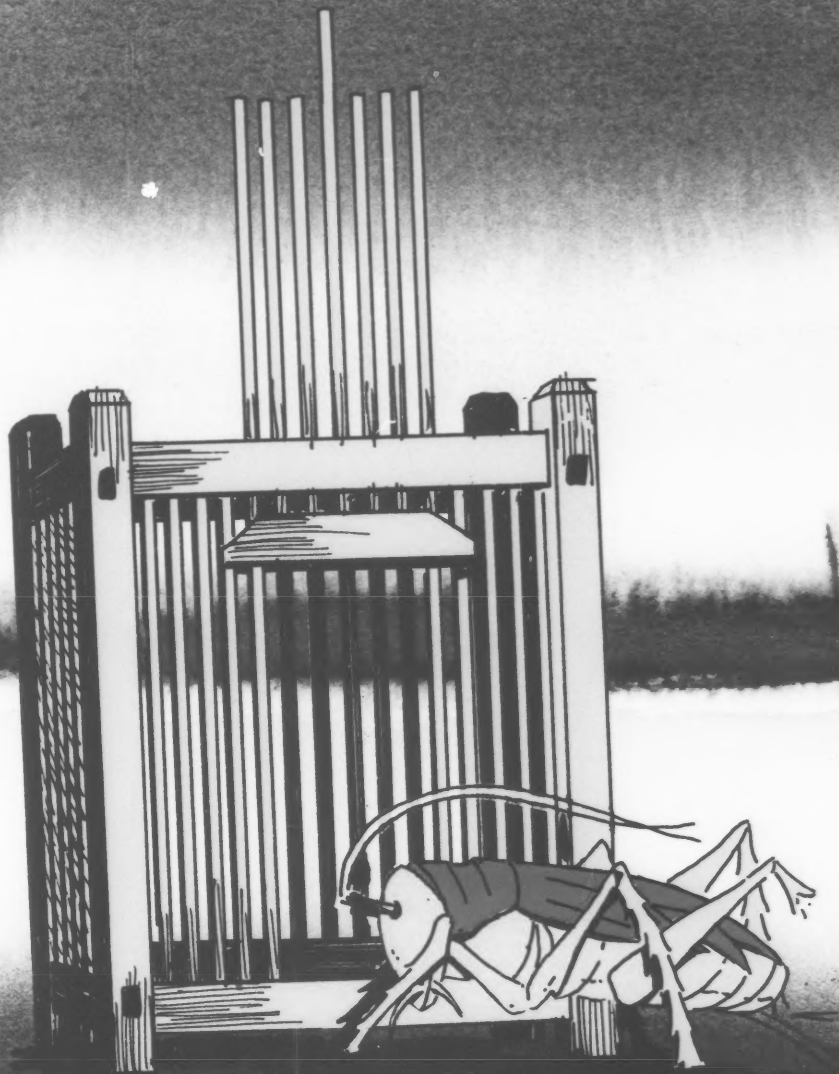


# State

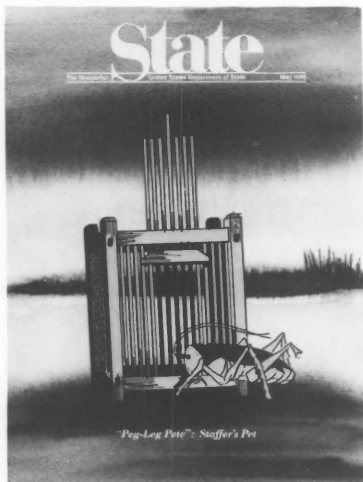
The Newsletter

United States Department of State

May 1986



*"Peg-Leg Pete": Staffer's Pet*



THE COVER—Well, jiminy cricket! Don't you know that Foreign Service people need a mascot or two . . . or three . . . or four . . .? The story begins on Page 5. (Cover design by Lee Carlson)

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**Letters to the Editor****A bit of history**

MCLEAN, VA.

DEAR SIR:

As one who remembers when the State Department building was less than one-fourth its present size, when the Foreign Service Institute was just across the street, and when the clocks and escalators (later) both operated all the time, I may, I suppose, be ranked among the "old-timers" still around.

The purpose of this letter is to edify newer personnel about the pieces of unfinished plywood that decorate the walls here and there in the Department. They are *not* samples of modern art. They are what remains of suggestion boxes. Upon them were once fastened metal receptacles, some bearing signs exhorting employees to place money-saving suggestions therein. Sometimes one was rewarded for making a useful suggestion. I once received \$15 for some harebrained suggestion about local travel in New York. Indeed, Victor Borge once gave a hilarious performance here in support of the suggestion program. Dozens of awards were saved up and presented on that day.

The program seems to have lost its drive. The deteriorating plywood panels might as well be removed. Who wants suggestions anyway?

Sincerely

JAMES H. BAHTI

Foreign Service officer (retired) **Dr. Dustin on teen drugs**

PARIS, FRANCE

DEAR SIR:

When reading Dr. Dustin's response to a distraught parent concerned about his/her 16-year-old son's behavior and upcoming transfer to Washington, I was amazed to see how parochial the answer was, particularly for a Department of State employee, as evidenced by his phrase: "Because of the easy availability (and potency) of drugs

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# Education and Training

## Report cites increase in language designated positions overseas

And language competency of Foreign Service is growing, State tells lawmakers

*In a report to senators and congressmen who have indicated an interest in the subject, State pointed out recently that it is improving its compliance with the program which seeks to broaden fluency in foreign languages. Because of wide employee interest in the program, which covers support people as well as substantive officers, the full report is printed here.*

**T**HERE ARE NOW 1,634 language designated positions (LDP) worldwide. This exceeds the number in effect last year by 62, and constitutes a new record. The overall compliance rate has remained steady for the last three years and stands at some 74% compared with 73% for last year.

In some previous years, a substantial increase in the number of LDPs resulted in a corresponding drop in compliance due to the lengthy training period required to bring officers to acceptable levels of proficiency; this had been especially true for the difficult Near Eastern and Asian languages. The Department continues to expand the LDP program while maintaining the compliance rate well within acceptable limits. That rate had moved in the 55-74% range since the inception of the program in 1963, and it is noteworthy that the rate has remained near the top of that range for three successive years.

This year's increase in LDPs comes largely from the African bureau; the European and Near East and South Asia bureaus have expanded their programs only marginally:

Bureau	1984	1985	Increase	
			No.	%
African	154	182	28	18
Inter-American	501	515	14	3
East Asian	184	195	11	6
European	594	602	8	1
Near Eastern	139	140	1	1

As was noted in last year's report, the compliance rate is not as good as it might be had our standards been less



A language class meets at the Foreign Service Institute. (Photo by Tom Bash)

stringent. Officers are generally tested before arriving at post, with their test scores remaining on the record throughout the tour of duty even though their language competence has often improved through use. If incumbents tested one-half point short of the required proficiency level (e.g., tested at 2+ but assigned to a 3-level LDP) and were considered in compliance (which they are not), the 1985 rate would rise from 74% to 83%.

### Crucial languages

It should be mentioned as well that other aspects of the Department's language program are not reflected in the compliance figures alone. Officers with fluency in the host-country language, but not assigned to LDPs, are not included in the data. Therefore, language skills at posts are usually bet-

ter than indicated by the compliance profile. A more complete indication of officers' foreign language capabilities can be drawn from other figures. A look at some of the languages crucial to important areas of U.S. foreign policy will demonstrate the strength of the program. Here are the numbers of officers with 3/3 or better proficiency:

French	1,525
Spanish	1,407
German	703
Portuguese	292
Italian	250
Russian	227
Chinese	159
Arabic	101
Serbo-Croatian	98
Polish	88
Romanian	76
Japanese	72
Turkish	63
Thai	55



Some of the most difficult languages have compliance rates well above the average, including Bulgarian (88%) and Russian (80%). It is also noteworthy that 52% of all LDPs are filled by officers who have skills higher than the required level of proficiency.

The Department regularly reviews and undertakes new programs to improve upon what is already a good record of language competence by Foreign Service officers. The program of monetary incentives for demonstrated proficiency in selected hard languages (also often in hard-to-fill posts) was implemented in 1981 and expanded in 1984. The study of these "incentive" languages entails an individual's commitment to language study which may last as long as two years, and is based upon



Slavic language instructor at the Foreign Service Institute. (Photo by Tom Bash)

Lawmakers who received the report included **Richard G. Lugar** (R.-Ind.), left, chairman of the Senate Committee on Foreign Relations, and **Dante B. Fascell** (D.-Fla.), chairman of the House Committee on Foreign Affairs.

the expectation that the officer will have repeated tours of duty utilizing the language skills in difficult, often dangerous, parts of the world. The program of incentives is again under review, to make certain that it yields the best results at the lowest cost. In this connection, one of the innovations now under consideration is payment of a maintenance bonus to assist and encourage individuals to keep up their language skills while away from regions where they are spoken.

#### Support personnel

A discussion of the language program would not be complete without reference to the language preferred support position (LPSP) program, which has gained in momentum. This program equips secretaries, communicators and security officers with basic language skills through 6-to-10-week familiarization and short-term (FAST) courses. It has proven to be very popular with staff members and with



Raymond C. Ewing is dean of the School of Language Studies at the Foreign Service Institute.

senior officers at post. The latter find that their own time is better utilized when secretaries and others can converse in the language of the host countries.

An amendment to the Foreign Service Act of 1980 (Section 2207) led to the introduction of the model foreign language competence posts plan in 1981. Under its terms, the Department selected two roughly comparable world language embassies (Montevideo and Dakar), surveyed all agencies' positions for appropriate language designation, and undertook to insure that from October 1, 1983, all individuals filling them met the skill levels of their positions.

The legislation also mandated that the results of the experiment be analyzed after two years, and that a report be forwarded to the Speaker of the House and the Senate Foreign Relations Committee early in 1986. The critique is in the process of being submitted to Congress. It describes the significant impact and success of the much broader model language approach to implanting linguistic competence at U.S. Foreign Service posts. The issue for the Department now is balancing the effectiveness

of such a post against the treble costs of the program in the Gramm-Rudman-Hollings budget environment.

**U.S. a leader**

The language abilities of the American Foreign Service are impressive, and can be favorably compared to virtually every diplomatic service of the world's major nations. The Foreign Service Institute is widely regarded nationally and internationally as an imaginative, creative establishment that achieves first-class results with second-class physical assets. This situation should significantly improve with the construction of the new consolidated

Foreign Service Institute facility at Arlington Hall, which Congress approved in 1985.

Improvement and maintenance of language skills requires the investment of two scarce commodities: budget authority and employees' time. In order to maximize the return on its language investment, the Department continually subjects parts or all of its training plans to analysis, in an attempt to devise methods to meet the shifting linguistic needs of American foreign policy. Such a total review was completed in 1985 and will lead to a changed and streamlined approach, which will be gradually implemented beginning in 1986.

**Language designated position compliance profile**

Total compliance	Dec. 1985	Dec. 1984
a. Number of LDPs	1,634	1,572
b. Number of positions filled	1,547	1,459
c. Number of vacant positions	87	113
d. Number of filled positions at or above required level	1,137	1,064
e. Percent of filled positions at or above required level	74%	73%
f. Number of filled positions above required level	800	755
g. Percent of filled positions above required level	52%	52%

\*If incumbents within 1/2 point of compliance (e.g., S-2+ R-2+ where LDP is classified at S-3/R-3) are included, rate rises to 83% (82% in 1984).

Compliance by bureau, 1985 vs. 1984	Af.	Int.-Am.	E.As.	Eur.	Near E.
a. Number of positions	182 (154)	515 (501)	195 (184)	602 (594)	140 (139)
b. Number of positions filled	172 (146)	484 (469)	182 (163)	579 (557)	130 (124)
c. Number of vacant positions	10 (8)	31 (32)	13 (21)	23 (37)	10 (15)
d. Number of filled positions at or above required level	109 (103)	385 (327)	116 (98)	448 (414)	79 (90)
e. Percent of filled positions at or above required level	63% (71)	80% (77)	64% (60)	77% (74)	61% (73)
f. Number of filled positions above required level	64 (63)	289 (255)	70 (59)	317 (307)	60 (71)
g. Percent of filled positions above required level	37% (44)	60% (54)	39% (36)	55% (55)	46% (57)

**Bureau compliance rates by cone**

(Number of filled position and percent of filled positions at or above compliance level)

	Af.	Int.-Am.	E. As.	Eur.	Near E.
Program direction	20 (91%)	34 (85%)	16 (88%)	56 (93%)	16 (94%)
Political	21 (63%)	78 (82%)	41 (75%)	150 (85%)	30 (68%)
Economic	16 (70%)	48 (77%)	25 (78%)	62 (71%)	12 (60%)
Consular	8 (61%)	158 (86%)	26 (49%)	109 (73%)	13 (39%)
Administrative	44 (54%)	67 (64%)	8 (33%)	71 (66%)	8 (50%)

## Life in the Foreign Service

### The chirping in China comes from keeping crickets

And these pets are cheap; Jolly Green (no giant he) cost only 15¢

BY TESS JOHNSTON

*The author, secretary until recently to the U.S. consul general in Shanghai, is in French language training, preparatory to an assignment in Paris. Another (quite different) article by her appeared in the January issue.*

"If a bird is kept for the sake of its song, why not keep a cricket for the sake of its chirp?"—Chinese author unknown.

**C**OLLECTING CRICKETS is like eating peanuts—you can't have just one.

My collection started out in Shanghai, China, with Jolly Green, a brilliant green katydid fully two inches long. He was a potluck selection out of a large white enamel basin full of tiny cricket cages sold on a side street down in the Old Town. He was one of the bird shop's specials of the day and, at five mao each (about 15¢), they were going like hotcakes.

I carried Jolly Green around in his tiny woven straw cage through all my shopping, and he chirped merrily away at my plate during lunch. He loved the boiled rice, didn't care much for the cooked cabbage. At that point I was hooked—a cricket gourmand? I decided I needed a spare or two.

When I got back to the bird shop, the crowd had dispersed. There were lots of birds but, alas, no more crickets. However, the friendly salesgirl said she might be able to find me just one more. She led me next door to the snake shop.

There I was horrified to see a huge mound of tiny cages filled with dead crickets. She explained that they had died of the heat in transit. I had seen their mode of transport: about 200

cages bound together, lashed to a fishing pole, carried on the shoulder of a man walking or on a bicycle.

#### Peep! It's Peg-Leg Pete!

From the sorry mound, an occasional peep was heard; obviously there was a live one in there somewhere. The clerk started going through the heap hunting for it. She found one still chirping, hanging on to the cage slats to circumnavigate the small interior. She pointed out that the reason he had been discarded was that he had one of his major legs missing—the left rear. Since I wasn't buying a full cricket, obviously I didn't have to pay the full price; he cost me only four mao. I named him Peg-Leg Pete.

Now I had two crickets in two tiny woven cages. The cages were cylindrical, woven of rice straw, with the same pattern you see in expensive wallpaper. It was staggering to think of the work involved in just weaving the cage around a cocoon.

There were no doors; the cages must be cut open with scissors to remove the cricket. I could see that this wasn't a very practical arrangement, and I already had my eye on a fetching assortment of tiny cricket bowls.

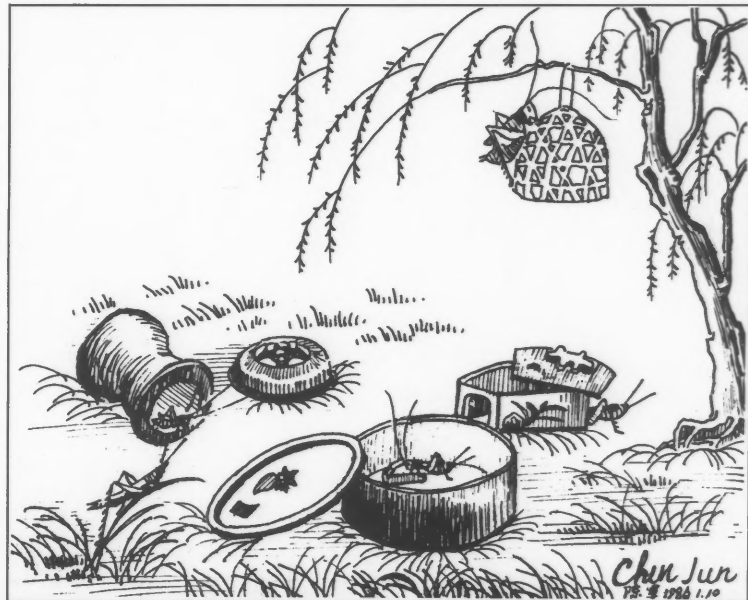
They were of white ceramic, in five different shapes: round, oval, rectangular, scalloped and fan-shaped. Each contained a single blue painted figure in the center: a flower or a bird. They cost 4¢ each, so I bought the whole range.

#### But no high-rises

Now I needed cricket cages large enough to house both the crickets and the bowls. I found them in the free market for birds/fish/flowers. I could buy homes that were either singles or duplexes. Made of bamboo, they sat on tiny legs and had sliding doors which fit perfectly into grooves. They were perfectly balanced, with a carrying handle woven in the center of the top, and were a work of art. Another invest-



Ms. Johnston



ment—this time 50¢.

