE RODGERS accompanied JOSEPH H. LINNEMAN, director, Office of Financial Systems, on visits to Embassies Bonn and London, May 10-18, to evaluate Foreign Service national budget positions, to meet financial management systems concepts ... Post management chief BERNIE WOERZ visited U.S. embassies in Paris, Brussels, Copenhagen and Bern and the U.S. mission in Geneva, April 27-May 10, to assess firsthand the management concerns of posts stemming from Gramm-Rudman-Hollings ... Post management officer SHARON LUDAN traveled to Hamilton, March 24-31, to provide administrative support and assistance in preparing for Bermuda's upcoming inspection.

Office of Eastern and Yugoslav Affairs: ROLAND KUCHEL, director, traveled with Ms. Ridgway to Czechoslovakia, for consultations with that government, April 14-18 ... Ambassador WILLIAM LUERS, Prague, visited the Department, April 28, prior to his retirement from the Foreign Service on May 2 ... During May, four ambassadors from eastern European countries were in the Department for consultations: ROGER KIRK from Romania, MELVIN LEVITSKY from Bulgaria, NICOLAS SALGO

from Hungary and JOHN SCANLAN from Yugoslavia. The charge d' affaires from Poland, JOHN DAVIS, was also here ... LINDA K. O'BRIEN, secretary to the senior deputy director, left the office, May 2, for French language training, prior to her transfer to Dakar, Senegal ... Deputy director HERBERT MALIN discussed U.S. policy towards eastern Europe, as the featured speaker at the annual meeting of the Slavic and East European Friends of Southern Illinois University, Edwardsville, Ill., April 26. In the region around the university there is a heavy concentration of Americans from eastern European countries.

Office of European Security and Political Affairs: GALE A. MATTOX, strategic section, spoke, April 30, at the Foreign Service Institute, on "Political parties in the Federal Republic of Germany and the 1987 Federal Elections." ... Gale Mattox also accompanied a Council on Foreign Relations group to the U.S. NATO mission in Brussels, and to Bonn, Berlin and Ramstein Air Base, in Germany, April 13-20, for briefings ... MICHAEL NOVAK led the U.S. delegation to the Bern human contacts experts meeting, of the Conference on Security and Cooperation in Europe, which met April 15-May 26, in Bern, Switzerland. Other members of the delegation were SOL POLANSKY, deputy chief of the delegation; JULIEN LEBOURGEOIS, Office of European Security and Political Affairs; JOHN SCHMIDT, Office of Soviet Union Affairs; THOMAS COUNTRYMAN, Office of Eastern European and Yugoslav Affairs; JOHN SPIEGEL, the Visa Office; and MICHAEL HATHAWAY, SAMUEL WISE, OREST DEYCHAK and JOHN FINERTY of the U.S. Commission on Security and Cooperation in Europe.

Office of Northern European Affairs: ROSS RODGERS, country officer for Denmark, traveled to northern Greenland and Ellesmere Island, in the Canadian Arctic, April 24-29, in connection with issues relating to U.S. military bases in Greenland ... Ambassador CHARLES H. PRICE II (London) returned to the Department for consultations in mid-April.

Office of Canadian Affairs: CARROLL BROWN, director, and WILSON RILEY, envi-

ronmental affairs officer, met with Canadian federal and provincial officials, March 26, in Ottawa, to consider steps that might be taken by both countries to deal with high-water levels on the Great Lakes ... Deputy director SAM FROMOWITZ participated in a discussion on U.S.-Canada relations, at the fifth annual Canada-U.S. press panel at the Center for Inter-American Affairs, in New York, April 9 ... Mr. Riley addressed students and faculty of Salisbury State College, Salisbury, Md., on the international relations aspects of the acid rain dispute with Canada, March 10. □

Human Rights and Humanitarian Affairs

Assistant Secretary RICHARD SCHIFTER briefed members and staff of the congressional human rights caucus, on the UN Human Rights Commission ... He briefed top denominational leaders and key executives of the National Association of Evangelicals, on Central America and international human rights, focusing on religious intolerance ... He participated in the conference on Soviet Jewry sponsored by Baltimore Hebrew College ... Mr. Schifter participated in a discussion of religious intolerance with the board of directors of the Wilson Center and with members of Congress ... He was interviewed by R. KAPLAN on Ethiopian resettlement, and by the Washington correspondent for El Akhbar, HADIA EL-SHERBINI, on U.S. human rights policy in the Middle East.

Deputy assistant secretary LAURA DIETRICH addressed students and faculty at the University of Virginia School of Law colloquium on international law ... She was interviewed in Washington by ABC's MICHAEL LERNER, regarding El Salvador, refugees and the sanctuary movement ... She then traveled to Michigan, where she spoke to the University of Michigan Law School and members of the American Immigration Lawyers Association ... While in Michigan, she granted radio interviews and an editorial backgrounder at the Detroit Free Press ... She visited Cabrini College and Villanova

100 UNITED STATES SAVINGS BOND 100

**Steal me. Burn me. Throw me away.
I'm still yours.**

*And remember: I'll never break your heart.
Or leave you stranded in the tight spots.
I'll always be there when you need me. So if I
can't make you feel secure, probably no one can.
Once you bring me home, I'm yours forever. Even if
I'm burned. Or lost. Or stolen.
If you look for me and can't find me, just report it.
And you'll get me back. As good as new.*

NOT TRANSFERABLE

University, to discuss Central America/sanctuary movement ... She traveled to San Salvador to study the survey of deported Salvadorans, conducted by the Intergovernmental Committee for Migration, and met with church and government officials.

Mr. Schifter addressed the Commission on Legislation and Civic Action of Agudath Israel of California, in Los Angeles, and briefed a group from the American Jewish Congress, in the Department. The assistant secretary conducted a background session for the editorial board of the Los Angeles Times, and he granted interviews to Reuters News Service, the Los Angeles Times, the Los Angeles Daily Journal and the Wall Street Journal ... Senior deputy assistant secretary JAMES MONTGOMERY gave a series of lectures at the University of Oklahoma, in Norman ... While there, he granted radio and TV interviews and another to the Norman Transcript ... He met with students of a human rights and foreign policy course, from Princeton University, in the Department.

Ms. Dietrich, traveled to Costa Rica, to participate in a refugee workshop sponsored by the Department's Bureau for Refugee Programs ... She later participated in the ninth National Legal Conference on Immigration and Refugee Policy, in Washington ... She addressed a committee of the American Jewish Congress, a seminar at the University of Virginia Law School at Charlottesville, and a seminar sponsored by the Hispanic Law Students Association of the University of Michigan, in Ann Arbor ... In Michigan, she granted several interviews and conducted an earlier briefing with the editorial board of the Detroit Free Press ... She granted an interview to KGO-TV, an ABC affiliate in San Francisco.

ROGER PILON, policy and programs officer, addressed the Hungarian Federation in a Department briefing ... JAMES THYDEN addressed a group from the Marine Corps Command and Staff College who were in the Department for briefings ... BRUCE CONNUCK, former regional officer for European affairs, was a member of the U.S. delegation to the human contacts experts meeting of the Conference on Security and Cooperation in Europe, in Bern ... ED MICHAL and LAURENCE STANLEY have joined the bureau's Office of Multilateral Affairs and Human Rights Programs ... JOANN MONROE has joined the bureau as secretary to Ms. Dietrich.

People: DOUG WAKE transferred from the U.S. mission to the United Nations, and will serve as the new officer for European affairs ... New arrivals in the Asylum Office include DEBRA HASKINS, JOHN MULLIN, BARBARA POLLARD, JAMARI SALLEH and JACKSON SMITH. □

INTELLIGENCE AND RESEARCH—Lydia Giffler, population analyst, accepts retirement plaque from Ralph E. Lindstrom. She had 30 years of Government service.



INTELLIGENCE AND RESEARCH—Soviet analyst Karen Puschel, Hope College '81, shows intern Chris Larrabee, Hope College '87, the ropes.



Intelligence and Research

Office of the Geographer: GEORGE J. DEMKO, director, presented a paper at the annual meetings of the Association of American Geographers, in Minneapolis, on "The Impact of Socialist Ideology on Urbanization," May 5 ... He was elected president of the Association of American Geographers ... He presented two lectures at Appalachian State University, Boone, N.C., on "Geographic Research on the USSR and Eastern Europe" and "Geographic Problems and Issues in Foreign Policy Research," April 10 and 11 ... ROBERT W. SMITH, special assistant for ocean affairs and policy planning, twice lectured on navigation and overflight rights—at Cannon Air Force Base, April 11, and at Bucknell University, April 21 ... He was also a member of the U.S. delegation for the May 5-10 round of South Pacific tuna negotiations, in Honolulu. □

Inter-American Affairs

Office of Regional Political Programs: On April 9-10, WANDA L. NESBITT attended the Caribbean security review symposium in Key West, Fla. ... JAKE M. DYELS JR., labor adviser, visited Uruguay, the Dominican Republic and Haiti, in March, to discuss U.S. labor assistance in those countries ... P. PETER SARROS and MARY ANN SINGLAUB attended the nar-



BOGOTA, Colombia—Ambassador *Charles A. Gillespie Jr.*, left, presents retirement

plaque to consular officer *Jack F. Gillespie*, who had 40 years of Government service.



LA PAZ, Bolivia—Ambassador *Edward M. Rowell* is welcomed by peasant leaders as

“padrino” of the Alasitas Fair, an annual event in the Bolivian capital.

cotics conference in Panama City, April 7–9.

Office of Central American and Panamanian Affairs: Deputy director RONALD D. GODARD traveled to Tufts University, in late April, to address the Fletcher School of Law and Diplomacy on U.S. policy toward Central America . . . Regional political affairs officer JOHN R. HAMILTON accompanied U.S. special envoy PHILIP C. HABIB on a visit to 12 Latin American nations, April 8–18 . . . Panama desk officer SHERMAN N. HINSON departed, May 5, for German language training and onward assignment to Berne, Switzerland.

Office of Andean Affairs: PAUL WISGERHOF has become deputy director . . . Colombia country officer LEE PETERS traveled to Houston, May 1–2, to address the Colombian petroleum seminar, sponsored jointly by the U.S. Department of Commerce and the firm of Kaplan, Russin & Vecchi. □

U.S. Mission to the Organization of American States

RICHARD T. McCORMACK, U.S. permanent representative to the organization, was vice chairman of the U.S. delegation to the Inter-American specialized conference on traffic in narcotic drugs, sponsored by the Organization of American States and hosted in Rio de Janeiro by the government of Brazil, April 21–26 . . . Based on his performance as coordinator of substantive issues with other delegations at the conference, LOWELL R. FLEISCHER, senior political adviser, was nominated by Mr. McCormack for a Superior Honor Award . . . On May 7 Mr. McCormack gave an address on problems of attracting investment to Latin America, at the executive committee seminar of the Consejo Interamericano de Comercio y Produccion, in Washington . . . On May 8 Mr. McCormack traveled to San Jose, Costa Rica, as part of the U.S. delegation (headed by VICE PRESIDENT BUSH), to the Costa Rican presidential inauguration . . . On May 2 MICHAEL STRACHAN, the U.S. mission's deputy political adviser, left for language training, in preparation for his new assignment in Haiti. □

International Communications and Information Policy

The bureau held a telecommunications seminar for officers responsible for telecommunications policy issues at 14 key posts, April 6–10. The conference was at Airlie House, Warrenton, Va., and was coordinated by the director of external relations, ALLEN OVERMYER. In attendance were all bureau officers, representatives of other agencies and representatives of the private telecommunications-related sector. In addition to introducing the bureau's issues, the meetings offered the post officers in-depth briefings from other agencies, the congressional perspective and a variety of views from the telecommu-

nications industry. The seminar was seen as an important initiative in enabling embassies to become better equipped to promote U.S. interests in the "increasingly complex and vital area of telecommunications policy," the bureau said.