I finally got my ensembles together. I cut the cages open and, with much shaking and poking around, managed to get the now very irritated crickets into their new quarters. They ignored their elegant feeding bowls and immediately hung upside down, like knobby hammocks, blinking at the sudden splendor of their spacious homes.

Now came the matter of food. The amah informed me that some crickets prefer green beans, while others prefer melon or cucumber and cooked rice. They lit into their dinner with gusto, holding the beans delicately with their three-toed feet in an amazingly lifelike manner.

Soon the short brittle wings high up on their backs started fluttering, and the din was ear-piercing—like a squeaky wheel in a ceaseless rhythmic pattern. This went on for half the night, until they were relegated to the balcony so I could get some sleep.

#### The soporific effect

I confided to the amah that this wasn't quite what I had in mind: I had heard that crickets lull you to sleep. I got a long lecture, most of it in impenetrable Shanghai dialect, the drift being: These were *guo-guo's* and what I wanted were *qu-qu's*. The amah would go to the market the next day and buy them for me. And I would need yet another container, special for that particular breed. In for a penny, in for a pound.

The next morning she proudly displayed some long hollow pieces of bamboo with rags stuffed in both ends. We prepared their new home, a round terra cotta pot with a flat lid, no windows, no air holes of any kind. (They breathe through the porous clay.) We lined the pot with a circle of paper (which they would proceed to eat in their spare time) and filled the cricket bowls with water and rice.

The *qu-qu's* were soon chasing each other around the interior of the pot, as on a miniature race track. They were about one-third the size of the *guo-guo's* and a shiny, chocolate

brown. The amah was right: at night they made a most appealing, soothing sound, a sort of soft whir.

#### Serenade

During the day they joined the others on the balcony, where their soft song was lost under the caterwauling of Jolly Green and Pete. When we later took them out to clean the pot and put in a new doily, they leaped off in all directions and the amah and I had a few merry minutes crawling around on our hands and knees trying to corner them. We finally caught them under a tea strainer, in the absence of a butterfly net, and soon we were very adept at transferring them from the pot directly to the strainer, eliminating the chase. My two dachshunds, however—Superdog and Snowflake—tried to beat us to the crickets in a sort of wild free-for-all.

A friend later presented me an antique "cricket transferer," a small fan-shaped cermaic tunnel with a lid. You chase the cricket into it, put your thumb and forefinger over the ends, then transfer the cricket safely to any location.

I now had four crickets, two *guo-guo's* and two *qu-qu's*, when a well-meaning friend, knowing my love of

small creatures, gave me two more *guo-guo's*—real screamers these. I suspect they might originally have been gifts to him and he couldn't stand the racket. They were slightly smaller and much darker green—more of a khaki—which indicated they were older than the first two. I now had to buy another cage, which led to the discovery that cricket housing comes in marvelous variety.

#### No privacy

First there were the cages, single or duplex, resembling tiny bird cages of bamboo and wood. Then there were copper canisters resembling carved cigar cases. They had elaborate designs of air holes punched in the lid, and featured glass windows on top and one side, so you could watch the little tykes at play. They also came in single and duplex, the latter being divided down the middle by a glass partition—so they could watch each other at play.

Then there were antique mahogany boxes, about two inches square, with sliding tops and sliding doors at one end. I'm told that these are used to keep the combatants in before the matches, when they are tickled from above and then the tiny doors are





opened so that the thoroughly enraged creatures charge out at each other. (Cricket-fighting in China was very big for hundreds of years, and was outlawed only with the founding of the People's Republic in 1949.)

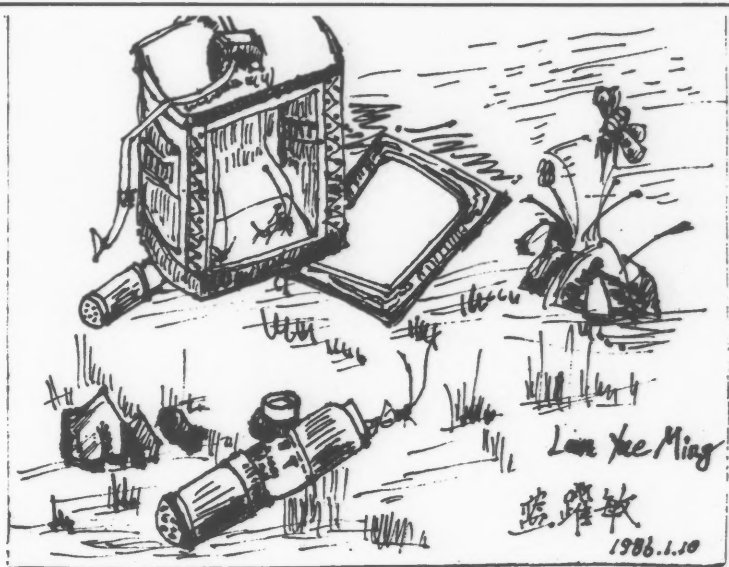
My favorite container, however, was the cricket hu-lu. These are made from a special type of small gourd grown almost exclusively for the cricket-housing market. The farmer places the seed in a clay mold, often with an elaborate design incised on it. After the gourd grows to the desired size, he simply snips it off and breaks the mold. The gourd is then hollowed out and dried, and a carved lid of ebony, ivory or even jade is fitted onto the top. A small copper screen is placed behind the lid, so the cricket can breathe but can't crawl through the filigree openings.

Now that I had this diverse collection of containers, the amah began to bring me little presents in the morning—a guo-guo here, a qu-qu there—all guaranteed by her to be fantastic singers. The next thing I knew, every available container was filled, and crickets had overflowed into the amah's old metal lunch box.

#### Fekless Houdini

After the first two, I quit naming them, except for old Houdini, who managed to escape periodically from the improvised lunch-box arrangement. He wasn't hard to find, however; we had only to remove all the other crickets from the area and wait a few hours. When Houdini got lonely and started chirping for his buddies, amah or I would pounce on him with the tea strainer and toss him back into the box.

Things got even more lively when an old Chinese professor presented me a pair of jinlingzi. These crickets are about the size of one-half a little fingernail, and have lovely patterns of color on their wings. They come in black and gold, the latter called huanglingzi. The golds seem hardier than the blacks, which keep dying off, as did one of the guo-guo's. The amah informed me that it had caught cold from the draft.



The antique housing for jinglingzi was yet another wonder. There was a small six-plex of highly-polished wood, topped by a beveled-edge glass. It had elaborately carved jade pieces inset in the sides. The contemporary models are much less elegant, but show great imagination in their styles. They're of all-clear plexiglass, melded with bright colored plastic.

#### Vying for the 'Emmy'

One is in the shape of a pistol, with one compartment in the barrel and one in the handle, each part with a little feeding plug and ventilation slots. Another is like a pink sports car, with the crickets occupying the driver's compartment. But my real favorite is one that looks like a black television set on tiny legs, in which the cricket provides the show.

The more mundane models are simply small boxes, the size of a flattened cigarette pack, but even they often feature inlaid designs. Crickets can thus be carried in the pocket, where they sing in the warmth.

The amah and I worked out a feeding routine to be sure no one was left to starve, which certainly wouldn't have happened in silence. I discovered

that crickets sing gloriously just before they die—a final serenade. Our routine had the amah anchoring green bean pods in the guo-guo cages while I prepared sliced melon for the jinlingzi. In the meantime, the amah distributed the rice and mucked out the paper-lined clay pots.

#### Cleaning the cages

The cages are easier; you just place them on the windowsill and in the morning lift them and clean the debris from underneath. A similar routine took care of the canary, the zebra finches and the parakeet. I often wondered what the amah thought of the menagerie—but then, she doubtlessly thought all Americans are crazy anyway.

My colleagues in the office wouldn't have disabused her of the idea—even they began to eye me rather warily when I started bringing a few to work to brighten my day. Even as I write this in the late fall, two jinlingzi are singing away in my pocket. But their 100 days are almost over; winter is coming and soon the crickets will begin to die off, leaving my house chirpless again. I'll miss their lovely songs. ■



# Terrorism

## Khartoum communicator is shot in head

William J. Calkins, a rookie communicator at the U.S. embassy in Khartoum, was shot in the head on April 15 while he was driving home from work in the capital of Sudan, the African country that is south of Egypt. His condition as STATE went to press was serious.



Mr. Calkins had stopped his car in traffic when his assailants, operating from two other cars, opened fire. Six or seven bullets were fired, with one striking the American.

The incident occurred in a suburban area, some distance away from demonstrations that were in progress downtown.

Mr. Calkins had entered the Department on April 12, 1985. This was his first overseas assignment. □

## State has lead role on security panel

Secretary Shultz and representatives from nine Government agencies signed a charter for the Overseas Security Policy Group, April 15, in the Department. The charter designates State as the lead agency in formulating policies and standards for overseas security programs.

Representatives signing the charter were from AID, USIA, the Central Intelligence, National Security and Defense Intelligence Agencies and the Departments of Commerce, Justice and Treasury.

Chaired by David C. Fields, director of State's Diplomatic Security Service, the group was set up to develop, coordinate and promote uniform policy and guidance on overseas security operations. Its establishment was recommended by Admiral Bobby Inman's Advisory Panel on Overseas Security. It has been meeting informally since 1983. □



LISBON, Portugal—Regional security officer Art Jones, left, with Luis Da Rocha Passos, second from left, who found a bomb in an employee's vehicle during a routine security in-

spection. Other members of the guard force who assisted during the incident included Antonio Pereira Coutinho and Jose Fernandes Lourenco.

## Security at Lisbon draws congressional praise

"Good security has foiled a potentially serious terrorist attack on the United States, thanks to the sound security procedures at the embassy in Lisbon," Representative William S. Broomfield (R.-Mich.) said on the floor of the House recently.

He was referring to an incident in

the Portuguese capital (STATE, March) when a bomb planted in an employee's vehicle was spotted by a security guard during a routine check. Shortly after guards evacuated the area, the bomb exploded. The car was demolished, but there were no injuries or other damages. □

## Embassy La Paz is dynamited; no one is hurt

An explosion occurred on the roof of the U.S. embassy in La Paz, Bolivia, on March 27 at about 9:30 a.m. There were no injuries. The explosion is believed to have been caused

by a stick of dynamite thrown onto the roof from the top of an adjacent building. A group called the Peoples' Commandos claimed responsibility for the attack. ■



BEIRUT, Lebanon—Foreign Service national employees receive awards at their retirement ceremony. From left: Hussein Mayassi, Elias Kawar, public affairs officer Robert Goold,

Antoine Khoury, Ambassador Reginald Bartholomew, Annie Guenjian, Nicholas Halabi, Fouad Copty, administrative counselor Warren E. Littrel.

## News Highlights

### Budget blues: 7 posts are slated for closing

Congress as of mid-April was studying the Department's plan to close seven small consulates as part of the administration's deficit reduction program. The proposed closings would save \$4 million and 35 positions. The posts are Bremen, West Germany; Nice, France; Rotterdam, the Netherlands; Salvador da Bahia, Brazil; Seville, Spain; Trieste, Italy; and Winnipeg, Canada.

In a telegram to overseas posts, Under Secretary Ronald I. Spiers pointed out that "this decision was taken only after extensive review and consultations, both in the Department and with other agencies. Because of Gramm-Rudman-Hollings and the overall budget climate, closing the seven posts—provided there is no override by Congress—must be regarded as but the first round of reductions in our overseas presence."

Mr. Spiers added: "I want to be clear, at the same time, that the Department is committed to seeking reductions of the overall U.S. Government presence overseas, not only State components. Post closings are painful, and we will do everything possible to ease hardships that may result." □

### U.S. bond campaign opens; current earnings: 8.36%

Secretary Shultz opened the annual U.S. savings bond campaign in the Department this month in a letter to all employees urging their participation. The bonds currently are paying 8.36% interest when held to maturity. The Secretary said in his letter:

"Most of you know that savings bonds always have had significant tax advantages and safety features. Savings bonds now are an even better investment. Instead of the old fixed rates, bonds now pay variable rates, like money markets, while still offering the protection of a guaranteed return. You can earn much more than the guaranteed minimum of 7.5% but never less. There are other attractive benefits; ex-

emption from state and local income taxes; federal tax deferred; and free replacement of lost, stolen, or destroyed bonds.

"These advantages make U.S. savings bonds an excellent way to prepare for large future purchases, to help send your children to college or to help provide you with a more comfortable retirement. Buying bonds is one of those fortunate transactions where both buyer and seller profit.

"During the campaign, you will be contacted by one of your fellow employees who will supply you with further details about savings bonds. I urge you to give your support to our bond campaign by joining the Payroll Savings Plan or by increasing your current savings bonds allotment. It is a positive way to help your country and a great way to make your own future brighter." □

### Employees get reminder on ethical conduct

A Department Notice of April 8 reminded all employees that, "the President has frequently expressed his concern that all officials in this administration act carefully, not only to avoid violating the law, but also to avoid the appearance of any impropriety."

The notice continued: "A persistent ethical problem in Government is created when ex-officials take on the representation of foreign countries or other clients whose interests may be affected by the Department's decisions. These ex-officials may sometimes seek to initiate business contacts during required cooling-off periods, or to obtain preferential treatment for their clients based on their prior associations with the federal Government, or their efforts may create the appearance of such intentions.

"The Department's regulations require that Department employees take no action that could result in, or give the appearance of, using public office for private gain (including the gain of a third party), giving preferential treatment to any person, making a Government decision outside official channels,

or affecting adversely the confidence of the public in the integrity of the Government. The regulations generally prohibit acceptance of a gift from any person who has business with the Department, has interests that could be substantially affected by the employee's official duties, or appears to be seeking advantage in dealings with the Government.

"These requirements are designed to ensure that Department employees treat all persons fairly and equally. They are particularly important in the case of representation by ex-officials of foreign governments, the interests of which could be inconsistent with U.S. foreign policy objectives. We must provide fair and equal treatment, as well as providing due access, to all, including clients of ex-officials, but without showing favoritism to any particular person.

"If you are contacted by an ex-official in a manner that causes concern, you should not hesitate to consult with the Legal Adviser's Office, and to recuse yourself from handling the matter if you are concerned about your ability to consider the matter objectively. Make every effort to avoid even an appearance of favoritism or impropriety. Adherence to the highest ethical standards is in the best tradition of the Department."

Cited in the notice were regulations designated as 3 FAM 620 Appendix A, Section 10.735-201(a) and Section 10.735-202. □

### Evaluation report altered; employee is reprimanded

An employee who acknowledged altering an employee evaluation report has received a letter of reprimand from the director general of the Foreign Service and director of personnel.

The alteration came to light through a chain of events which began with discovery in the Bureau of Personnel's Office of Performance Evaluation that the report on the employee had not been received. When the office inquired of the rating officer, he advised that the report had been com-

pleted some time earlier, and he provided a copy from his files. Concurrently, the original evaluation report from the rated employee arrived in the office.

A comparison of the two copies showed that several derogatory paragraphs that appeared in the copy provided by the rating officer were not present in the original transmitted by the rated employee.

In the course of an investigation by the Office of the Program Inspector General, the employee acknowledged modifying the report after receiving it for comments and concluding statements. The reprimand has been placed in the employee's file. □

### U.S. seeks to recover \$9,500 from employee

The Government is taking action to recover \$9,500 in survivor annuity payments paid to a Department of State employee over an 18-month period. The employee had continued to receive the payments after remarrying, because of a failure to report the change in marital status, the Office of the Program Inspector General reported.

The overpayments were discovered after the U.S. Office of Personnel Management requested the assistance of the inspector general in a computer match of the Civil Service Retirement System's survivor annuity rolls, the central personnel data file maintained by that office and the files of the Department of State. The intent was to identify employees who were survivor annuitants under age 60 and who had remarried, thus eliminating their eligibility for the annuities. □

### Foreign missions office negotiates tax accords

State's Office of Foreign Missions has negotiated tax reciprocity agreements with Brazil, Turkey and France, including a \$1.7-million refund for taxes paid in France.

Brazil has agreed to provide full tax exemptions for all official purchases made by the U.S. embassy and consulates. Turkey has decided to ex-

### How to confront new ideas: face-to-face

In a relaxed atmosphere over cocktails, a small group of Foreign Service officers joined recently with some 40 other persons from the Government, academia, journalism and the foundations to hear Senator Charles McC. Mathias (R.-Md.) discuss his three-week visit to countries in the Middle East.

The senator's appearance constituted one of the "Face-to-Face" programs that are sponsored jointly by the Carnegie Endowment for International Peace, which played host at its conference center in Washington, and the American Foreign Service Association. The programs are seen as one of the resources available to Department employees who are interested in an exchange of ideas with people outside State.

The program's director is traditionally a Foreign Service officer. Yvonne F. Thayer, former desk officer



Mr. Mathias



Ms. Thayer

for El Salvador, is the director this year.

The group asked many questions, to which Senator Mathias gave detailed answers. Following the dialogue, the group gathered for dinner in another room to continue the program. It

empt diplomatic missions and personnel from hotel and restaurant taxes. Diplomatic missions in France will now be exempt from the value-added tax on immovable real property acquisitions and work.

The \$1.7-million refund will be made for taxes paid in connection with

started at 6:30 in the evening and ended around 10.

"The Face-to-Face program doesn't really compete with other programs in Washington," Ms. Thayer says. "It's somewhat like the Department's Open Forum sessions. We have a similar objective—to promote the free exchange of ideas with experts in international affairs. But the Open Forum is directed at the Department and employees in the foreign affairs community, while we try to get a cross-section—persons representing various points of view in other fields of endeavor—at our dinner discussions. We seek to promote thorough examination of important foreign policy issues and to delve into a wide range of options for U.S. policymakers."

Face-to-Face has featured 30 to 40 speakers a year since its establishment in 1971. In the past year, it has trotted out, among others, Abraham Katz, president, U.S. Council for International Business; Under Secretary Ronald I. Spiers; former U.S. ambassador to Israel Samuel Lewis; Beyers Naude, secretary general, South African Council of Churches; Chinese Ambassador Han Xu; Defense Secretary Caspar Weinberger; Canadian Ambassador Allan Gottlieb; Hanna Siniora, editor-in-chief of Al-Fajr; Moshe Maoz, guest scholar at the Brookings Institution; Robert Legvold, Columbia University; Stephen Sestanovich of the National Security Council staff; and Lord Peter Carrington, secretary general of NATO.

Guests are invited personally by Ms. Thayer. Those wishing to attend should contact her at (202) 797-6414. □

the renovation of the historic Talleyrand Building in France.

During 1985 the Office of Foreign Missions negotiated similar reciprocal tax agreements with Colombia, Costa Rica, Guyana, Israel, Ivory Coast, Mexico, the Netherlands, Nicaragua, South Africa and Turkey. ■

## Appointments

### State's man at Capitol: J.E. Fox is chosen

President Reagan has announced his intention to nominate J. Edward Fox, his special assistant for legislative affairs, as the Department's assistant



Mr. Fox

Secretary for legislative and intergovernmental affairs. Mr. Fox would succeed William L. Ball III. The nomination would require Senate confirmation.

Before going to the White

House last year, Mr. Fox was in State's legislative office—first as deputy assistant secretary, 1983–85, then as principal deputy assistant secretary, 1985. He was minority staff consultant of the House Foreign Affairs Committee's Subcommittee on Inter-American Affairs, 1976–83. He also was on the staff of the Subcommittees on the Future of Foreign Policy, and Resources, Food and Energy, 1975–76. Earlier, he was a legislative assistant to Congressman John Rousselot (R.-Calif.), 1974–75. He was research assistant to Congressman John Ashbrook (R.-O.), 1973–74.

Mr. Fox was born in Columbus, O., on December 1, 1948. He received a bachelor's in political science and international relations from Ohio University, 1972, and a master's in legislative affairs from George Washington, 1976. He is married and has three children. □

### Nitze: ambassador-at-large

President Reagan has announced his intention to nominate veteran diplomat Paul H. Nitze as ambassador-at-large. Since January 1984 he has been special representative for arms control and disarmament negotiations, with the rank of ambassador. He has also been adviser to the President and Secretary Shultz on arms control matters. □

### Ronald F. Lehman: arms talks in Geneva

President Reagan has announced his intention to nominate Ronald F. Lehman as U.S. negotiator for strategic arms reductions with the rank of ambassador. Mr. Lehman, who would succeed



Mr. Lehman

John C. Tower, would serve with Max M. Kampelman and Maynard W. Glitman at the talks on nuclear and space arms in Geneva. He has been deputy U.S.

negotiator with the personal rank of ambassador and special assistant to the President for national security affairs since January 1985.

Before joining the National Security Council staff, Mr. Lehman was deputy assistant secretary of defense, responsible for nuclear forces and arms control policies. He was a representative to the U.S.-USSR bilateral discussions on nuclear proliferation. He also was a representative to the U.S.-Soviet talks on direct communication links. He had been a member of the professional staff of the Senate Armed Services Committee.

Over the years his responsibilities have involved him in international meetings and discussions, including arms negotiations, in Geneva, Vienna and Moscow, the NATO countries, eastern Europe, the Soviet Union, Japan, South Korea, southeast Asia and China. He came to Washington in 1974 as a public affairs fellow of the Hoover Institution on War, Revolution and Peace, at Stanford, Calif. He was a legislative assistant on Capitol Hill. In 1980 he worked on policy coordination in the office of President-elect Reagan.

Mr. Lehman was born in California on March 25, 1946. He received a bachelor's from Claremont Men's College, Calif., in 1968, and a doctorate in government from Claremont Graduate School in 1975.

He has achieved the rank of major in the Army Reserve, is airborne-qualified, and served in combat in Vietnam. He has taught graduate-level courses on arms control at Georgetown. He is married. □

### Zimmermann: chief of U.S. delegation in Vienna

President Reagan has announced his intention to nominate Warren Zimmermann, a career Foreign Service officer, as chief of the U.S. delegation to the Conference on Security and Cooperation in Europe follow-up meeting in Vienna.



Mr. Zimmermann

He would have the rank of ambassador. Mr. Zimmermann had been deputy to the head of the U.S. delegation to the arms reduction negotiations in Geneva, with the personal rank of ambassador.

Joining the Foreign Service in 1961, he held assignments as consular and political officer, Caracas, 1962–64; political officer, Belgrade, 1965–68; analyst on Soviet foreign policy, Bureau of Intelligence and Research, 1968–70; and speechwriter for the Secretary, 1970–73. He became deputy chief of the political section, Moscow, in 1973. After a two-year tour, he was assigned as special assistant for policy planning, Bureau of European and Canadian Affairs.

Mr. Zimmermann in recent years was political counselor, Paris, 1977–80; deputy chairman, U.S. delegation to the Conference on Security and Cooperation in Europe, Madrid, 1980–81; and deputy chief of mission, Moscow, 1981–84. He was a visiting fellow, Council on Foreign Relations, 1984–85.

Mr. Zimmermann was born in Philadelphia on November 16, 1934. He received a bachelor's from Yale in 1956; won a Fulbright scholarship to Cambridge; and obtained a master's from that university in 1958. He served



## APPOINTMENTS

in the Army, 1959, then became a staff reporter with the Munroe News Bureau, Washington. His foreign languages are Russian, Serbo-Croatian, Spanish and French. He has twice won the Department's Superior Honor Award—in 1975 and 1984. He won the President's Meritorious Award in 1984.

Mr. Zimmermann is married to Corinne Chubb Zimmermann. They have a son, Warren Jr., and two daughters, Corinne A. and Elizabeth B. □

### Gilsenan gets key post for radio conference

John T. Gilsenan has been named executive director for the U.S. delegation to the 1987 World Administrative Radio Conference for Mobile Services of the International Telecommunication Union, to be held in Geneva. He will

### People at State

**Charles W. Freeman Jr.** is now the senior deputy assistant secretary in the Bureau of African Affairs . . . The staff of the Secretary's Advisory Committee on South Africa includes **C. William Kontos**, executive director; **Chester Norris**, deputy executive director; **Michael Clough**, study director; **Ann Miller**, committee coordinator; **Peter Jensen**, administrative officer; **Nancy Ely** and **Lynda Clarizio**, legal counsel; **Richard Taranto**, special counsel . . .

The Office of the Deputy Assistant Secretary for Transportation Affairs, in the Bureau of Economic and Business Affairs, has been reorganized. **Charles Angevine** has been designated special negotiator for transportation affairs; **Samuel Keiter**, director, Office of Aviation Negotiations; and **Erwin von den Steinem**, director, Office of Aviation programs . . . In the new Division for Arms and Technology, Office of Politico-Military Analysis, Bureau of Intelligence and Research, **Frederick Monroe** is special assistant for technology. Other staff members include **M.S. (Pat) Miller**, division chief, and **Marilyn Morin**, **Rodney Huff** and **John Peterson**. □

work closely with Government agencies and the private sector, and will have operational responsibility for coordinating U.S. proposals, strategies and international consultations.

Mr. Gilsenan presently is deputy director of the Office of Regulatory and Treaty Affairs in State's Bureau of International Communications and Information Policy. He is a career civil servant who spent 12 years at the Federal Communications Commission before coming to the Department in 1983. He has served on many U.S. delegations. □

### Marks to head radio team

Leonard H. Marks, communications attorney and former USIA director, has been appointed by the Department to be chairman of the U.S. delegation to the second session of the World Administrative Radio Conference for the planning of the high frequency bands allocated to the broadcasting service. Mr. Marks also served as chairman of the U.S. delegation to the first session, in Geneva. □

### Refugee Programs' Dewey gets UN refugee post

Arthur E. Dewey, since 1981 deputy assistant secretary, Bureau for Refugee Programs, has been appointed the deputy UN high commissioner for refugees. He succeeds



Mr. Dewey

William R. Smyser, a retired Foreign Service officer, in Geneva.

Mr. Dewey, who came to the State Department from the Office of the Assistant Secretary of Defense for International Security Affairs, had been director of operations for the U.S. Nigeria/Biafra relief coordinator. He is active in the Presbyterian Church, especially in the areas of missions and refugee policy. He received a bachelor's in engineering from West Point in 1956 and a master's, also in engineering, from Princeton in 1961. ■



MBABANE, Swaziland—Ambassador *Harvey Nelson* presents his credentials to Her Majesty, *Queen Mother Ntombi*, right, regent of

Swaziland. Between them are *Prince Mboni Zacharia Mkhonta*, *B.B. Shongwe*.



## Junior Officers

### Forget their 'water-walking'—just don't let them sink!

Don't you have a few minutes to help?

BY SARAH L. NATHNESS

The author is on the staff of the Foreign Service Grievance Board. She was a member of the 1984 selection boards and served subsequently as a deputy examiner at the Board of Examiners.

**T**HE ROAD TO TENURE is a crashshoot. Put another way, far too many untenured officers get a bum deal in their probationary period.



Ms. Nathness

Of course, this is opinion—informed opinion, mind you (what else?)—but opinion nevertheless. So, gentle reader, feel free to agree or disagree to your heart's content. But those of you who'd be

hard-pressed to pick out the incumbent junior officer at post ("I haven't had the opportunity to observe Mr. X's performance closely but I have complete trust in the integrity and prudence of the rating officer . . ."), hold your tongues. You are part of the problem.

Having served at the Board of Examiners, I've seen the poking and prodding and close scrutiny which goes on with each candidate. Every aspect of his/her qualifications and character is examined and compared with all the other candidates. This mulling and chewing process can, and often does, go on for up to a year or more until, finally, the original pool of 28,000 applicants is boiled down to around 150 bright-eyed, eager and talented fledgling FSOs, most or all of whom are presumably promising raw material for the Foreign Service.

Why, then, do a certain percentage of these folks show up four years later before the grievance board, protesting efficiency reports which led to a



nontenuring decision by the Commissioning and Tenure Board? (By regulation, they can't protest the goodbye-good-luck-on-the-outside decision itself.) Is it the law of averages? Were there worms in some of those shiny apples the Board of Examiners had selected four years earlier? Has the System, meaning you and me, not done all it could with the raw material it was given?

Let's start with the premise that a junior officer, more than anything else,

is the embodiment of *potential* rather than accomplishment. How can that potential be developed?

#### Look who's here!

Too often the arrival of a junior officer at post is greeted with indifference ("My gosh, are you here already? We don't have a desk for you but we'll try to think up some project for you to work on for the moment . . ."), or relief possibly at the appearance of a new body, preferably one with a strong back

and a weak mind ("Some people call this donkey work I'm giving you, but nobody has had a chance to get at it for months, and anyway it'll be a good introduction for you . . .").

In each case, little or no thought has been given to providing a work environment in which an untenured officer can show his or her stuff—unless, of course, the "stuff" we're looking for is a talent for malingering. Commented one uneasy junior officer to me upon rotating into my section a few years ago: "I've been at this embassy 18 months—6 months each in three sections, and I feel like a fireman sent out to plug holes in the hydrants. When do I get a real job with some responsibility?"

Even if the junior officers do get a real job with some responsibility, they face the luck of the draw with their supervisors. And for the untenured FSO beginning a Foreign Service career, this aspect of the candidacy period is crucial.

Evidence of a lack of adequate counseling by supervisors, rating and reviewing officers is a common thread throughout many files. Too often the attitude of the section chief, the deputy chief of mission, the principal officer is: "Well, nobody ever took me by the hand. He'll just have to sink or swim like everybody else."

#### Superboy?

This hard-nosed attitude is sometimes compounded by unfair expectations of supervisors in terms of the junior officer's prior training or experience. By the nature of the beast, junior officers are in the learning stage of their careers. Whether performing an assigned job or thrown into the breach at post to meet a temporary vacancy, they haven't really had adequate experience or training to perform at anywhere near the specialist level. Instead of being praised for willingness to take a crack at something new and different, instead of having weaknesses evaluated in the context of how quickly they are able to correct them, many junior officers find themselves measured against

performance standards expected of experienced employees.

Here, too, frequent rotation and lack of continuity in rating officers work against the junior officer. Evaluation reports, for example, don't always reflect the overall progress of an individual as he or she moves from one brief assignment to another.

One rater stresses areas for improvement and then another comes along and voices concern about the same areas. While the junior officer in question may have made a quantum



performance leap during the several periods under review, absent someone familiar enough with his work to survey his or her overall progress from beginning to end, reiterated deficiencies tend finally to be perceived by the performance file reader as absolutes rather than the *relative* weaknesses they may very well have become. In such cases, fine candidates with a proven capacity for growth run the risk of never getting the tenuring board nod. They have been *rated*, not *evaluated*.

#### Honest evaluations

Other defects in the assessment

process hit the career candidate hard. All in the Service are aware of the "damning with faint praise" effect in an employee evaluation report, where superlatives are the norm. Small lapses or unfortunate phrasing may have a much more serious, even fatal, effect upon the career candidate than upon a tenured mid-career officer. Poorly articulated, blah-blah reports from rating officers who either can't draft adequately, or who are unaware of the hidden meanings harried boards can read into seemingly innocent remarks, do the career candidate a great disservice. Similarly, unsubstantiated rave reviews leave the readers scratching their heads and wondering where the truth really lies.

Regulations make clear that the aim of a candidate evaluation is not primarily to assess current performance with a view to possible promotion, but rather to assess long-term career potential. Many authors of reports seem to have lost sight of this distinction, almost as if the raters had forgotten it was a career candidate they were evaluating.

While an untenured officer is free to grieve a particular report as falsely prejudicial, or as having been prepared in a manner contrary to regulations or published policy, removal of the offending material doesn't necessarily assure a successful outcome, i.e. tenuring. For one thing, there's already precious little in a career candidate's file. Secondly, the Commissioning and Tenure Board, unlike the selection boards in the promotion process, is a standing body of six members serving three-year terms. Thus, while the grievance process may result in the removal of offending material from a career candidate's file, that material in all probability has already been seen at least once by the Commissioning and Tenure Board, and members may well have already reached an opinion as to the long-term potential of a given individual.

So, gentle reader, we come back to my opening assertion. The road to tenure is a crapshoot. But does it have

to be?

Undoubtedly, the Department and those administering the career candidate program believe that the System is working well in turning out tenured officers who are the best and the brightest among the contenders. Even were this true beyond any shadow of doubt, it doesn't mean that the handling of these officers might not be improved, from the standpoint of both assignments and assessments.

#### State's investment

A greater adherence to the spirit as well as the letter of the regulations would be a major step forward. The Department has a considerable investment in these new officer candidates and every reason to desire that their untenured service will provide an accurate barometer of long-term potential—or the lack of it. Thus its career candidate program as spelled out in the Foreign Affairs Manual (3 FAM 570-578) is a thoughtfully detailed one.

But how many of us have read this regulation? Not as many as should have, judging by the frequency of technical violations of prescribed procedures. While most violations probably were not of a nature to have affected the ultimate decision of the tenuring board, can this always be said with assurance? No. Because, too often in the case of career candidates, a technical violation reflects an indifference to the spirit as well as the letter of the law.

Let's take as an example a specific prescribed procedure familiar to everyone, tenured and nontenured alike. "Discussion of Performance" and dates thereof recorded on the employee evaluation report form are musts for all employees. How often, though, have you and your rating officer, come April 15, huddled to make sure the dates plucked from thin air were days you both were in town? Whether discussions really had taken place, neither of you much cared. After all, you had tenure, you'd certainly already outgrown any significant weaknesses, and in any case considerations of long-term potential took second fiddle to whether this latest re-

port seemed sufficiently slick and meaty to get you that next promotion.

#### The critical need

For the untenured officer, however, counseling is critical. In the minds of too many supervisors, this means simply a periodic recital of the candidate's strengths and weaknesses à la "You've done a great job in keeping this visa line moving, but you've got to work on your drafting. The ambassador wants you to get out there and do some



political reporting, too." Joint assessment of the work program, examination of goals and how to get from here to there, evaluation of the candidate's progress are, more often than not, lacking in these "counseling" sessions.