DIANA LADY DOUGAN, the U.S. coordinator and director, gave the keynote address, "The Critical Combination: Women, Leadership and High Technology," at "Leadership '86," a conference sponsored by the National Alliance of Women in Communications Industries. The seminar was in Washington, April 2-3 ... EARL S. BARBELY, director, Office of Technical Standards and Development, chaired a joint meeting of the U.S. Federal Advisory Committee's study group for policy and the preparation committee for the World Administrative Telegraph and Telephone Conference. The meeting was in Washington, April 3.

DOMENICK IACOVO, deputy director, Office of Technical Standards and Development, traveled to Montevideo, Uruguay, as the head of the U.S. delegation participating in meetings of the Inter-American Telecommunications Conference's public telecommunications services committee, April 7-11 ... He acted in the same capacity at meetings of the service definition study group of the Consultative Committee for International Telegraph and Telephone, International Telecommunications Union, April 11-18 ... In Washington, April 21-22, TIMOTHY C. FINTON, Office of Planning and Analysis, and Mr. Iacovo took part in the market-access factfinding discussions with Italy. The discussions are part of a series of U.S. government meetings with European countries which have major telecommunications markets. The bureau's participation in these talks focused on the questions of the offering of new telecommunications services and the openness of the standards-setting process in Italy ... D. CLARK NORTON, Office of External Relations, participated as the adviser to the U.S. representative at the meeting of the advisory board of the Center for Telecommunications Development, in Geneva, April 22-24. □

International Narcotics Matters

Acting assistant secretary ANN WROBLESKI was a member of the U.S. delegation to the spring session of the Economic and Social Council, on May 6 ... The fourth law enforcement summit conference took place in Cancun, Mexico, hosted by the Mexican attorney general, SERGIO GARCIA RAMIREZ, April 14-15. Deputy assistant secretary MARK DION and program director CAESAR BERNAL represented the bureau and joined their State colleagues and representatives from 11 Government agencies, under the direction of Attorney General EDWIN MESSE III, for the sessions with their Mexican counterparts. The working groups were divided into three main components, to resolve issues and propose recommendations for adoption

of follow-up actions ... Mr. Dion, with deputy program director W. KENNETH THOMPSON, program officer MARY JEANNE MARTZ and demand reduction specialist MANUEL GALLARDO, attended the Organization of American States narcotics conference in Rio de Janeiro, the week of April 21 ... Mr. Dion and Mr. Thompson proceeded to La Paz, where they were joined by the bureau program analyst for Bolivia, MARY JEANNE MARTZ, for meetings with embassy and Bolivian officials about narcotics control strategy ... Other stops on the three-week itinerary included consultations and meetings in Lima, Peru; Quito, Ecuador; and Bogota, Colombia.

Bureau budget and fiscal officer SCOTT D. McADDOO and contract specialist ROBERT B. GIFFORD traveled, April 19-May 4, to participate in international narcotics control field assistance visits to narcotics assistance units in La Paz and Lima ... Mexico City narcotics assistance unit chief RICHARD CHIDESTER accompanied a delegation of Mexican officials to Forth Worth, Tex., in late April, to hold discussions with Bell Helicopter Textron representatives regarding aircraft purchase and maintenance support issues ... Bureau program officer ROGER MEECE traveled from Washington to participate in the discussions.

Visitors to the bureau included six members of the Pakistani Northwest Frontier Province Provincial Assembly; the Nigerian minister of information, Lt. Col. ANTHONY VKPO; A. H. G. MOHUDDIN, director of the Economic Affairs

Department, General Secretariat of the Organization of the Islamic Conference; U MIN GAUNG, Burmese minister for home and religious affairs; and TOAHA QURESHI, Pakistan Narcotics Control Board. □

International Organization Affairs

ALEX LIEBOWITZ, officer-in-charge of European, arms control, outer space and ocean affairs, traveled to Geneva, April 23-May 5, to attend a preparatory committee meeting of the biological weapons convention review conference ... Mr. Liebowitz and ROBERT LUACES, political officer, were to participate for two weeks as part of the U.S. delegation to the annual meeting of the Disarmament Commission in New York, from May 2-30 ... STEVEN CANDY, international relations officer, was to participate as a member of the U.S. delegation to the UN Trusteeship Council regular session, in New York, May 21-23 ... NEIL A. BOYER, deputy director for health and transportation programs, attended the 39th World Health Assembly, in Geneva, Switzerland, May 5-16, as a member of the U.S. delegation ... ROBIN COOKE, secretary for health and transportation programs, provided support to the U.S. delegation to the assembly, in Geneva ... Mr. Boyer also attended the executive board meeting of the World Health Organization, May 19-21, and the governing council meeting of the International Agency for



INTERNATIONAL NARCOTICS MATTERS—Jon R. Thomas, left, assistant secretary, presents James H. Benson the Meri-

torious Honor Award. Mr. Benson is Embassy Panama's narcotics coordinator. (Photo by Doris I. Alston)



GENEVA, Switzerland—George Krallis, right a Foreign Service national security investigator, receives an award from U.S. Secret Service director John R. Simpson. Ambassador Gerald P. Carmen is at left.