Certainly the reviewing officer bears considerable responsibility for assuring that the career candidate isn't lost in the shuffle of post business. Holding the candidate's immediate supervisor to close account for his or her efforts in providing a well-structured, well-monitored work program is essential. So, too, is the reviewing officer's commitment to gaining an independent

view of the candidate's skills, attitudes and progress. This is one instance where the usual review statement plabum offering nothing more than a blanket endorsement of the rating officer's comments is totally unacceptable. It not only reinforces the general view that Foreign Service officers care little about management, it is indicative of an indifference to who will shape the future profile of the Foreign Service.

The Department, too, might keep a closer eye on the untenured officers. If their evaluation and assignment sequence, as sometimes happens, deviates from the norm, there ought to be a mechanism for the process to make corrections—certainly at the end of their first tours abroad while they still have two years remaining in the probationary period.

#### Between posts

The candidates might also, between posts, be subject to a rigorous few days in the Department of counseling, file review and an airing of their gripes. Consideration could also be given, in the cases of candidates who have come up against less than adequate supervisors, to assuring that their onward assignments are to supervisors with proven track records of "bringing out" junior officers.

Finally, we all know that the Service is a competitive profession. Like everything else in life, "competitive" has a good and a bad side, the latter reflected in the earlier comment: well-nobody - ever - took - me - by - the - hand - he'll - just - have - to - sink - or - swim - like - everybody - else.

Somehow, for the sake not only of the career candidate, but for the future of the Service itself, we must encourage/insist/demand of supervisors that they place greater priority on the care, feeding and assessment of junior officers. We will have only ourselves to blame if, through indifference and just plain sloppiness, the good ones slip through our net and the flawed ones remain on deck. ■

# Operations Center

## 25 years as an exposed nerve

Shultz accords praise; events are recalled

**S**ECRETARY SHULTZ (not the first Secretary to become fascinated with the way fast-breaking events are handled there 'round the clock) recently paid a visit to the Operations Center on the seventh floor, near his office, on the occasion of the Op Center's 25th anniversary as the exposed nerve of the State Department.

"This place is the Department's command, control and communications hub," he said. "It has evolved a long way from its modest beginnings in 1961." He added: "Serving long and constantly-changing hours in a fast-paced environment, you people face unique personal and professional challenges as the normal condition of your daily working lives. The experience of serving in this unique place has formed the careers of many hundreds of individuals who have subsequently moved on to higher levels of responsibility."

James Collins is the current director of the center, which is part of the Executive Secretariat in the Office of the Secretary.

In anticipation of the anniversary, two veterans of the Op Center reminisced about its beginnings in articles they wrote for *STATE*. Bill Harbin, now a labor adviser in the Bureau of East Asian and Pacific Affairs, used to be a watch officer. Marie Connolly, then in the Secretariat, is a staffer in the Op Center's task force office. Their articles follow.

\* \* \*

BY BILL HARBIN

**T**HE OPERATIONS CENTER was created by President Kennedy when he learned during the Bay of Pigs crisis that State (unlike the Pentagon) had no substantive officers on duty around the clock. There were only communications watch officers (i.e. Civil Service personnel) who screened telegrams and decided whether or not to contact substantive officers at home outside of duty hours. The President was so concerned that he sent his

brother-in-law, Stephen Smith, to the Department to help get the Op Center running to the President's satisfaction. Indeed, Steve Smith himself took turns standing watch for the first few months.

The new center quickly received a baptism by fire during the Cuban missile crisis of October 1962. It became the headquarters for a task force dealing with the crisis. Secretary Rusk himself would rush in to use its communications facilities, and assistant secretaries actually slept in the area (a makeshift bedroom was quickly set up) to be instantly available if a key deci-

sion was required in the middle of the night. Certainly, the most dramatic moment during the crisis came on my watch early one evening when the Soviet ships, whose movements toward Cuba we were monitoring closely, dramatically changed course and turned back in the face of our naval blockade, thus averting nuclear war.

But my long nights in the center also had their light moments. On one occasion, someone in management fretted that, absent a crisis, the watch teams were underemployed. Therefore, we were given the task of randomly calling up Foreign Service posts around the world, without warning, to check on their alertness. The results were predictably spotty, particularly in newly-established, remote African posts where there were no Marine guards or, indeed, any American personnel on the premises during the night. Often the embassy phone was answered by a local guard of limited English-language capability. The transcripts of such conversations (duly logged) became classics of



Mr. Harbin



Ms. Connolly



At the Op Center today, from left: Jacques Grimes, Maura Harty, Gordon Olson, senior

watch officer Robert Pace (seated), Richard Rodgers. (Photo by Walter J. Boozie)





*President Johnson and Secretary Rusk visit the Op Center. Facing camera in background, wearing necktie, is Arthur Goldberg, U.S. representative to the United Nations.*

unbridgeable communication gaps.

On another occasion, somehow the Op Center's phone number became available to the customers of a particular bar in Brooklyn, and we began to receive late-hour calls from boozy patrons giving us all sorts of unsolicited and often incoherent advice on U.S. foreign policy.

When Lyndon Johnson succeeded President Kennedy, the watch teams began to receive late-hour calls of a different sort: the president himself would call in occasionally and request an update on some particular crisis that interested him. □

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BY MARIE CONNOLLY

**I**N APRIL 1961 my family and I prepared to move from Alexandria to our new home in Springfield, Va. When the movers arrived, a call came from the Department that threw all our plans into disarray. My leave had been canceled, I was told, and I was to report immediately to the Executive Secretariat to start a new assignment. Though I regretted having answered the phone, I drove to the Department to meet Richard Davies (later our ambassador to the Soviet Union) on the seventh floor. He informed me that the

President had decided because of the Bay of Pigs incident that State was to have a 24-hour command center. We were to start immediately to organize it.

The first team was quickly assembled. Theodore C. Achilles, former counselor of the Department and former ambassador to Peru, was our director. Stephen Smith, the President's brother-in-law, was acting deputy director. The Pentagon assigned Cols. William Stewart and Felix (Mike) Rogers of the Air Force to the center. Robert Lincoln was sent by USIA, and the CIA chose a representative. John Stutesman was the executive officer.

By May 9 the Op Center was prepared for its first round-the-clock operation. Galen Stone, later our ambassador to Austria, had won the honor of being the first overnight watch officer. As we left him for the evening, we provided him with a GI-issue bunk bed, a water pitcher and a clipboard with the day's most important cable traffic and his instructions. His was a lonely vigil here in a deserted building that had been very much unaccustomed to 24-hour operations.

By early June, our watch officers had plenty of company in the wee

hours. Foy Kohler headed a Berlin task force whose 15 subcommittees produced documents overnight for the Secretary, the President and interagency committees. Caribbean, Congo, Iran and Vietnam task forces were also operating around the clock.

There have been many such task forces over the past 25 years. Some have lasted only a few days; members of others have stayed on longer than many of the assigned staff of the Op Center. Outstanding in my memory, though, was the task force assembled for the funeral of the President who had ordered its creation—President Kennedy. Over 100 countries decided to send representatives to his funeral. The Office of Protocol was swamped with calls from ambassadors or heads of state to be appropriately met at the airport, to be properly included in the ceremonies, and to be introduced to President Johnson. It was a protocol task far beyond anything the Department had ever handled. We mobilized every staff member in the Op Center, our alumni, and even some family members, to augment the protocol office team.

So many emperors, kings, presidents and prime ministers attended the funeral that we couldn't possibly organize a motorcade for each of them. But we learned from the apostolic delegate that, when Queen Victoria buried Prince Albert, the kings and queens walked. And so it was that Emperor Haile Selassie, Charles de Gaulle and others walked behind the caisson from St. Matthew's Cathedral to Arlington Cemetery.

Everyone pitched in to make sure that the Department's role couldn't be faulted. There was a spirit of camaraderie during these three days that I've always felt represented the very best qualities of the Op Center staffers and the Department to which they belonged. That spirit lives today in the Op Center. ■



## Foreign Service Families

### Body of data is being developed on schools

All U.S. diplomatic missions have been requested to send up-to-date information on educational opportunities at post for school-age children. They are to submit it to the Department's Office of Overseas Schools by June 1. The completed forms, covering a wide range of data, are expected to be available this summer to Foreign Service employees who are making their bids for overseas transfers and assignments.

The form was developed by the special Study Group on School-Age Dependents' Education Overseas, which was established last fall by Under Secretary Ronald I. Spiers. Ernest N. Mannino, director of the schools office, relayed the group's findings and recommendations to Mr. Spiers, who directed that all of its 35 "plans of action" be carried out, including:

—*Summary information on schools.*—The group prepared a detailed form, tested at several schools abroad and distributed later to all U.S. embassies and consulates. The form, to be sent to posts in March every year, is to be completed by a representative of the post administrative section, usually the community liaison officer, during an interview with the chief administrator of each school normally attended by U.S. Government children.

—*Learning disability programs.*—The study group recommended that the Office of Overseas Schools expand its efforts to initiate and enhance programs for the learning disabled in schools throughout the world. In addition to providing funds to pay for learning-disability teachers, develop materials and hire consultants, the office would explore the feasibility of establishing area learning disability specialists to serve clusters of schools. The study group noted that many U.S. employees overseas have children with learning difficulties and are reluctant to send them away from post if proper programs are not available.

—*Programs for gifted and talented students.*—The study group rec-

ommended that the schools office encourage the establishment of gifted and talented, or equivalent-type, programs in the schools which it assists. The group recommended that the office provide advice and assistance on program matters, and "seed money" to initiate the development of this type of program, as well as encourage studies related to the teaching of gifted and talented children.

—*English-language instruction.*—The study group recommended that the overseas schools office promote special English programs for native speakers of English through regional and local workshops and through direct grant assistance to individual schools to pay salaries of teachers in these programs; locate and disseminate information to schools worldwide on writing programs, such as the Bay Area Writing Program and the East Asia Writing Project, that are recognized as effective; and encourage overseas schools regional associations to focus on the improvement of writing skills in their schools.

#### Areas of interest identified

The study group met 10 times between October 1985 and last January. At the first meeting the participants identified 10 areas of interest related to the education of U.S. Government dependents attending elementary and secondary schools abroad:

Information available to parents, with school-age children, preparing to bid on overseas tours: Overseas post to overseas post and Washington to overseas post; exceptional children programs in overseas schools: learning disability program and gifted and academically talented program; security measures in overseas schools; continued adherence to the present policy that allows parents to receive an educational allowance for their children to attend international schools even though there is a Department of Defense school at post of assignment, yet assures them that students will be admitted on a priority basis should the parents wish to enroll their dependents in the Department of Defense school; quality of in-

struction in classes in which there are large numbers of non-native speakers of English; communications to U.S. Government employees on overseas schools through agency periodicals; assessment of quality of education in overseas schools; legislative proposals pertaining to educational allowances; discussion of criteria used to determine adequacy of overseas schools; and parental involvement in overseas school.

#### Experts given briefings

To aid the group in discussing these issues, five resource people presented briefings. They were William G. Durden, director, Center for the Advancement of Academically Talented Youth at Johns Hopkins University; Richard Haines, director of admissions, Lafayette College; Sanford Jameson, director, Office of International Education of the College Board; Gretchen Rigol, executive director, Access Services, the College Board; and Phyllis Habib, support services officer, State Department Family Liaison Office.

The Office of Overseas Schools obtained the services of Mr. Durden, to help orient the study group on gifted and talented programs. He also will travel to several American-sponsored overseas schools to get an understanding of their capabilities and needs; speak to regional conferences of American-sponsored overseas schools administrators on gifted and talented programs; and advise the Office of Overseas Schools on how it may assist schools abroad in implementing programs for gifted and talented students.

In addition to chairman Mannino, the study group included Jerry Tolson, director, Allowances Staff; Sue Parsons, director, Family Liaison Office; Anne Weiss, mental health programs unit, Office of Medical Services; and W. Beth Stephens, director, Department of Defense Dependents Schools.

Assisting the study group were Julie Wilhelm, educational allowances officer, Allowances Staff; Lynn Gutensohn, deputy director, and Judy Livingston, education counselor, Fam-

ily Liaison Office; Nick Fice, assistant to the director for special projects, Department of Defense Dependents Schools; and Vincent McGugan, Carlton L. Bentz, Keith D. Miller and Judy Knott of the Office of Overseas Schools. □

### State slashes day care funds—'with regret'

The Foreign Service Institute has announced "with regret" the need to curtail sharply the funds available for the dependent day care program for non-employee spouses attending training courses at the institute. Child care grants have been reduced by 50% for non-employee spouses in full-time language training, and grants for child care while they are attending other kinds of training are to be discontinued.

The institute will continue to accept applications for child care grants and pay the full amounts currently authorized through April 11, 1986, for non-employee spouses, regardless of the type of training they are taking. After that, new grants at the new rates are to be approved only for non-employee spouses in language training.

A Department Notice of March 14 said: "It was not possible to preserve this grant program intact in the face of large budget cuts affecting our training programs. (The institute) believes it is preferable to support the spouses in language training at 50% of the current level and eliminate support in other, shorter training programs, rather than provide support for all training programs at much reduced levels. Further, non-employee participation in some of the non-language courses can lead to paid employment as compensation for their investment." □

### Overseas Briefing Center announces courses

The Overseas Briefing Center is offering the following free courses for employees and family members at State Annex 3 in Rosslyn:

*Parenting in the Foreign Service.* Frequent relocation, security concerns and other factors that affect Foreign

Service children. May 21, 9 a.m.—3 p.m.

*Education seminar.* Educating Foreign Service children. April 9, 9 a.m.—3 p.m.

*American studies, cross-cultural adaptation and the logistics of Foreign Service life.* Sessions on American politics, economics, history and art are included, along with other topics related to representing the United States abroad. April 21—May 2, October 20—31, June 2—13, 9:15 a.m.—3 p.m.

*Community skills.* Community mental health, stress management, paraprofessional counseling, drug and alcohol abuse and techniques for running workshops. April 14—18, November 3—7, 9 a.m.—3 p.m.

*Career planning.* For spouses who have employment difficulties because of frequent moves: identifying skills, writing resumes and interviewing. June 24—27, September 9—12, 9:15 a.m.—2 p.m.

*Understanding regulations, allowances and finances in the Foreign Service context.* Participants will meet with experts on allowances, services and benefits, estate planning, investments and other topics. May 28—30, November 12—14, September 17—19, 9 a.m.—4 p.m.

*Going overseas.* Preparing for an overseas assignment: developing realistic expectations, setting personal priorities, coping with interrupted activities and relationships and sharpening communications skills. Saturdays, for families: April 12, May 17, June 21, October 11, 9 a.m.—1 p.m. For teens: Saturday, April 26, 8:45 a.m.—1:15 p.m. Wednesdays. For singles and couples: May 7, September 24, 6:30—9:30 p.m.

*Re-entry.* Techniques for adjusting to Washington after an overseas assignment. Mondays, for spouses: June 23, September 8, 9:15 a.m.—1 p.m. Saturdays, for teens: September 20 and November 15, 8:45 a.m.—1:15 p.m. Saturdays, for families: August 23, October 4, November 8, 9 a.m.—1 p.m. Wednesdays, for singles and couples: August 20, October 1, November 12,

6:30—9:30 p.m.

*English-teaching.* Methods and materials for teaching English as a second language; no prerequisites. May 5—9, September 22—26, 9:15 a.m.—1 p.m. □

### Lisbon spouse workshop

The Community Liaison Office in Lisbon held a career planning seminar for American spouses on March 3, during Women's History Week. The course included presentations on assessing skills, documenting volunteer work experience, job-hunting techniques, interviewing, and writing resumes. ■

### International telegraph panel to meet May 2

Study Group C of the U.S. Organization for the International Telegraph and Telephone Consultative Committee will meet May 2 at 9:30 a.m. in Room 1406. Members of the public may attend the meeting and join in the discussion, subject to the instructions of the chairman. □

### Solution to Diplo-Crostic No. 36

(See April issue)

Alex Shoumatoff. *The Mountain of Names*

"The sociologist Vilfredo Pareto maintained that history is a graveyard of aristocracies, a constant circulation of elites. Voltaire in a similar vein observed that the pageant of history is nothing but the sound of slipped feet going down the stairs as hobnailed boots are ascending them."

A. Sandra O'Connor	O. Oddities
B. Howard Cosell	P. Ueberroth
C. Osiris	Q. Nissan
D. Utopia	R. Tip O'Neill
E. Merv Griffin	S. Attentive
F. Appetite	T. Iacocca
G. Tabasco	U. Nestegg
H. Orrin Hatch	V. Obviate
I. Foothold	W. Fantasia
J. Fraise des bois	X. Not So Tight
K. Tattoo Art	Y. Ann Landers
L. Hugh Hefner	Z. Missive
M. Eighty	a. Eyesight
N. Motivated	b. Sally Ride □

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## Life in the Foreign Service

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**T**HE HAZARDS of diplomatic life are nowhere better documented nor more openly discussed than in the nation of Zimbabwe, in southern Africa.