Research on Cancer, April 29–30 ... HILARY CUNNINGHAM, Office of Technical and Specialized Agencies, attended the April 23–May 8 meeting, in Geneva, of the executive council of the Universal Postal Union ... GRAY HANDLEY, Office for Health and Transportation Programs, served as temporary adviser to the U.S. delegation to the Economic and Social Council, May 5–7, in New York ... WILLIAM G. HARLEY, communications consultant to the Office of Social and Refugee Affairs, was honored, May 7, at the annual awards luncheon of the George Foster Peabody National Advisory Board. Mr. Harley was "recognized with appreciation for distinguished service" as a member of the board, 1976–1985. The Peabody awards are administered by the University of Georgia School of Journalism and Mass Communications.

People:MARGIE OZIER transferred from the Bureau of Personnel to the Office of Administrative Services ... WILLIAM KOHLENBUSH transferred from Lusaka to the Office of Administrative Services ... JOANNE THOMPSON transferred from Tijuana to the Office of International Conference Programs. □

Legal Adviser's Office

The legal adviser, ABRAHAM D. SOFAER, with TED BOREK, assistant legal adviser for UN affairs, and attorneys JOY YANAGIDA and NICHOLAS ROSTOW, attended a conference in Colorado Springs, Colo., on Air Force space law ... The Advisory Committee on Private International Law met on April 25. In attendance were PETER PFUND and GEORGE TAFT, Office of Private International Law, and committee members JOSEPH SWEENEY, ARTHUR VONMEHREN, DONALD TRAUTMAN, JOHN SPANOGLE and CHARLES MOONEY ... Attorneys LORETTA POLK and MICHAEL ROBOIN, Office of International Claims and Investment Dis-

putes, traveled to The Hague, Netherlands, to attend hearings before the U.S./Iran Claims Tribunal ... ALAN JAMES, Board of Appellate Review, attended an annual conference of the American Immigration Lawyers Association, in San Francisco ... Mr. Sofaer traveled to Frankfurt and Luxembourg, on extradition treaty negotiations, and to meetings in London. Accompanying him were MARY MOCHARY, deputy legal adviser, and PAT SCHAUBEL, staff assistant ... Attorney-adviser GEORGE TAFT, Office of Private International Law, traveled to New York to attend the International Council for Commercial Arbitration ... DAVID STEWART, Office of International Claims and Investment Disputes, traveled to New York, to attend the International Council for Commercial Arbitration.

People: The office said good-bye to DENNIS HERRERA, Board of Appellate Review, and JAN DENNY, who accepted a position as secretary to the assistant secretary for politico-military affairs ... The Office of the Assistant Legal Adviser for European and Pacific Affairs welcomed CONNIE LAWSON, who came from the Bureau of African Affairs ... EVA TYLER was selected as a paralegal specialist for the Office of International Claims and Investment Disputes ... MARY SILVA, Bureau of European Affairs, joined the legal adviser's front office staff ... KATHERINE BAKER was selected for the secretarial position in the Office of the Assistant Legal Adviser for European Affairs. □

Management

Office of Foreign Missions

RON MLOTEK, chief counsel, was the featured speaker at the April 16 dinner of the New York City Consular Law Society, which is composed of attorneys and members of the foreign diplomatic and consular corps. He spoke on "Re-

cent Developments in U.S. Diplomatic Relations Practice." □

Oceans and International Environmental and Scientific Affairs

Assistant Secretary JOHN D. NEGROPONTE participated in the World Resources Institute board meeting, March 24 ... On April 2–4 he traveled to Moscow for talks with the Soviet Union regarding maritime boundary issues ... He continued on to Tokyo for the Japan Atomic Industrial Forum annual meeting, April 6–10, then to Beijing, April 10–13, to meet with Chinese officials on science and environmental issues ... Mr. Negroponte participated in the Nuclear Energy Agency steering committee meeting, in Paris, April 22–24 ... On May 1 he testified before the Subcommittee on Foreign Operations, Senate Appropriations Committee, on the environmental policies of the multilateral development banks ... Principal deputy assistant secretary RICHARD J. SMITH traveled to Ottawa, April 21–22, to consult with Canadian officials on environmental and oceans issues.

On April 30 NANCY OSTRANDER, coordinator of population affairs, chaired an interagency colloquium, on recent demographic developments in China, sponsored by the Bureau of Intelligence and Research. The main speakers were RONALD FREEDMAN, University of Michigan, and WILLIAM LAVELY, University of Washington ... On March 6–8 deputy assistant secretary EDWARD WOLFE led a U.S. delegation to Tokyo for the eighth round of talks on Japanese high-seas interceptions of U.S.-origin salmon. An agreement was reached which will restrict Japan's salmon fisheries from those areas of the high seas with the greatest concentration of U.S.-origin salmon. This agreement was formally adopted by the United States, Japan and Canada at the International North Pacific Fisheries Commission meeting in Vancouver, April 8–9 ... RICHARD ELLIOT BENEDICK, deputy assistant secretary for environment, health and natural resources, headed the U.S. delegation to the 42d session of the environment committee of the Organization for Economic Cooperation and Development, in Paris, April 28–30 ... WILLIAM LANDFAIR, Office of Environment and Health, was a member of the delegation.

ROBERT MORRIS, deputy assistant secretary for science and technology affairs, led the U.S. delegation to the U.S.-European Space Station Cooperation meeting in Paris, April 15–16 ... OTHO ESKIN and RALPH BRAIBANTI, Office of Advanced Technology, participated in these talks ... Mr. Eskin consulted on space sta-

PERSONNEL—Director general *George Vest*, left, presents Superior Honor Award to *Gay W. Mount*, senior program analyst in the Human Resources Division.

tion issues in Tokyo, April 11, and chaired a session at the Eurospace conference on the space station, in Venice, April 22. He also met with French and British officials in Paris and London for exchanges on space issues . . . Mr. Eskin testified before the Senate Appropriations Committee on the U.S. space program, March 26 . . . WILLIAM LOWELL, same office, was alternate U.S. representative to the meeting of the legal subcommittee at the UN Committee on Peaceful Uses of Outer Space, in Geneva, March 18–April 4 . . . LISLE ROSE represented the Department at meetings in Paris, April 28–30, of the U.S., USSR, French and Canadian experts group to develop long-term intergovernmental arrangements for a joint space satellite-based global search and rescue system . . . Colonel VERNON MALAHY attended the Air Force space law conference, April 28–May 2, in Colorado Springs, Colo . . . EDMUND SUTOW joined the staff as of March 27.