These photographs of road signs by Prescott Wurlitzer, economic officer at the U.S. embassy, tell the whole grim story. ■



## Ask Dr. Dustin



**Q.** WESTERN EUROPE  
*When we had our pre-employment physical examinations, my son was found to have a shortage of an enzyme that's important in the function of red blood cells—a G-6-PD deficiency. At the time we were told he can't take aspirin. What other limitations are there?*

**A.**  
When a person's levels of this enzyme are low, certain drugs and infections can trigger a sudden breakdown of red blood cells in the bloodstream. If enough red cells are destroyed, the person with a G-6-PD deficiency may become anemic. The degree of deficiency of the enzyme differs widely; some people have no significant problems while in others it may be quite serious. But the deficiency is more common than many people realize. About 10–14% of American blacks have it, and it's also very common among people from the Mediterranean countries, Sephardic Jews, Chinese and southeast Asians. Although more common in blacks, the disease tends to be more severe in whites and Asians. G-6-PD deficiency is in fact one of the more common inherited genetic abnormalities. Because it's an X-linked disorder (meaning it's passed from mother to son), most affected people are males, though it can affect females to a lesser degree. There is no treatment for this condition; avoidance of a handful of common drugs should prevent any serious episodes of hemolysis. You should instruct your son to refrain from using the following drugs, except under the guidance of your physician: (1) Primaquine (used in the treatment and prophylaxis of malaria). (2) Sulfadiazine, including Fansidar (a sulfadiazine-containing drug also used in the prevention and treatment of malaria). (3) Naladixic Acid and nitrofurantoin (used in treating urinary tract infections). (4) Pyridium (used in treating bladder infections). (5) Probenecid (Benemid . . .

used in gout treatment and sometimes to potentiate antibiotic treatment of infections). Perhaps most importantly: (6) Aspirin and phenacetin (found in some aspirin combinations).

**Q.** FAR EAST  
*I was recently delivered of a healthy baby and am exploring different methods of birth control. I do not want to use birth control pills but have been reading a lot of adverse comments on the IUD. What is your opinion on this?*

**A.**  
Very recently, I sent out a memo to all our overseas Foreign Service physicians and nurses concerning the IUD (intrauterine device). I said that problems with IUDs have increased over the past several years. These devices essentially are a foreign body placed in the uterus which sets up a local reaction or inflammation which causes the destruction of sperm in their passage through the uterus. Also set up is a milieu unfavorable for the implantation of fertilized ova that do reach the uterus. Recognized problems with the IUDs have included (1) rejection of the IUD by expulsion, or unacceptable bleeding and increased pain as the body attempts to get rid of the foreign body; (2) perforation of the IUD through the uterus with potential hemorrhage or bowel complications; (3) loss of effectiveness of the IUD with a resultant unwanted preg-

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*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. □*

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nancy; and (4) various infections developing around the IUD. Research confirms that there is definite increase of low-grade infections with IUD use and possible increase of infertility as a result of these infections. Most IUDs are no longer available in the United States but are still available overseas, especially in the Third World. I do not advise the continued use of IUDs, in view of the current medical evidence. I would suggest you continue to look towards other methods of birth control.

**Q.** SOUTHEAST ASIA  
*One reads so much about extra calcium for those of us who are entering our "autumn years." I like to get what I can naturally; can you give me some sources of calcium in food?*

**A.**  
Calcium is needed not only in the "autumn" years, but also in the spring, summer and winter years, too! Children need a good calcium source for strong teeth and bones. Adults of all ages certainly need it, and it is very true that extra calcium is needed in the older groups and especially by women. You should be able to get a good intake of this important mineral through dietary means. You'll find it in milk (skim milk products have the same amounts of calcium as whole milk products), yogurt, cottage cheese, American cheese and provolone, eggs and ice cream. Vegetables like raw cabbage, turnip greens, collard greens and cooked carrots are a good source. Salmon and shrimp are also good sources. Don't forget that our skeletal structures are also benefitted by exercise. Just sitting around chewing up calcium tablets won't do it! Also, be warned that once the structural effects of calcium deficiency have occurred, such as bone shortening (which may be manifested by loss of height due to compression of vertebrae), the "dowager's hump" and fractures of the long bones due to loss of structural integrity,



no amount of calcium taken in will correct these defects.

**Q.** WASHINGTON  
*I have been nearsighted all my life. I recently returned from an overseas assignment and I find that I cannot read the very small print on the cables received in my office. I really feel that my eyesight is being harmed by this small print. Do you think this is causing permanent damage to my eyes?*

**A.**  
After the age of 35, there is a gradual change in the accommodation of the eyes. This can cause a great deal of problems in trying to read the small print of cables, telephone books or other documents. I checked with one of our consulting ophthalmologists, and he agrees that you should have a thorough eye examination by an ophthalmologist to rule out any serious eye disease. The ophthalmologist can also prescribe glasses for you or strengthen your present prescription to overcome these difficulties you're having.

**Q.** ASIA  
*I am pregnant with our first baby, and we are asking your opinion concerning baby cribs. I feel we should order one from the States rather than get one locally, as we want the safest available. What should we look for to make sure our baby is well-protected?*

**A.**  
I agree strongly that one of the most important things you can do as parents, in the first years of your child's life, is to be vigilant and ensure a safe environment. Your decision to purchase an American-manufactured crib with safety features is an excellent one. In 1978 the Consumer Product Safety Commission banned the use of lead-containing paints for use on toys as

well as children's articles such as cribs and other furniture. Such a restriction is not necessarily observed by crib manufacturers in some countries overseas. If you inherit a crib from relatives or friends and wish to paint it, be sure you use nonlead paint. Don't buy a repainted crib. The leading cause of lead poisoning in your children is from ingestion of lead-based paint. The American Academy of Pediatrics has some additional safety tips which are worth commenting on, in addition to the obvious ones of *never* leaving your baby unattended on the changing table, and *never* leaving the safety rails down. Here they are: (1) Cribs should not have slats more than 2-3/8 inches apart, since infants may stick their heads and necks through wider slats and strangle. (2) The crib mattress should be the same size as the crib, to avoid the space around the mattress in which a child might catch an arm or a leg. (3) Young siblings may accidentally or purposefully tip over infant seats or lower safety rails; infants should *never* be left alone with young brothers and sisters. (4) Straps or changing tables will not always hold an active, squirming infant. (5) Don't leave large toys or stuffed animals in a crib. A youngster might use them as stepping stones to climb out. Please heed previous STATE magazine articles concerning the use of infant car seats. Statistics confirm the value of such seats in preventing deaths when auto accidents occur. And, finally, be sure your ayah or nanny, if you choose to have one help you, is well-versed in these simple safety tips. □

### Dr. Dustin's health hints

With the advent of spring and summer, traditionally outdoor seasons, it might be a wise idea to bring to your attention some health hints concerning using and burning charcoal in homes, vehicles and tents. In the overseas setting, charcoal is also used for picnicking and other camping forays. The paragraphs that follow are from the MECAP News:

The U.S. Consumer Product Safety Commission, in cooperation with the Barbecue Industry Association, warns consumers about the dangers of misusing charcoal briquets. During the past seven years, the U.S. Consumer Product Safety Commission has learned of 83 deaths from carbon monoxide poisoning occurring as a result of people burning charcoal briquets in an enclosed area.

Some of the victims were campers who burned the charcoal to keep warm inside a tent or camper. Others were hunters who burned the charcoal inside their trucks, cars or vans. In January last year, a family attending the Rose Parade in Pasadena, California, died when they brought an outdoor grill with a charcoal fire into their van apparently to keep themselves warm. In several home-related incidents, victims died from carbon monoxide poisoning after they burned charcoal in a bedroom or living room for heat or cooking.

Current Commission regulations require two highly visible warning labels at the top of every bag of briquets. The warning labels identify the hazards of carbon monoxide poisoning.

Carbon monoxide (CO) is a tasteless, odorless, invisible gas. Some symptoms of acute CO poisoning are headache, confusion, dizziness, nausea and, at high enough concentrations, loss of consciousness. Consumers may not realize that burning charcoal produces large amounts of carbon monoxide and that it takes only a small amount of CO in the air to produce symptoms of CO poisoning and even death. Opening a window or using a fan will *not* assure that CO gas will be reduced to safe levels.

Burning the charcoal in a fireplace can also be hazardous because it is questionable whether a charcoal fire will create a chimney draft sufficient to assure that CO will be exhausted to the outside. Because CO is not visible, and is odorless, consumers may not be aware that carbon monoxide is accumulating.

The Commission and the Barbecue Industry Association urge that consum-



ers *not* use charcoal to cook or provide heat inside a tent, camper, van, car, truck, home, mobile home, or any other enclosed space. □

#### **Alcohol Awareness Program**

### **Exercise 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.*

If you think your morning run hurts on a good day—imagine pounding the pavement with a pounding head and a churning stomach.

Impossible! When you've had too much—even a little too much—and feel "hung over" the next day, your body has to fight to get back into shape.

Alcohol is a diuretic; it increases urination. As a result you lose important body fluids and become dehydrated. It's this dehydration, studies show, which contributes to your pounding headache.

Think of it this way. Your brain is a buoy in a net of tissue and vessels that attach to your skull. This buoy is awash in a sea of protective fluid. When you become dehydrated, the fluid ebbs and the buoy settles. As the buoy settles, the net surrounding it is pulled. This pulling is what causes your excruciating headache.

Dehydration and low blood sugar (hypoglycemia) can even result in fainting.

What's more, your perception is off: even a drink or two affects the part of your brain that coordinates movement.

Hardly the way to begin a 10K race!

Long term, alcohol can begin to affect virtually every body part you need to stay fit:

**Muscles:** Prolonged or excessive use of alcohol weakens muscle fiber. Its effect on leg muscle can be particularly pronounced. Muscles may become tender and cramped.

**Joints:** One of the by-products of

alcohol metabolism is a waste product called uric acid. When you overload your system with alcohol—particularly over a long period of time—your body level of uric acid increases, which may lead to irritating crystals in your joints. They become inflamed in a painful condition called gout. Henry the VIII suffered from gout, but he didn't care if he couldn't compete in a road race. You do.

**Bones:** Have you ever noticed how people appear to shrink with age? Stooped backs, loss of height, and brittle bones are the hallmarks of osteoporosis, a condition characterized by calcium loss.

Calcium production diminishes naturally with age, but women—even women in their 20s—are especially likely to lack proper calcium.

Alcohol used continually in excess can aggravate osteoporosis. Even calcium supplements may not help because alcohol interferes with your body's ability to absorb key nutrients.

Because osteoporosis weakens

your bones, even a mild fall can result in a fracture—particularly among older athletes.

**Heart:** Moderate drinking (defined by the federal government as up to two drinks a day) has been statistically linked with a lower frequency of heart attacks and some forms of heart disease—but the link is not yet fully understood.

Drinking may also precipitate disturbances in your heart's natural rhythm—causing your heart to skip beats, for example.

What's more, because alcohol slows down the central nervous system, it can actually subdue heart muscle activity—the opposite effect of regular aerobic exercise, as well as a real danger for those with heart problems.

*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 or 647-8804. Regulations require that all contacts with the program be handled on the basis of medical confidentiality. ■*

DAKAR, Senegal—Ambassador Lannon Walker, left, presents Superior Honor Award to Kenneth B. Babcock, regional medical officer. Others shown are Peggy Babcock and Nicholas M. Murphy, deputy chief of mission.



## Honors and Awards

### Georgetown honors Arthur Hartman, envoy to USSR

Ambassador to the Soviet Union Arthur A. Hartman was presented the annual Jit Trainor Award by Georgetown's Institute for the Study of



Mr. Hartman

Diplomacy, for "distinction in the conduct of diplomacy," at an evening ceremony on March 18. His wife, Donna Van Dyke Ford Hartman, received the institute's special award for her

role as a Foreign Service wife in community affairs, and for arranging with leading museums and collectors for a collection of American art to be hung in the U.S. embassy in Paris.

Now the senior career ambassador in the Foreign Service, Mr. Hartman began his career in 1948 as an economic officer with the Economic Cooperation Administration (Marshall Plan). In recent years he has held assignments as assistant secretary for European affairs, 1974-77; ambassador to France,

1977-81; and ambassador to the Soviet Union, since 1982.

He won the Presidential Management Improvement Award, 1970, and the Department's Distinguished Honor Award, 1972.

The Trainor award honors the memory of J. Raymond (Jit) Trainor, a 1927 graduate of Georgetown's School of Foreign Service, who later served as the school's secretary and acting dean. ■



SAO PAULO, Brazil—Fred Kaplan, left, receives Meritorious Honor Award for his work on the Josef Mengele investigation. He served as liaison between U.S. experts, who identified

the skeleton of the Nazi war criminal, and the Brazilian authorities. With him are political section chief Donna Hrinak and consul general Stephen F. Dachi.



NOUAKCHOTT, Mauritania—At his retirement ceremony, Foreign Service national employee Cheibani Diop receives a certificate

of appreciation and a baby goat. Others, from left: Dembaould Chein, Gueye M'Baye, Ambassador Robert L. Pugh.

### Free computer equipment for use at U.S. agencies

The U.S. General Services Administration has announced that computer equipment that is no longer needed by one agency is made available for reuse in other federal activities, including qualified grantees and contractors.

A listing of available equipment is published biweekly and distributed without charge to all interested parties. Each edition contains over 1,000 components or complete systems that have not been previously advertised. The equipment is free, but the requesting agency is responsible for shipping costs and a minimal administrative fee to fund the program.

For information, contact the Federal Equipment Data Center on (202)/FTS 566-1284. □

## 'Americana Project'

### Fine Arts Committee records 'best year' for contributions

J. N. Pew Jr. Charitable Trust gift of \$1.2 million helps erase debt

**C**ASH GIFTS IN 1985 totaling a record \$4,197,811, and gifts and loans of museum-quality 18th and early 19th-century furniture, oil paintings, oriental rugs, silver and other decorative arts to help furnish the Department's Diplomatic Reception Rooms, were announced at an evening reception hosted by Secretary and Mrs. Shultz on March 14.

"Last year was the best in the Americana Project's 24-year history," curator Clement E. Conger, chairman of the Department's Fine Arts Committee, told the 500 donors who had come from all sections of the United States. The year's highlights had included the reopening of the Benjamin Franklin State Dining Room on the eighth floor and the remodeling of the 10-room Secretary's suite on the seventh floor. All the architectural improvements were made with contributed funds, he said.

The curator continued: "We went \$1.5 million in debt for the first time, but we were saved by the largest gift to date—\$1.2 million from the J.N. Pew Jr. Charitable Trust in March 1985, for the Franklin room. This landmark contribution, plus some smaller ones, got us out of debt. Particularly helpful was the generous gift of \$438,463 from Mr. and Mrs. Kenneth S. Battye of Baltimore. Mr. Battye promises more in 1986."

Secretary Shultz, thanking the donors for their contributions over the years, said he "never ceases to get a thrill out of these rooms" when he is host to chiefs of state, prime ministers and other foreign visitors, during their meetings in Washington.

#### \$25,000 or more

In addition to the gifts from the Pew trust and from Mr. and Mrs. Battye, the Fine Arts Committee received many donations of \$25,000 or

*Porcelain plate from the dessert service ordered by President Monroe for the White House, 1817. (Diplomatic Reception Rooms photo by Will Brown)*



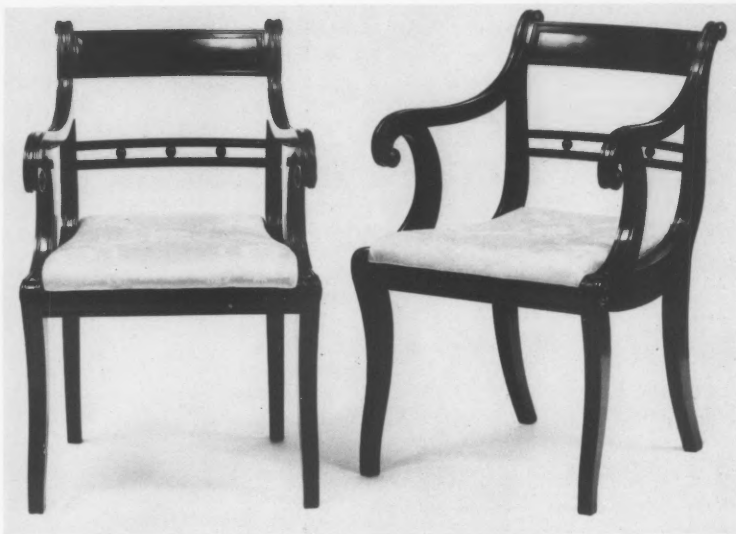
*Porcelain figure of Benjamin Franklin, by Ralph Wood II, English, circa 1790. (Diplomatic Reception Rooms photo by Will Brown)*

more. They included sums from Mrs. J. Bruce Bredin, Wilmington, \$52,894; Mrs. Willard Everett Brown, Los Angeles, \$103,849; the Champion International Corp., Stamford, Conn., \$25,000; Mr. and Mrs. Shelby Cullom Davis, New York, \$50,000; Mrs. J.

*Rare near-pair of Sheraton work tables, Philadelphia, 1810. (Diplomatic Reception Rooms photo)*



Clifford Folger, \$25,000; Gerald Alan Freed, Washington, \$103,000; the General Motors Corp., Detroit, \$25,000; Don and Sybil Harrington Foundation, Amarillo, Tex., \$100,000; Honeywell, Inc., Minneapolis, \$25,000; Mrs. Janet Annenberg Hooker, Palm Beach, Fla., \$50,000; the John Jay Hopkins Foundation (Mr. and Mrs. Clement E. Conger), Alexandria, Va., \$34,000; the George Frederick Jewett Foundation, San Francisco, \$25,000; Mr. and Mrs. Ronald S. Lauder, New York, \$25,000; McKinsey & Co., Washington, \$25,000; Martiz, Inc., Fenton,



Mahogany and mahogany-veneered Sheraton arm chairs. Philadelphia, circa 1810-25. (*Diplomatic Reception Rooms photo by Breger & Assoc.*)

Former chief of protocol Wiley T. Buchanan Jr. and Mrs. Buchanan contributed \$7,086. The Ethyl Corp., Richmond, donated \$20,000; Mr. & Mrs. J. T. Dorrance Jr., Camden, N.J., \$20,000. Mr. and Mrs. Hermen Greenberg, Washington, gave \$17,500. And Mrs. Golsan Schneider, Somerset, Va., gave \$19,413.

**Gifts from panel members**

Members of the Fine Arts Committee and friends contributed \$42,950 to a separate project—an oil portrait of Mr. Conger and an additional gift of American furniture for the reception rooms. Last summer several members recommended that a portrait of Mr. Conger, curator and chairman since the



Pair of Sheffield candlesticks. English, circa 1765. (*Diplomatic Reception Rooms photo by Breger & Assoc.*)

Miss., \$25,000; Mobil, New York, \$100,000; Mrs. Richard C. Rockwell, Loudonville, N.Y., \$45,000; Seagram Distillers, New York, \$25,000; the John C. Whitehead Fund, Washington (Mr. Whitehead is deputy secretary of state), \$100,000; and the Wine Institute, San Francisco, \$25,000.

There were many cash gifts under \$25,000. Secretary and Mrs. Shultz gave \$10,000. Prince Bandar Bin Sultan, Washington, donated \$5,000.



Rare New York Chippendale mahogany tea table, circa 1760-70. (*Diplomatic Reception Rooms photo*)



establishment of the Americana Project in 1961, be painted "long before his retirement." He selected artist Herbert E. Abrams, of Warren, Conn., whose work includes the official portrait of President Carter in the White House. Commissioned by the committee, Mr. Abrams finished the curator's portrait. It was shown for the first time at the reception. It will be kept in storage until Mr. Conger retires, and later placed in one of the rooms.

The committee obtained \$436,545 from Sotheby's and \$23,799 from Christie's, New York auction houses, from the sale of furniture and decorative arts which had been given to the Department. The articles were sold with the former owners' permission so that the Department could acquire furnishings of the 1740-1825 period.

In addition, the committee received \$5,250 in contributions in lieu of honoraria for lectures by Mr. Conger; \$6,672 from the Oaks Club Board and International Design and Auction Gallery, Osprey, Fla., from an auction to benefit the Americana Project; \$3,929 in royalties from Mottahedah, New York, and \$1,200 in royalties from Thomasson-Grant, Inc., Charlottesville, Va.

#### Paintings

Among the important gifts in 1985 was the oil painting, "Twilight, Lake Tahoe," by Albert Bierstadt, donated by Senator William Hernstadt and Ms. Judith Hernstadt, Las Vegas. The oil, 14" by 20", was given by the artist to a friend in 1873 or early 1874. It is on view in the Benjamin Franklin State Dining Room.

#### Other gifts include:

—A three-quarter portrait of an unidentified man, possibly James Madison, which was donated by Mrs. Tyrus D. Barre, Washington. The portrait will be placed in the Secretary's reception hall.

—An oil, "Apple Tree in Blossom," by John Henry Twachtman, the gift of Thornton and Margo Boileau, Birmingham, Mich., in the Dolley Madison Powder Room.

—"Mother's Instinct," by W. R.

Chinese export porcelain blue and white tobacco jar. Circa 1800. (*Diplomatic Reception Rooms photo by Breger & Assoc.*)



Leigh, and the painting, "Suspension Bridge," with Niagara Falls in the background, by an unknown artist, the gifts of John A. Hill, Nashville, Tenn.

—An 1853 colored engraving of the Virginia Military Institute, on loan from the George C. Marshall Foundation and Virginia Military Institute, for the George C. Marshall Reception Room. General Marshall was a graduate of the institute.

—An engraving with aquatint, "View of St. James's Gate, from Cleveland Row," engraved by Edward Rooker after Paul Sandby in 1766. The work was given by the United Kingdom to mark the 200th anniversary of the presentation of John Adams, the first U.S. minister to London, to King George III on June 1, 1785, at St. James' Palace.

Allan Greenberg of New Haven, Conn., who was the architect who supervised the remodeling of the Secretary's suite in 1984, gave the Depart-

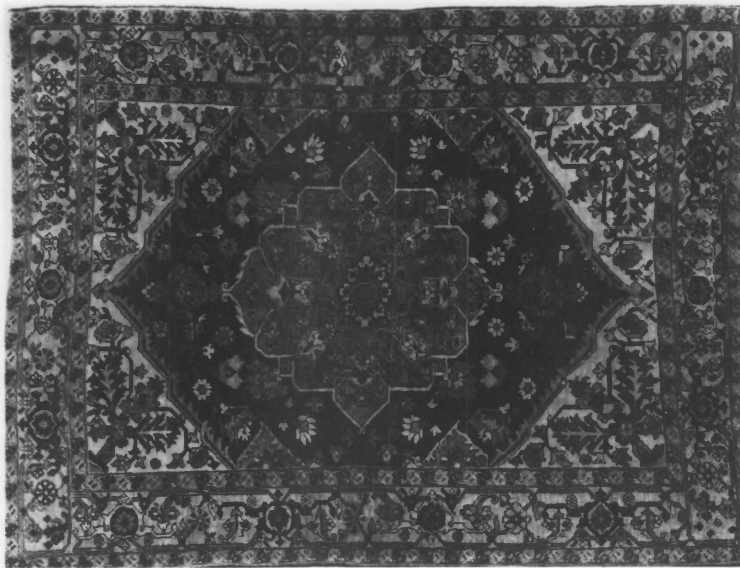


Hepplewhite mahogany chest of drawers. Concord, 1800. (*Diplomatic Reception Rooms photo*)

ment his original pencil drawing of the Great Seal Order. It shows a Corinthian column and capital which incorporates the Great Seal of the United States in the newly-redesigned office of Secretary Shultz. The drawing, now in the Secretary's elevator lobby, is inscribed: "For George Shultz, statesman and patron of architecture, with respect, admiration and appreciation, Allan Greenberg, 2.85."

mahogany side chairs, made either in Baltimore or Philadelphia, circa 1810-25, and a pair of mahogany and mahogany-veneered Sheraton klismos-type armchairs, matching the other set, Philadelphia, circa 1810-25. The chairs are in the Henry Clay Dining Room. John and William L. Gleiber, Washington, D.C., and University City, Mo.,

Antique Heriz Serapi rug. (Diplomatic Reception Rooms photo)



**Furniture**

Major gifts of furniture for the reception rooms include a Massachusetts walnut Queen Anne highboy, circa 1740-60, the gift of Mr. and Mrs. Richard L. LePere, Washington; a rare New York Chippendale carved mahogany card table, circa 1760, from Mr. and Mrs. William L. Oliver Jr. and family, Wichita, Kans.; a New York Chippendale mahogany carved tea table, circa 1760-70, from Mrs. Richard C. Rockwell, Loudonville, New York; and a Hepplewhite mahogany chest of drawers, made by John Phelps, Concord, 1800, the gift of the Tesoro Petroleum Corp., Dr. Robert V. West Jr., chairman, San Antonio.

Honeywell, Inc., Minneapolis, gave a set of 10 American Sheraton



Pair of carved wood wall brackets. Philadelphia, circa 1760-70. (Diplomatic Reception Rooms photo)

gave a rare pair of Sheraton work tables, made in Philadelphia, circa 1810,

in memory of their parents, John George and Peggy Anne Sward Gleiber. The tables are in the John Jay Reception Room.

An American Hepplewhite mahogany sideboard, circa 1790, came from the estate of Olive B. Floyd, Lincoln, Mass. Mrs. David Gaillard, Washington, donated an 18th-century English Regency mahogany drum table, and George G. Meade Easby, Philadelphia, loaned a Philadelphia Chippendale mahogany card table.

Mrs. Eleanor Lansing Dulles, Washington, gave an English looking glass in honor of the late Secretary John Foster Dulles and Mrs. Dulles.



Mr. and Mrs. Kenneth S. Batty of Baltimore, who gave \$438,463. (Photo by Robert E. Kaiser)

**Lighthouse clock**

Other gifts included a rare Federal mahogany-veneered and ormolu lighthouse clock by Simon Willard, circa 1825, the gift of Mrs. Clifford A. Bellows, Walpole, N.H., now in the Thomas Jefferson State Reception Room; a Massachusetts tall case clock, also by Willard, circa 1800, the gift of John T. Bent, Rochester, N.Y., which will be placed in the Treaty Room; a French Empire mantel clock, 1830-50, which will be placed in the James Monroe Reception Room, from Mrs. E. Delong Bowman, The Plains, Va.; a pair of Sheffield candlesticks, circa 1765, the gift of Mr. and Mrs. William Cafritz, Bethesda, Md., for the John Quincy Adams State Drawing Room; and an American brass and wire folding fireplace screen fender, circa 1800, from Dr. and Mrs. Porter B. Echols Jr., Lynchburg, Va., for the Secretary's office.

Other gifts: a Chinese export porcelain kidney-shaped dish, circa 1800,

and a porcelain plate by Dagoty from the dessert service ordered by President James Monroe for the White House in 1817, the gifts of the Ethyl Corp., Richmond, Va.; a pair of antique Chinese export porcelain cider jugs, circa 1800, the gift of the Monica and Hermen Greenberg Foundation, Washington, and a pair of George II carved and gilt wood wall brackets, each with round shelf, supported on a carved spread-wing eagle, circa 1750, the gift of the Evelyn A. Jaffe Hall Charitable Trust, New York (Mr. and Mrs. Melville W. Hall), to be placed in the Treaty Room. The Halls also gave a pair of carved giltwood yellow pine wall brackets, Philadelphia, circa 1760-70.

Aimee and Rosamond Lamb, Boston, gave a rare set of four Chinese export porcelain plates, circa 1785-90, each with the armorial crest of Governor Winthrop Sargent of Massachusetts. (Portraits of Governor and Mrs. Sargent, by Gilbert Stuart, are in the Thomas Jefferson State Reception Room.) The Lambs also gave an American silver table spoon from a set of three made by Paul Revere II of Boston, circa 1795.

#### 'B. Franklin, American'

Two terra cotta medallions of Benjamin Franklin, by Jean Baptiste Nini, with the inscription, "B. Franklin, American," signed and dated "Nini 1777," and a pair of Chinese export porcelain plates are gifts of Dr. Kenneth J. Maier, Lake Forest, Ill. Nesle, Inc., New York, gave a pair of three-light wall fixtures made of cut glass in the Adams style, for the Benjamin Franklin State Dining Room. Mr. and Mrs. John Sanders, Chapel Hill, N.C., donated six colored lithographs of Seminole Indians, which will be placed in the George C. Marshall Reception Room. Mrs. Lili-Charlotte Sarnoff, Bethesda, Md., gave a porcelain figure of Benjamin Franklin, by Ralph Wood II, English, circa 1790.

Other decorative arts given in 1985 include an antique Sarouk rug, the gift of Mrs. Janet L. Abernathy, In-

cline Village, Nev.; a pair of Sheffield candlesticks, English, circa 1765, from Mr. and Mrs. William Cafritz, Bethesda, Md.; American silver open salts, Philadelphia, circa 1760, the gift of Mr. and Mrs. Charles A. Cahn, Boca Raton, Fla.; a large antique Bidjar rug and a semi-antique Kerman rug, from Mrs. David Gaillard, Wash-

ington; an antique Heriz Serapi rug, the gift of Mr. and Mrs. Floyd A. Segel, Milwaukee, Wis.; antique silver candlesticks and a silver tea service, circa 1746-47, from Mrs. Donald C. Sullivan, Reading, Pa.; a set of 18 George III English silver first-course plates by Paul Storr, London, 1812, the gift of Mr. and Mrs. Middleton Train, Washington; and a pair of English Chippendale brass candlesticks, circa 1745, from Mr. and Mrs. Richard Van Dusen, Birmingham, Mich.

Mrs. Alexander O. Vietor, New York, gave a Canton porcelain blue and white square tobacco jar, circa 1800, and two pairs of English silver candlesticks, circa 1771-72, for the gallery. Mr. and Mrs. Richard Walters, Battle Creek, Mich., donated a pair of brass Chippendale candlesticks, English, circa 1740-50, for the John Quincy Adams State Drawing Room.

#### Goal is \$1,850,000

The committee is seeking \$1,850,000 to launch the next phase in the Americana Project—the remodeling of the seven-room deputy secretary's suite on the seventh floor. In addition, the committee is seeking funds for acquisitions to the permanent collection. "One third of the collection is still on loan," Mr. Conger pointed out.

A recent example of a loan which later became part of the permanent collection is the oil portrait of John Jay, by Gilbert Stuart. The portrait was on loan from 1972 until recently. It was purchased in January with gifts from Mr. and Mrs. David Grainger of Chicago and Gerald Freed, president of the Freed Foundation in Washington. "It is our most important acquisition in the last several years," Mr. Conger said. "We are seeking the finest quality American period furniture, paintings and decorative arts of the 18th and 19th centuries for the rooms."

Contributions are tax-deductible. Inquiries should be directed to Mr. Conger, Room 8213, Department of State, Washington, D.C. 20520, telephone (202) 647-1990.

—BARNETT B. LESTER ■



*The "Great Seal" Capital for the Secretary of State's Office, Washington, D.C. (Illustration by Allan Greenberg, 1984)*



Original pencil drawing of the Great Seal Order, designed for the State Department by architect Allan Greenberg. (Diplomatic Reception Rooms photo).

# Disciplined Writing and Career Development

## Give your readers an itemized statement

It will help them to understand

By MORTIMER D. GOLDSTEIN

**B**EFORE WE TURN to principle No. 6, I have a final point to make about parallel construction: namely, that it's an indispensable element in the process of itemization.



Mr. Goldstein

When you itemize, you present your ideas in a list rather than in an ordinary continuous text. One of the best ways to maintain control over a long sentence or paragraph containing a number of ideas—conditions, concepts, questions—is to itemize them. But compared to free-flowing prose, itemization is or should be a highly disciplined presentation.

To make the itemization process most effective, you should (1) begin with a statement that embraces all the items that will follow; (2) include as items under that statement only those elements of more-or-less equivalent weight whose substance logically fits together; (3) begin each item with the same type of word (noun, verb, infinitive and so on); (4) use the same grammatical form for each item (word, phrase, clause or sentence); (5) number or letter the items consecutively; (6) indent so that the items are clearly separated from one another and from the surrounding text; and (7) punctuate the items uniformly.

Points Nos. 3 and 4 are the core of the parallel construction. Regarding point No. 5, "bullets"—a "bullet" is a filled-in "o"—may serve as a substitute for numerals or

*This is the 14th installment in this series by Mr. Goldstein, a retired member of the Policy Planning Staff.*

letters. I've used them in earlier articles. Bullets, however, don't permit the writer to refer to particular items, as I did earlier in this paragraph.

### A gruesome example

The following statement is a gruesome example of inept itemization. Try your hand at a revision before you read mine.

You'll find it easier to organize your writing if, after thinking about your objectives and your audience, you (1) make a list of the main points your paper should cover, (2) under each point, the key words, facts, statements, etc. to be included should be jotted down, (3) you should then rework the items under each main point, putting them in proper sequence according to emphasis (4) deciding on paragraph order—the pattern or organization of the paper—is the final stage.

The main flaw here is only too obvious: lack of parallelism in structure. Erratic punctuation provides an additional, though minor, contribution to a slovenly performance. The opening statement, however, is fine. So let's rewrite just the items:

(1) make a list of the main points your paper should cover; (2) jot down under

each point the key words, facts, statements, etc. to be included; (3) rework the items under each main point, putting them in proper sequence according to emphasis; and (4) decide on paragraph order—the pattern or organization of the paper.

The revision starts each item with the same kind of word—a verb in the active voice—and maintains consistency in grammatical structure. We have a semicolon at the end of each item, since all the items can be regarded as independent clauses within a single sentence. Periods would have been acceptable instead of semicolons since an independent clause is the equivalent of a sentence, but commas would not do. Commas at the end of the items are probably best confined to an itemized list comprising single words or short phrases.