REX NAZARE ALVES, president of the Brazilian Nuclear Energy Commission, visited the United States, April 7–11. In addition to discussions in Washington, he and his delegation visited the Argonne, Brookhaven and Los Alamos National Laboratories . . . CARLTON E. THORNE, director, Office of Nuclear Export Control, participated in the Washington discussions and accompanied the Brazilian delegation on its visits to the laboratories . . . WILFRED F. DECLERCQ, deputy director, Office of Nuclear Technology and Safeguards, was a member of the U.S. delegation to a meeting of the intersessional intergovernmental working group for the UN Conference on Peaceful Uses of Nuclear Energy, in Vienna, April 21–25 . . . J. CHRISTIAN KESSLER, same office, served as head of the U.S. delegation to the International Atomic Energy Agency's safeguards support program coordinators meeting, in Vienna, April 21–25 . . . ALLEN L. SESSOMS, director, Office of Nuclear Technology and Safeguards, led the U.S. delegation to the International Atomic Energy Agency's committee on assurances of supply which held its 19th session in Vienna, April 28–30. □

Personnel

Office of Management: Departures include those of LAMANTHIA BARFIELD, to the Director General's Office; MARGIE OZIER, to the Bureau of International Organization Affairs as a personnel officer; GAY MOUNT and JULIA ALBRECHT, to the Bureau of Administration; and J. R. MASON, to the Foreign Service Institute for language training. Arrivals: FRANCES JOHNSON and VICENT D'AURIA, in the Office of Management and its Human Resources



Division, respectively.

GREG ELLIS, Security Enhancement Division, traveled to Athens and Cairo, in late February, to discuss the Foreign Service national personnel/pay system. □

Politico-Military Affairs

Director H. ALLEN HOLMES, appointed an assistant secretary of state, was confirmed by the Senate on April 11; he is the first assistant secretary for politico-military affairs . . . Mr. Holmes traveled to the headquarters of the U.S. Central Command in Florida for briefings, on April 2 . . . Deputy assistant secretary THOMAS McNAMARA traveled to Buenos Aires, April 8–12, for consultations at the U.S. embassy and for talks with the Argentine government . . . W. SCOTT BUTCHER, deputy director, Office of International Security Policy, traveled to Norfolk, Va., April 24–25, where he gave an address at the Armed Forces Staff College, on U.S. security interests in the East Asia-Pacific region . . . He met with graduate students in national security policy, at Langley Air Force Base, and had an editorial background interview with the *Virginian Pilot-Ledger Star* . . . Mr. HOLMES and the bureau hosted bilateral discussions with Great Britain, April 21–22, on a range of topics including arms control and regional issues. The talks continued twice-yearly discussions that have been underway for more than 10 years.

Lt. Col. JOHN W. VAN DE KAMP, Office

of International Security Policy, accompanied the assistant secretary of state for inter-American affairs, ELLIOTT ABRAMS, and Brig. Gen. FRED GORDEN, Department of Defense, on an official visit to the government of Haiti . . . Col. Van De Kamp represented Politico-Military Affairs in meetings with Haitian government and military officials, to assess Haitian requirements for U.S. security assistance . . . BENJAMIN TUA, Office of Theater Military Policy, went to Geneva, April 14–May 3 . . . Commander STAN WEEKS, Office of Theater Military Policy, attended the first annual maritime strategy applications seminar, at the Naval War College, Newport, R.I., April 14–15, and was senior adviser at the Naval Academy foreign affairs conference, in Annapolis, April 15–18 . . . BRUCE PICKERING, Office of Theater Military Policy, attended the meeting of NATO armaments directors at the U.S. mission to NATO headquarters, in Brussels, April 15–16 . . . ALOYSIUS O'NEILL, Office of Strategic Technology Affairs, participated in the March 17–20 meeting on export controls in Paris . . . JOSEPH HILTS, Executive Office, attended a lock training course, April 28.

People: JOHN KING has arrived as the new deputy director in the Office of Theater Military Policy . . . FREDERICK VOGEL has entered on duty as an exchange officer at the Pentagon . . . E. JANICE DENNING has joined the staff of the assistant secretary, as Mr. Holmes, secretary . . . BENAY THOMPSON has joined the staff of the Executive Office. □

Public Affairs

Office of the Secretary: From April 25–May 6, the assistant secretary for public affairs and Department spokesman, BERNARD KALB, accompanied the Secretary on the President's trip to Tokyo for the annual economic summit. En route, they stopped in Honolulu and Bali, Indonesia . . . On May 7 the Secretary's party continued on to Seoul and Manila, for meetings with government officials, before returning to Washington on May 12 . . . GEORGE B. HIGH, deputy assistant secretary for public affairs, traveled to Madison, Wis., April 26, where he delivered a speech on Central America to the Rotary annual meeting . . . On May 1–2 he visited Minneapolis-St. Paul, for another Central American speech to the Rotary. While in the area, he participated in radio and press interviews and met with university and church officials.

Office of Public Communications: HAROLD HEILSNIS, chief of correspondence management, completed a two-week course on computers in the foreign affairs environment . . . Senior writer/editor GREG DAVIS accepted a management analyst position on the Directives Staff of the Office of Foreign Affairs Information Management . . . Clerk-typists BENAY THOMPSON and MIRINDA LANE left the office for new challenges in the Bureau of Politico-Military Affairs and the Office of the Program Inspector General.

Office of Public Programs: Regional program officer MICHAEL GUIGNARD began a three-week detail to the Office of the Historian, April 24 . . . Regional programs officer FRANK FINVER accompanied EDWARD MARKS and L. BRUCE LAINGEN to Indiana University, for an April 7 symposium on international terrorism, before 1,200 students . . . Secretary's coordinator JANICE SETTLE, assisted by regional programs officer NANCY STONE, advanced SECRETARY SHULTZ's April 14 address at the Landon lecture series sponsored by Kansas State University, Manhattan, Kan . . . She advanced the Secretary's April 22 appearance at Johns Hopkins University's School of Advanced International Studies, where he delivered remarks at the dedication of the Paul and Phyllis Nitze building . . . SHIRELLE ALLEN joined the Office of Public Programs as a secretary in the Washington Programs Division. She transferred from the Bureau of Oceans and International Environmental and Scientific Affairs. □

Refugee Programs

PRESIDENT REAGAN conferred on JAMES N. PURCELL JR., bureau director, on April 21, the rank of meritorious executive in the Senior Executive Service. He received the award at a Government-wide ceremony in the Dean Acheson Auditorium . . . Mr. Purcell and ROBERT L. FUNSETH, senior deputy assistant secretary, met with the new UN Relief and Works

Agency commissioner general, GIORGIO GIACOMELLI, to discuss the agency's financial situation and Mr. Giacomelli's efforts to broaden the base of financial support, including a meeting of major donors in Vienna in late May . . . Mr. Purcell testified before the Foreign Operations Subcommittee of the House Appropriations Committee, and before the corresponding subcommittee of the Senate Appropriations Committee, in support of the \$347.5 million fiscal year 1987 budget for the refuge program. He was assisted by Mr. Funseth and ROZANNE D. OLIVER, director, Office of Program Budget. Major issues raised included the projected U.S. refugee admissions budgeted for in that year; U.S. refugee assistance; the report of an Indochinese refugee panel; U.S. asylum and refugee policy in Central America; the emigration policies of Poland; the status of antipiracy efforts in the Gulf of Thailand; and U.S. Government levels of funding for the Intergovernmental Committee on Migration and International Committee of the Red Cross . . . On April 29 Mr. Purcell, Mr. Funseth and RICHARD D. ENGLISH, deputy assistant secretary for refugee admissions, and CAROL P. HECKLINGER, director, Office of Refugee Admissions and Processing, met with WILLIAM MCKINNON, secretary, Australian Department of Immigration and Ethnic Affairs, in Canberra, to discuss Australian and U.S. refugee programs. Mr. McKinnon was accompanied by QUANG LUU, assistant secretary, coordination and international branch, and RODNEY INDER, refugee counselor, Australian embassy, Washington . . . Mr. Purcell, Mr. Funseth, Mr. English and JOHN A. BUCHE, acting deputy assistant secretary for international refugee assistance, met with BRUCE CHAPMAN, U.S. permanent representative to the international organizations in Vienna, to discuss funding problems confronting the UN Relief Works Agency . . . Mr. Purcell, Mr. Funseth and Mr. Buche met with JERUT



REFUGEE PROGRAMS—Arthur E. Dewey, right, deputy assistant secretary for international refugee assistance, 1981–86, is honored at a farewell reception as bureau director James N. Purcell, Jr. presents him a Superior Honor Award. Mr. Dewey has left to become the deputy UN high commissioner for refugees.

BALLARD, executive director, World Relief, to discuss that organization's program on behalf of the Miskito Indian refugees who have fled from Nicaragua to Honduras . . . Bureau consultant ROBERT GERSONY presented the findings of his recent mission to Honduras . . . During the past month, Mr. Funseth also met with the former AID mission director in Sudan, ROBERT BROWN; the present refugee coordinator in Sudan, FRANK MOSS; the new joint voluntary agency representative in Malaysia, FRANK MINNICK; the deputy director, Orderly Departure Program, in Bangkok, RICHARD DUNBAR; and EDWARD GREGORY and JOHN MILES.

TOM LAMB, chief of operations, and GARY MICALAK, chief of the budget office of the Intergovernmental Committee for Migration, in Geneva, were in the bureau for two days of consultations, to discuss the 1986 and 1987 programs and the bureau's 1986 and FY 1987 budgets . . . The former deputy assistant secretary for international refugee assistance, ARTHUR E. DEWEY, left the bureau, April 12, to assume new duties as deputy UN high commissioner for refugees . . . JOHN A. BUCHE, formerly director, Office of European and Latin American Refugee Assistance, is acting deputy assistant secretary for international refugee assistance . . . JOHN R. RATIGAN, director, Office of Asian Refugee Assistance, met with the health and nutrition officer of the Office of the UN High Commissioner for Refugees to discuss the newly established senior health officer position in Islamabad, Pakistan . . . MICHAEL D. METELITS completed a three-week visit to southeast Asia to examine the U.S.-sponsored antipiracy program in southern Thailand.

JERRY L. WEAVER, program officer, Office of African Refugee Assistance, represented the bureau on the Center for Immigration Policy and Refugee Assistance review panel . . . He also consulted in London . . . During a trip to Africa, MARGARET J. MCKELVEY, program officer, Office of African Refugee Assistance, focused on South African and Mozambique refugee flows, as well as on ongoing UN assistance programs in southern Africa, the refugee scholarship program, development-oriented refugee projects being funded by the bureau, and admissions issues . . . SHASHI THAROOR, a UN staff member in Geneva, visited the bureau while in the United States on a USIA International Visitor Program grant . . . MICHAEL G. ANDERSON, program officer, Office of Refugee Policy and Program Coordination, represented the bureau at the University of Denver, College of Law, conference on refugees . . . ROGER P. WINTER, U.S. Committee on Refugees, has returned from Uganda and has met with emergency operations and African refugee assistance officers, to describe conditions in Uganda under the new leadership and discuss the refugee situation in that country . . . JOHN CLAY visited the bureau and gave a briefing on his trip to northwest Somalia, where he did extensive interviews with refugees in the Tug Wajale camp. ■

Obituaries



Lucile Atcherson Curtis in 1978.