### An exercise

Let's use itemization to convert into more readable form a paragraph that includes a number of conditions and may prove heavy for some readers. First, the paragraph, in ordinary prose style, written some years ago:

We have completed a major reassessment of our foreign policy and developed some general principles to guide us in the years ahead. We will join our allies in combining our military forces, political efforts and economic strength to match those of any threatening powers. To reduce areas of tension we shall seek the cooperation of the Soviet Union. We shall, whenever possible, seek security through dependable verifiable arms control agreements. Our great economic, technological and diplomatic advantages are to be used to defend our interests and promote our values. These principles mean that, even as we search for agreement in arms control, we will continue to modernize our strategic systems and to revitalize our conventional forces.

Now, the itemization, which you might try to compose yourself





before reading on:

We have completed a major reassessment of our foreign policy and developed some general principles to guide us in the years ahead: First, we will join our allies in combining our military forces, political efforts and economic strength to match those of any threatening powers. Second, we will seek the cooperation of the Soviet Union to reduce areas of tension. Third, we will, whenever possible, seek security through dependable, verifiable arms control agreements. Fourth, we will use our great economic, technological, and diplomatic advantages to defend our interests and promote our values. These principles mean that, even as we search for agreement on arms control, we will continue to modernize our strategic systems and to revitalize our conventional forces.

Note that we didn't include the last sentence in our itemized list. Why? Because it is not similar to the other items in its substance. It is not a separate condition but a summary. Since its substance or weight is not the equivalent of the other four elements, it shouldn't be given equivalent treatment.

As I have recommended parallelism, so I recommend itemization. It can be properly used in reports, memorandums, telegrams, informal letters and any other kind of utilitarian writing except formal documents. And you may even find it appropriate for some formal documents if you use the words *first*, *second*, *third* and so on, instead of numerals or letter designations.

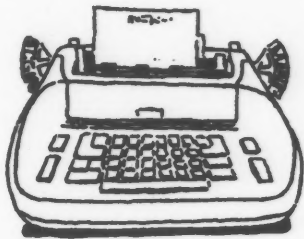
#### Principle No. 6

We now are ready for the last of the six principles: "Strive to give your writing a feeling of fluid motion"—or more bluntly: "Keep it moving."

The quality that usually distinguishes first-class writing from good writing is grace—the sense of easy, continuous, forward movement. The professional's writing may not be more lucid, concise or coherent than the conscientious amateur's, but it will surely exhibit more pace and energy and perhaps more color and interest.

The knowing writers, by habit and by deliberate effort, work at giving their writing a fluid quality.

They understand that heavy, sluggish writing may loosen their grasp on the reader's attention and detract from the persuasiveness of the argument. They appreciate that all readers much prefer a text that has a mobile feeling—that, when readers want to compliment a writer's style, they usually say that it moves, or flows, or marches.



#### You must believe

How can average writers give their product at least a modest infusion of graceful movement? The first requirement is to believe that fluidity is a highly desirable quality of writing and that its achievement is worth extra attention. Except for the few among us who are "naturals," we aren't going to write lively, mobile prose without making a deliberate effort to.

#### Good technique

The right attitude must be coupled with good technique. Since obscure, ambiguous or incoherent ideas can't be grasped quickly by the reader, it makes little practical difference how gracefully they're expressed.

You must begin with clear, precise, coherent ideas. You then need familiar and economical language, simple grammatical forms, accurate parallel constructions, and all the other virtues I've already discussed. You must avoid constructions or usage that will cause your readers to hesitate, stumble or retrace their steps. Overstuffed or long sentences, complicated syntax, wide gaps between subject and verb or between verb and modifier, redundant words, circumlocutions and fuzzy word echoes are all covered by that warning. So are *former* . . . *latter* constructions; they usually re-

quire readers to backtrack to be sure they know what the *former* and the *latter* represent, and that's deadly.

I can't make the point about backtracking more strongly than Follett. He wrote:

No one should ever be called on to read a sentence twice because of the way it is constructed . . . The writer who keeps making us retrace because of the way his sentences are put together is foisting on his reader his own proper work. To do so is laziness; and whatever it may be deemed elsewhere, laziness in a writer is the gravest sin.

He might have added that correct grammar doesn't guarantee fluid, easy-to-read writing. A sentence that sounds awkward should be rewritten even if its grammar is perfect.

Most of all, you need to handle your verbs right. As I explained in the June article, you should use verbs in the active voice whenever possible, rather than passive or linking verbs. And as I'll explain in a coming article, you need to rely mainly on the straight-line sentence, which starts with a subject and moves to a verb and then an object without long detours for subordinate clauses or parenthetical interjections.

#### A magic formula?

You may want me to suggest how you can acquire the special feel for the language that will help you sense, as you write, what words will race across the page and what words will only crawl or stumble. But advice on the acquisition of such a mystical talent is beyond the competence of this series. In plain words, I wish I knew the answer. I'm usually a three-draft writer. Self-criticism and revision is the only way I get close to what I'm aiming at. Even for most professionals, good writing is hard work.

Again, I recommend the read-it-aloud test. If you're willing to take the time, you can check the fluidity of your writing after the words are on paper by reading them aloud. If they're not easy on the ears, they probably won't be easy on the eyes.

NEXT: Preparation. ■  
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by Mortimer D. Goldstein)

# Education and Training

## Schedule of courses at Foreign Service Institute

Program	June	July	Aug.	Length of course
<b>Area studies</b>				
Africa, sub-Sahara	16	—	11	2 weeks
East Asia	16	—	11	2 weeks
Latin America	16	—	11	2 weeks
Near East and North Africa	16	—	11	2 weeks
South Asia	16	—	11	2 weeks
Southeast Asia	16	—	11	2 weeks
USSR/eastern Europe	16	—	11	2 weeks
Western Europe	16	—	11	2 weeks
Canada	2	—	—	1 week
<b>Language and advanced area courses</b>				
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	2,30	—	25	20 weeks
German	30	—	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	30	—	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	30	—	25	24 weeks
Romanian	—	—	25	24 weeks
Russian	—	—	25	24/44 weeks
Serbo-Croatian	—	—	25	24/44 weeks
Spanish	2,30	—	25	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
<b>Familiarization and short-term (FAST) courses</b>				
Arabic, Egyptian	30	—	—	6 weeks
Arabic, formal spoken	30	—	—	6 weeks
Chinese	30	—	—	6 weeks
French (metrop.)	2,30	—	25	10 weeks
French (sub-Sah.)	2,30	—	25	10 weeks
German	30	—	25	10 weeks

—(Continued on next page)

## 5-day seminar is slated for secretaries, others

The Foreign Service Institute is offering a five-day career development seminar for Civil Service and Foreign Service senior-level secretaries and support employees, June 24–27 and 30, 9 a.m.–5 p.m.

The course will provide information on making decisions, controlling stress, setting goals, developing self-confidence through communication skills and improving interpersonal skills. The application deadline: June 9.

For information, call the institute on 235-8765 or 235-9404, or contact your bureau training officer. □

## Interdepartmental seminar is set for May 19–30

The next session of the Foreign Affairs Interdepartmental Seminar will be conducted at the Foreign Service Institute, May 19–30. Its purpose, said a Department Notice of March 20, is to furnish the officer having foreign affairs responsibilities "an advanced, intensive exposure to the various factors affecting the formulation, coordination and execution of U.S. foreign policy."

The notice said the policy plenary sessions focus on the foreign policy process, "especially the major actors, agencies and departments, and how they interact or operate individually." The sessions also focus on worldwide policy issues affecting the United States, such as religious pressures, economic relationships, energy/natural resource demands and public opinion.

The regional plenary sessions examine the historical trends of a region followed by an analysis of current issues. The regions include the Middle East, Latin America, southern Africa, West and East Europe and Asia. In a final regional seminar, participants examine issues peculiar to a geographic area of personal and job-related interest, and discuss the manner in which the U.S. Government develops and implements its policy in these areas.

The seminar draws its speakers and regional study group leaders from

Government, independent research organizations, universities and the business world. In each case, the notice said, the speaker is a recognized authority in his/her field by virtue of official position, or extensive study and experience or both. "The interdepartmental nature of the seminar and its informal atmosphere afford an ideal forum for cross-feed among participants and give-and-take with the speakers," said the notice.

Enrollment preference is given to officers of FO/FP-2 or GS-13 rank and above. For information, contact your bureau training officer. □

### Equal employment seminar is slated for June 5

The Foreign Service Institute is holding a management seminar, "Equal Employment Opportunity for Executives/Supervisors," on June 5, 9 a.m.-4 p.m. Topics include employee responsibilities, Department policies, affirmative action concepts, laws and policies established to protect employees' rights and sexual harassment.

Employees in grades FS 1-5 and GS 9-15 are eligible. Attendance will fulfill the requirement that all supervisory personnel attend a basic training program on equal employment opportunity. Application forms DS-755 should be submitted to the Registrar's Office, B-Level, State Annex 3, by May 22. For information, call the institute on 235-8765 or 235-9404, or contact your bureau training officer. □

### Supervisors' seminar

A seminar for employees in their first supervisory jobs is being offered by the Foreign Service Institute, May 6-8. The course covers skills that include planning, organizing, controlling, motivating, evaluating performance and communicating effectively. Employees in grades GS 7-11, FO 6-4 and FP-7-4 are eligible. For information, call Joan Graziano, 235-3400. ■

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

—(Continued from preceding page)

Program	June	July	Aug.	Length of course
Indonesian/Malay	30	—	—	6 weeks
Italian	30	—	25	10 weeks
Japanese	30	—	—	6 weeks
Portuguese (L.A.)	30	—	25	10 weeks
Portuguese (Eur.)	30	—	25	10 weeks
Spanish (L.A.)	2,30	—	25	10 weeks
Spanish (Eur.)	2,30	—	25	10 weeks
Thai	30	—	—	6 weeks
<b>Overseas Briefing Center</b>				
American studies, cross-cultural adaptation, and the logistics of Foreign Service life	2	—	—	2 weeks
Career planning seminar	24	—	—	4 days
Going overseas (Sat.: families)	21	—	—	1 day
Re-entry (Monday: spouses)	23	—	—	1 day
Re-entry (Sat.: families)	—	—	23	1 day
Re-entry (Wed.: for singles)	—	—	20	1 day
<b>Administrative training</b>				
Budget and financial management	2	7	4	38 days
General services operations	16	7,28	18	35 days
Personnel training	16	7,28	18	25 days
*Coping with violence abroad	2,9,16	7,14	4,11	
	23,30	21,28	18,25	1 day
<i>*This course used to be available on a walk-in basis. You must now preregister.</i>				
<b>Consular training</b>				
ConGen/Roslyn basic consular course	Pre-registration required for: Continuous enrollment: 26 days			
Consular orientation program	Continuous enrollment: 7 days			
Consular functional intensive	—	7	15	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			
<b>Economic and commercial training</b>				
Advanced economic review seminar	—	14	—	5 weeks
Applied economics for foreign affairs	—	14	—	6 weeks
Contemporary economic and quantitative analysis	—	14	—	5 weeks
Financial analysis and reporting	16	—	—	2 weeks
Orientation to overseas economic function	—	7	4	2 weeks
Foreign Service economic/commercial studies	—	7	—	26 weeks
<b>Executive development</b>				
*Deputy chiefs of mission	8	20	1	2 weeks
Washington trade craft	—	7	1	2 weeks
<i>*By invitation only</i>				
<b>Political training</b>				
*Political analysis and policy	2	28	—	5 weeks
*Political trade craft	—	7	—	3 weeks
<i>*For assigned State Dept. officers only</i>				
<b>Orientation</b>				
Orientation for Foreign Service officers	23	—	—	7 weeks
Orientation for Department officers	9	—	4	2 days
Orientation for Foreign Service personnel	9	—	4	1 week
Department clerical orientation	9	—	4	7 days
<b>Foreign Service secretarial training</b>				
Foreign Service secretarial refresher/re-entry	30	—	25	6 days
First-time ambassador's secretary's briefing	Schedule arranged			Individual
<b>Communication skills</b>				
Career development seminar (GS-7 and above)	24	—	—	5 days
Management seminar on EEO	5	17	—	1 day ■

# Current Publications

## '83 'Foreign Policy' volume is released

The Department has released "American Foreign Policy: Current Documents, 1983," the most recent volume in an ongoing series. Like earlier volumes, this book aims to present official public expressions of policy that best set forth the goals and objectives of U.S. foreign policy. Included are the texts of major official messages, addresses, statements, interviews, press conferences and briefings, reports, congressional testimony and communications by the White House, the Department of State and other federal agencies or officials involved in the foreign policy process.

The volume contains 1477 pages, arranged chronologically within 15 geographic and topical chapters, and includes a list of documents, editorial annotations, maps, a list of names and abbreviations and an index.

The volume covers the third year of the Reagan administration. It presents the major statements by President Reagan, the Secretary of State and other Government leaders setting forth the most important general principles of American foreign policy in 1983. Policy statements are included on national security policy (including the announcement and promotion of the strategic defense initiative), arms control, foreign economic policy (including the Williamsburg economic summit), terrorism, the role of the United States in the United Nations, the approach to human rights around the world, the concern with refugees and the law of the sea.

The volume also presents expressions of U.S. policy on Lebanon, Central America, U.S. military involvement in Grenada, the Soviet Union's destruction of the Korean Air Lines plane, and other regional and bilateral aspects of American foreign relations in 1983.

The documentary series began in 1950. Following the publication of three volumes covering 1941 to 1955, annual volumes entitled "American Foreign Policy: Current Documents" were issued for 1956-1967. After an interruption, the series was resumed with the publication in August 1983 of "American Foreign Policy: Basic Documents, 1977-1980." The annual volumes were revived with the publication of "American Foreign Policy: Current Documents, 1981" and "American Foreign Policy: Current Documents, 1982." The Department intends to publish the volumes for 1984 and 1985 later this year.

The Department, which released a microfiche supplement to the 1981 printed volume in February 1985, also plans to publish microfiche supplements to the 1982 and 1983 printed volumes. These microfiche publications will include the full texts of many documents printed only in part in the printed volumes, and will also reproduce a much larger and more complete selection of documents than appears in the books.

"American Foreign Policy: Current Documents, 1983" was prepared in the Office of the Historian, Bureau of Public Affairs. Copies (Department of State Publication No. 9441; GPO

Stock No. 044-000-02063-7) may be purchased for \$27 (domestic prepaid) from Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

For information on the 1983 and also on earlier volumes in the "Foreign Policy" series, contact David S. Patterson in the Historian's Office at State. His telephone number is (202) 663-1127. □

## Public affairs bureau lists offerings

### President Reagan

"Central America and U.S. Security," address to the nation, Washington, March 16 (Current Policy No. 805).

"Strengthening American Security," address to the nation, Washington, February 26 (Current Policy No. 798).

### Secretary Shultz

"The Shape, Scope and Consequences of the Age of Information," Stanford University Alumni Association's first international conference, Paris, March 21 (Current Policy No. 811).

"Nicaragua and the Future of Central America," Veterans of Foreign Wars, Washington, March 3 (Current Policy No. 801).

"Nicaragua: Will Democracy Prevail?" Senate Committee on Foreign Relations, Washington, February 27 (Current Policy No. 797).

### Africa

"A Review of Recent Events in South Africa," Chester A. Crocker, assistant secretary for African affairs, Subcommittees on Africa and on International Economic Policy and Trade, House Foreign Affairs Committee, March 12 (Current Policy No. 806).

"Ethiopia: The UN's Role," Alan L. Keyes, assistant secretary for international organization affairs, Subcommittee on African Affairs, Senate Foreign Relations Committee, March 12 (Current Policy No. 803).

### Arms control

"The Promise of SDI," Paul H. Nitze, special adviser to the President and the Secretary on arms control matters, American Defense Preparedness Association, Washington, March 18 (Current Policy No. 810).

"Negotiations on Nuclear and Space Arms," Paul H. Nitze, special adviser to the President and the Secretary on arms control matters, Foreign Service Institute's symposium on "The Future of START," Arlington, Va., March 13, (Current Policy No. 807).

### Department of State

"Diplomacy, the Foreign Service and the Department of State," Ronald I. Spiers, under secretary for management, Boston Committee on Foreign Relations, Boston, February 26 (Current Policy No. 800).

### General foreign policy

"Freedom, Regional Security and Global Peace," message to the Congress from President Reagan, March 14 (Special Report No. 143).

### Human rights

"Nineteenth Semiannual Report: Implementation of the Helsinki Final Act, April 1-October 1, 1985," March 1986 (Special Report No. 134).

### Inter-American affairs

"Central America and U.S. Security," President Reagan, address to the nation, Washington, March 16 (Current Policy No. 805).

"Permanent Dictatorship in Nicaragua?" Elliott Abrams, assistant secretary for inter-American affairs, Subcommittee on Western Hemisphere Affairs, House Foreign Affairs Committee, March 5 (Current Policy No. 802).

"Nicaragua and the Future of Central America," Secretary Shultz, Veterans of Foreign Wars, Washington, March 3 (Current Policy No. 801).

"CBI and the U.S. National Interest," Elliott Abrams, assistant secretary for inter-American affairs, Subcommittee on Oversight, House Ways and Means Committee, February 25 (Current Policy No. 799).