Lucile Atcherson Curtis, 91, who was the first woman to be appointed a Foreign Service officer—she drew assignments in Washington and as third secretary of legation in Switzerland and Panama in the mid-20s—died at her home in Columbus, O., on May 8.

Born there on October 10, 1894, Ms. Curtis was graduated from Smith College. She later did graduate work at Ohio State, the University of Chicago and George Washington University. She became executive secretary with the Franklin County (O.) Equal Suffrage Association, worked with the National Suffrage Association, and later became executive secretary to the president of Ohio State. During World War I she helped to create the Society for Devastated France, in Paris. She did relief work in France and was decorated by the French government.

Ms. Curtis took the Diplomatic Service examination in 1922, ranking third highest. She reported for duty in December of that year, and was assigned to the Department. She served in Bern, 1925-27, and Panama, 1927. She resigned from the Service in 1927 to marry Dr. George M. Curtis, a pro-



An exhibit in the Department in 1978 honored Ms. Curtis as the first woman Foreign Service officer.

fessor of surgery at the University of Chicago.

In a statement on her death, director general George S. Vest said: "The Foreign Service honors the memory of Ms. Curtis for her pioneering efforts." He recalled that in 1978 she was presented the Department's Equal Employment Opportunity Award for "breaking the barriers of equality among the sexes in the Foreign Service." He added: "The Department extends its condolences to all members of her family."

Ms. Curtis was active in civic affairs, including the Columbus Council on World Affairs, the Columbus Symphony Orchestra and the Visiting Nurse Service. She was on the boards of several health and cultural organizations in central Ohio. In 1976 she was honored as Franklin County's "Treasure," in recognition of her civic work.

Ms. Curtis leaves two daughters, Charlotte Curtis Hunt of New York, who writes for the New York Times under the name of Charlotte Curtis, and Mary Curtis Davey of Los Altos, Calif.; three grandchildren; three step-grandchildren; and three great-grandchildren. □

James David Marill, 25, general services officer in N'Djamena since 1985, died in a car accident while traveling on official business from



Mr. Marill

Cameroon to N'Djamena on April 26. The driver of the vehicle, Foreign Service national employee Jonas Ndjekounda, was also killed in the crash and another passenger was injured.

Mr. Marill was born in Boston. A graduate of Brandeis University, he earned a master's at William Paterson College. He worked as a writer before joining the Foreign Service in 1985.

Survivors include his parents and a brother. □

Edward T. Simms, 63, who served as an administrative officer in the Office of Recruitment, Examination and Employment before retiring in January, died after a long illness at George Washington University Hospital on April 13.

Joining State as a clerk in 1950,

Mr. Simms was a placement assistant in the Employment Division, 1955-62. From 1963-74, he was assigned to the Office of Medical Services as an administrative officer. During 1974 he was detailed to the American Revolution Bicentennial Commission. He worked in the Recruitment, Examination and Employment Division as a personnel officer and as a personnel staffing specialist before his assignment as an administrative officer in 1984.

A native of Washington, Mr. Simms attended Georgetown and George Washington Universities. He served in the Army, 1943-46. Survivors include a daughter. □

Wendell A. Matthews, 35, second secretary and administrative officer in Bangui since March, died there in a swimming accident on May 8.



Mr. Matthews

Mr. Matthews was graduated from Morgan State University and earned a master's at Northwestern. He worked as a personnel assistant for Prince George's County, Md., 1973-76, and for the Montgomery County, Md., public schools, 1976-80.

Survivors include his parents, a sister and a nephew. □

Paul C. Daniels, 82, a career minister who was ambassador to Honduras in 1947, died on April 6.

Joining the Foreign Service in 1927, Mr. Daniels served in Valparaiso, Cali and Buenaventura as vice consul, and in La Paz and Managua as third secretary. He was assistant chief of the Division of American Republics in 1940, and chairman of the Inter-American Coffee Board,

1941-43.

Subsequent assignments were to Bogota and Rio de Janeiro as counselor. Before retiring in 1953, he served as director of the Office of American Republic Affairs, and a U.S. representative on the Council of the Organization of American States.

Mr. Daniels was born in Buffalo. He was graduated from Yale University in 1924. Survivors include his wife. □

Barbara C. Johnson, 42, a budget analyst in the Bureau of International Organization Affairs' Office of Budget, since 1981, died of cancer at the Washington Hospital Center on April 22.



Ms. Johnson

Joining the Department in 1966, Ms. Johnson worked in the Office of Operations, Financial Services Division, as a cardpunch operator and clerk. Assigned to the Bureau of Administration, Budget and Fiscal Office, in 1971, she was a fiscal specialist in the allotment accounting branch, an operating accountant in the Accounting Division, and a budget analyst in the Resources Control Division. She worked in the Office of the Comptroller as a budget analyst before joining International Organization Affairs.

Ms. Johnson was born in Washington. Survivors include a son and daughter, her mother and stepfather, two sisters and a brother. □

Jerold W. Jacaruso, 58, a retired communications officer, died of cancer on April 12 at Capitol Hill Hospital.

Assigned to the Office of Communications during most of his career, Mr. Jacaruso was networks staff chief when he retired in 1978. He worked for Western Union International for four years, then became a manager for International Telephone and Telegraph at the National Coordinating Center, in 1984.

Mr. Jacaruso was born in Stratford, Conn. From 1948-55, he served in the Army. He was founder of the Casa Italiano at Holy Rosary Catholic Church in Washington. Survivors include his wife, a son, two daughters, four brothers and five sisters. □

Dolores Wahl Griswold, 58, a retired foreign affairs analyst who was director of the Office of Intelligence Support in the Bureau of Intelligence and Research, died of cancer on April 18 at Sibley Memorial Hospital.

Joining State in 1927, Ms. Griswold worked in the bureau as an intelligence and research specialist during most of her career. In 1973, she was named chief of the Current Intelligence Staff. After retiring in 1980, she worked for the bureau as a consultant. She also worked as a counselor at the Seneca Rehabilitation Center in Maryland.

Ms. Griswold was born in Chicago. A graduate of St. Teresa College, she did graduate work at Catholic University. Survivors include her husband. □

Rafael Mercado, 77, who was general services assistant in Lagos from 1966 until he retired in 1968, died on February 26.

Joining the Foreign Service in 1946, Mr. Mercado was a clerk in Caracas, Ciudad Trujillo, Havana and Puerto La Cruz. He served in Paris, Guadalajara, Palermo and Managua as a consular assistant.

Mr. Mercado was born in Puerto Rico. Survivors include his wife. □

Mary Walsh Phillips, 81, a protocol officer who retired in 1965, died of cardiac arrest on April 14 at a nursing home in Arlington.

Ms. Phillips was born in Fall River, Mass. Joining State in 1927, she was a secretary in the Division of International Conferences before joining the Office of Protocol. She became an administrative assistant in 1944, an administrative officer in 1946, a proto-

col assistant in 1947 and a protocol officer in 1964.

Survivors include a sister and two brothers. □

James D. Farrell, 58, a Foreign Service officer who resigned in 1965 after serving for two years as an intelligence and research specialist in the Bureau of Intelligence and Research, died of cancer on April 22 at a nursing home in Hartford, Conn.

His assignments included Dhahran as consular officer, 1955-57; Tripoli as second secretary and consular officer, 1957-59; and Mogadiscio as second secretary and political officer, 1960-62.

A native of Kansas, Mr. Farrell earned bachelor's degrees at Kansas State College and the University of Chicago. He served in the Army, 1944-45. From 1949-53, he worked as a photographer and reporter. After resigning from State, he was employed at the Brookings Institution.

Survivors include a sister and two nieces. □

Helen Lin (Tai Moni), 57, a Foreign Service Institute Chinese language instructor in Taiwan, 1957-62, died of cancer in Massachusetts on April 6.

Ms. Lin taught at the Yale University Institute of Far Eastern Languages, 1962-1966, and joined the Wellesley College faculty in 1966, where she founded the Chinese Department. Her books and articles on China and the Chinese language have been resources for a generation of Foreign Service students with whom she maintained close ties. In 1985, she was awarded the title of honorary professor by the Beijing Language Institute.

Born in Ningbo, Zhejiang, China, Ms. Lin received her bachelor's from National Taiwan University. Survivors include her husband and two daughters. □

John N. Plakias, 78, who retired in 1962 after serving as officer-in-charge of the technical assistance unit in the Office of International Economic

and Social Affairs, died on April 18.

Mr. Plakias worked for investment and commercial banking firms from 1929 until he joined State in 1941. He served as acting assistant chief of the Foreign Funds Control Division, and assistant chief of the Financial Division. Assigned to Paris in 1945, he was first secretary and consular officer. Other assignments included Dakar as consul general, Karachi as first secretary, Colombo as first secretary and consul general, and The Hague as counselor for economic affairs and consul general.

Mr. Plakias was born in Massachusetts. A graduate of the University of Pennsylvania, he completed a master's at New York University. Survivors include his wife. □

Peggy Simpson Yates, 47, the wife of ambassador John M. Yates and a former teacher at the American schools in Gabon, Algeria and India, died of cancer on April 23 at her home in McLean. She had accompanied her husband on assignments to Gabon, Algeria, India, Malawi, Mali, Turkey and Cape Verde.

Born in Yakima, Wash., Ms. Yates was graduated from Washington State University. From 1961-64, she taught in Massachusetts. In addition to her husband, who is serving in Cape Verde, she leaves three sons, two daughters, her parents and two brothers. □

Edwin C. Maska, 56, husband of retired Foreign Service employee Geneil Clay Maska, died in Norfolk General Hospital on April 1. Mr. Maska was a graduate of the University of Pennsylvania Wharton School and the George Washington University Law School. He recently retired as senior tax counsel of the Norfolk Southern Corp. □

Nadia Khoury, a Foreign Service national employee in Amman for 23 years, died in a car accident last August while visiting her brother in Athens, STATE was informed recently.

A U.S. Government employee for 42 years, Ms. Khoury served in Jerusalem, 1929-48, and in Amman, from 1948 until she retired in 1971.

A Palestinian, Ms. Khoury was born in Petrograd, Russia. She was an accomplished pianist, and she spoke several languages, including Arabic, Russian, French, Greek and English. ■

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Library Booklist

Basic reference works

For post libraries

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- Yearbook of International Organizations*, 1985-86. Detroit, Gale, 1985. Vol. 1, *Descriptions and Index*, \$168.00, Vol. 2, *Countries*, \$168.00, Vol. 3, *Subject Guide*, \$116.00.

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AIR!

BUT- WE'RE NOT
FALLING!

???

HERE, TOSS
THIS OUT AND
SEE IF YOU CAN
HEAR IT HIT
THE GROUND.

SNARL!
GROWL!
YIPE
SNAP SNAP
SNAP

HAND ME
SOMETHING
BESIDES
BOONDOGGIE...

SORRY.

HERE'S
A
COIN

TOSS

WE'RE
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TROUBLE

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