"Nicaragua: Will Democracy Prevail?" Secretary Shultz, Senate Committee on Foreign Relations, February 27 (Current Policy No. 797).

"Documents on the Nicaraguan Resistance: Leaders, Military Personnel, and Program," February 1986 (Special Report No. 142).

"U.S. Assistance to Haiti," February 1986 (Special Report No. 141).

### International economics

"Structural Adjustment and the Trading System: Europe's Role," Allen Wallis, under secretary for economic affairs, London Chamber of Commerce, London, March 7 (Current Policy No. 804).

### Science and technology

"International Cooperation To Protect the Ozone Layer," Richard E. Bendick, deputy assistant secretary for environment, health, and natural resources, March 6, and John D. Negroponi, assistant secretary for oceans and international environmental and scientific affairs, Senate Foreign Relations Committee, March 18, Washington (Current Policy No. 808).

### United Nations

"40th Anniversary of the United Nations," March 1986 (Bulletin reprint).

### GIST

Bern experts meeting on human contacts (3/86).  
Multinational corporations (3/86).  
Textile import control program (3/86).  
The drug problem: Americans arrested abroad (3/86).

U.S.-Argentine relations (3/86).  
World food security (3/86).

### Background Notes

Ghana (12/85).  
Hong Kong (2/86).  
Indonesia (12/85).  
Malaysia (2/86).  
Sri Lanka (12/85). ■



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## Post of the Month: Nassau

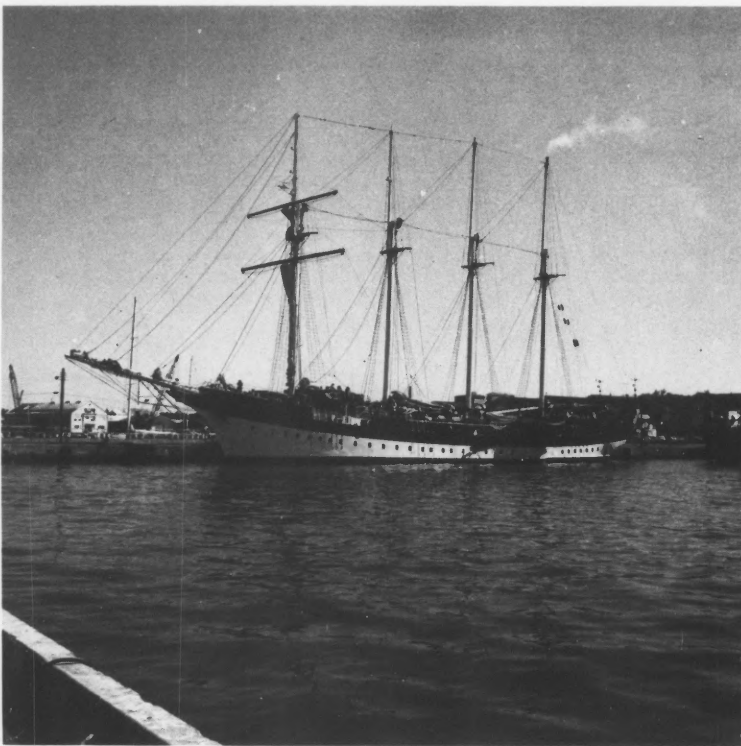
**T**HIS BAHAMIAN CAPITAL is on one of the small islands of the archipelago that extends southeastward off the southeastern coast of Florida. The name of the island, which is relatively close to the coast, is New Providence. Foreign Service employees and their families who are serving there are featured here as part of STATE's continuing series. Most of the photos are by Jack Connolly.

Acting administrative officer Jack Connolly and secretary Bev Schroeder, at a restaurant.



Political/economic officer Roy Wharton.

Ambassador Lev E. Dobriansky tours a U.S. Navy ship.



A clipper that sails between Nassau and Freeport.



Parliament Square, in the center of Nassau.  
Communications officers *Tom Zuraw*, left, and  
*Dante Espejo* prepare pouch shipment.



Vice consul *Peggy Long* tries on hat at the market.



*Antoinette Rolle* in the visa office.

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POST OF THE MONTH: NASSAU

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*Sue Campbell shops with her son. Pearl Richardson is at right.*

*Consul Harry Orr.*



*The straw market.*



*Bay Street, the main street in Nassau.*

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Rawson square.

*Juieth Benjamin*, chief of the budget and fiscal section, with general services officer *Matthew Johnson*.



The ferry boat from Nassau Harbour to Paradise Island.



Secretary *Bev Schroeder* at the Nassau straw market.

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POST OF THE MONTH: NASSAU

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The chancery.

Vice consul *Steve Taylor* and *Katti Ann Walker* exchange marriage vows at sea wall near Mr. Taylor's apartment.



Le Shack, a popular restaurant.



Ambassador *Lev Dobriansky* at awards ceremony with Marines (from left) *Russell D. Brady*, *John Laster*, *Ed Costello*, *Ed Leonard*, *Mike Pette*.



Community liaison officer *Terry Eccles-Pettet* raises money for the Red Cross. At right is her mother.

Dancing on a tour boat are *Sue Burda* and *Sandy Hodapp*.



*Rich Guantone*, U.S. Department of Labor, teaches sailing course at the embassy after working hours. ■

## Personnel: Civil Service

### Promotions

#### GG-9

**Woodrow, Francesca R.**, Foreign Service Institute

#### GG-12

**Leaver, Betty Lou**, Foreign Service Institute

#### GG-14

**Bratzel Jr., Martin P.**, International Joint Commission

#### GM-14

**Soyster, Elizabeth B.**, Office of Citizens Consular Services

#### GM-15

**Miller, Bowman H.**, Intelligence and Research, Office of Analysis for Western Europe

#### GS-3

**Black, Krystal A.**, Passport Services

**Dunn, Zoraida V.**, Passport Services

**Gaillard, Vera M.**, Passport Agency, New Orleans

**Smith, Jeffrey M.**, Passport Services

**Washington, Greta A.**, Economic and Business Affairs, Office of Aviation

#### GS-4

**Abood, Diane Lynn**, Office of Overseas Schools

**Alexander, Sharon Yvette**, European and Canadian Affairs

**Biderbost, Sara J.**, Passport Agency, Seattle

**Brown, Jerry**, Passport Agency, Los Angeles

**Dowdell, Lynda K.**, Passport Agency, Miami

**Harrison, Dawn D.**, Office of Citizens Consular Services

**Harrison, Linda Gaye**, Bureau of Personnel, Office of Management

**Hickson, Sonsiray J.**, Passport Agency, Los Angeles

**Lewis, Johnny**, Foreign Affairs Information Management Center

**Pratt, Lasonja R.**, European and Canadian Affairs

**Smith, Geoffrey Thomas**, Economic and Business Affairs

**Taylor, James L.**, Diplomatic Pouch and Courier Services

**Thompson, Ronnie G.**, Passport Agency, San Francisco

**Williams, Edith Marie**, Passport Services

#### GS-5

**Arrington, Celia D.**, Foreign Affairs Information Management Center

**Conway, Leonor E.**, Bureau of Public Affairs, Office of Press Relations

**Crocco, Maria E.**, Bureau of Diplomatic Security

**Dishman, Patrice M.**, Foreign Service Institute

**Hainsworth, Darlene**, Foreign Affairs Data Processing Center

**Harris, Margaret A.**, Oceans and International Environmental and Scientific Affairs, Office of Advanced Technology

**Haskins, Debra D.**, Bureau of Human Rights and Humanitarian Affairs

**Hensley, Joan B.**, Office of the Comptroller, Financial Operations

**James, Judy M.**, Bureau of Administration

**Johnson, Valarie T.**, Inter-American Affairs

**Rojas, Anita L.**, Bureau of Personnel, Office of Civil Service Career Development and Assignments

**Thompson, Brenda G.**, Foreign Service Institute

#### GS-6

**Bryan, Laurel L.**, European and Canadian Affairs

**Jenkins, Barbara Ann.**, Office of the Comptroller, Accounting

**Kinney, Joyce R.**, African Affairs

**Louison, Shirley**, Citizens Emergency Center

**Miles, Marquita A.**, Office of the Comptroller, Fiscal Operations

**Toan, Mary**, Bureau of Consular Affairs

**Watson, Janet G.**, Office of the Comptroller, Accounting

#### GS-7

**Beach, Dana E.**, Citizens Emergency Center

**Burnett, Margaret E.**, Passport Agency, Washington

**Childress, Karen A.**, Bureau of Diplomatic Security

**Davidson, Davida A.**, Visa Services, Office of Field Support and Liaison

**Duggan, Linda B.**, Citizens Emergency Center

**Dumanian, Andrew J.**, Passport Agency, Boston

**Kelly, James F.**, Passport Agency, San Francisco

**Kiser, Daniel Lee**, Intelligence and Research, Office of the Geographer

**Libera, Thomas V.**, Bureau of Administration, Allowances Staff

**Maher, Marilen J.**, Passport Agency, Washington

**Melendy, Rosemary**, Passport Agency, Seattle

**Mixson-Montgomery, Lorine**, Passport Agency, New York

**Olds, Deborah M.**, Bureau of Administration, Administrative Services Division

**Pickett, Mae F.**, Oceans and International Environmental and Scientific Affairs, Office of Food and Natural Resources

**Stewart, Jo Ann**, Office of Supply, Transportation and Procurement

**Walker, Myrtice**, Office of the Comptroller, Fiscal Operations

**Wheeler, Linda K.**, Office of Protocol

**Williams, Gladys E.**, European and Canadian Affairs

**Wright, Toya C.**, African Affairs, Office of Regional Affairs

**Young, James R.**, Office of Facilities Management and Administrative Services

#### GS-8

**Besson, Wanda Kay**, Office of Foreign Buildings

**Gold, Louise M.**, Office of Communications

**Helm, Kathleen A.**, Office of the Legal Adviser

**Laprinice, Beverly J.**, Intelligence and Research, Office of Analysis for the Soviet Union and Eastern Europe

**Leonard, Eunice M.**, Bureau of Public Affairs, Office of Public Programs

**Lewis, Joanne L.**, Office of Communications, Communications Center Division

**Staton, Betty M.**, Intelligence and Research, Office of Analysis for Africa

**West, Kevin F.**, Office of Communications, Communications Center Division

**Wilkins, James R.**, Office of Communications, Communications Center Division

#### GS-9

**Dunne, James T.**, Bureau of Diplomatic Security

**Escue, Rose L.**, Passport Agency, San Francisco

**Golden, Nancy L.**, Bureau of Public Affairs, Office of the Historian

**Gonzales, Ann Marie**, Passport Agency, New Orleans

**Monroe, Joann**, Bureau of Human Rights and Humanitarian Affairs

**Porter, Lee**, Office of the Legal Adviser

**Price, Marjorie Ann**, Passport Agency, San Francisco

**Robinson, Alice M.**, Passport Services

**Walker, Sheila K.**, Bureau of Personnel, Office of Recruitment, Examination and Employment

**Wheeler, Linda K.**, Office of Protocol

**Williams, Gladys E.**, European and Canadian Affairs

**Wright, Toya C.**, African Affairs, Office of Regional Affairs

**Young, James R.**, Office of Facilities Management and Administrative Services

#### GS-10

**Hampton, Ronald E.**, Foreign Affairs Information Management Center

#### GS-11

**Hamann, Bethann D.**, Office of the Comptroller, Budget and Planning

**Land, Robert F.**, Foreign Affairs Information Management Center



**Long, Michelle S.**, Bureau of Personnel, Office of Civil Service Career Development and Assignments  
**Lumsden, Susan L.**, Office of Foreign Service National Personnel  
**Page Jr., Clarence N.**, Bureau of Administration, Administrative Services Division  
**Rippe, Conrad M.**, Office of Communications, Communications Center Division  
**Roman, Margaret E.**, Foreign Affairs Information Management Center  
**Sweet, Patricia Diane**, Bureau of Administration

**GS-12**

**Guzowski, Danuta U.**, Bureau of Personnel, Office of Civil Service Career Development and Assignments  
**Kennelly, Ann Terese**, Bureau of Personnel  
**Mayberry, Gregory N.**, Office of Supply, Transportation and Procurement  
**Rockwell, Pamela D.**, Office of the Assistant Legal Adviser, Economic and Business Affairs  
**Truly, Steve R.**, Foreign Affairs Data Processing Center

**GS-13**

**Geoghegan, Margarita R.**, Inter-American Affairs, Office of the U.S. Representative to the Organization of American States  
**Lawrence III, David B.**, Office of Financial Services  
**Lodge, Terri Susan**, Intelligence and Research  
**Maestri, Joseph C.**, Office of the Comptroller, Budget and Planning

**Noble, James R.**, Economic and Business Affairs, Office of East-West Trade  
**Shaw, Catherine H.**, International Narcotics Matters  
**Stevens, Patricia Anne**, East Asian and Pacific Affairs  
**Van Diepen, Vann**, Intelligence and Research

**GS-14**

**Foldvary, Frank C.**, Intelligence and Research, Office of Analysis for the Soviet Union and Eastern Europe  
**Grummon, Stephen Ray**, Intelligence and Research, Office of Analysis for the Near East and South Asia  
**Mlotek, Ronald S.**, Office of Foreign Missions  
**Wapensky, Russell A.**, Inter-American Affairs, Office of the U.S. Representative to the Organization of American States  
**White, Wayne Edward**, Intelligence and Research, Office

of Analysis for the Near East and South Asia

**Yuspeh, Sheldon**, Office of the Director General of the Foreign Service and Director of Personnel □

**Appointments**

**Abalos, Ligaya J.**, Bureau of Diplomatic Security  
**Andrews, Nicholas G.**, Classification/Declassification Center  
**Angelilli, Nancy L.**, Bureau of Administration, Allowances Staff  
**Beer, Carol Jean**, Near Eastern and South Asian Affairs  
**Bloom, Dorothy I.**, Passport Agency, Houston  
**Bobotek, Susan T.**, Passport Agency, Seattle  
**Botelho, Daniel T.**, Passport Agency, Boston  
**Braden, Marria L.**, Foreign Affairs Information Management Center

**Branch, Danny L.**, Office of Communications, Communications Center Division  
**Britton, Charlston**, Passport Agency, New Orleans  
**Brooks, Roger A.**, International Organization Affairs, Policy and Planning Staff  
**Brown, Kelly D.**, Pre-Assignment Center  
**Brownfield, Robert Paul**, Office of Communications  
**Buski, Stephen J.**, Office of Supply, Transportation and Procurement  
**Carpenter, Felicia L.**, Economic and Business Affairs, Office of Energy Consumer-Country Affairs  
**Clark-Ott, Adrienne**, Office of the Deputy Assistant Secretary for Operations  
**Clark, Carolyn L.**, Office of Foreign Service National Personnel  
**Coleman, Albert B.**, Bureau of Consular Affairs



**LEGISLATIVE AND INTER-GOVERNMENTAL AFFAIRS**—Cathy Thibedeau, chief of the congressional correspondence unit, receives Superior Honor Award from James W. Dyer, deputy assistant secretary in the bureau. She was also given a \$2,000 cash award.

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**PERSONNEL: CIVIL SERVICE**

- Cook, Gertrude**, Passport Services
- Cook, John F.**, Bureau of Consular Affairs
- Corris, Virginia D.**, Foreign Service Institute
- Cummings, Kevin C.**, Passport Agency, Houston
- Davids, Deborah L.**, Office of Supply, Transportation and Procurement
- De Bruin, Rinia Victoria**, Foreign Service Institute
- Eagar, Judith F.**, Legislative and Intergovernmental Affairs
- Elizondo, Katie P.**, Passport Agency, Houston
- Engelbrecht Jr., Henry A.**, Classification/Declassification Center
- Fields, Helen D.**, Bureau of Administration, Allowances Staff
- Ford, Hillman S.**, Bureau of Diplomatic Security
- Ford, Robert J.**, Oceans and International Environmental and Scientific Affairs, Office of Fisheries Affairs
- Gaffney, Edward J.**, Passport Agency, Seattle
- Glenn, Cleveland A.**, Passport Services
- Gottlieb, Sherry L.**, Passport Services
- Gould, Judith A.**, Passport Agency, Boston
- Griffin, Patricia Ann**, Passport Services
- Hall Jr., Stewart**, Office of Facilities Management and Administrative Services
- Hamilton, Bryan A.**, Pre-Assignment Center
- Jackson, Ceasar H.**, Bureau of Diplomatic Security
- Jamison, Alice C.**, Passport Agency, Los Angeles
- Jenkins, Connie J.**, Passport Agency, Washington
- Jenkins, George C.**, Office of Supply, Transportation and Procurement
- Jeavons, Charlene L.**, Bureau of Diplomatic Security
- Johnson, Francis**, Pre-Assignment Center
- Lafleur, Frederick F.**, Passport Agency, Boston
- Lanham, Nadia Marie**, Inter-American Affairs, Office of Central American Affairs
- Lewis, Mari D.**, Office of Supply, Transportation and Procurement
- Lopez, Kenneth E.**, Bureau of Diplomatic Security
- Martinez, Cresina M.**, Passport Agency, New Orleans
- Matyas, Michele**, Passport Services
- McCollum, Daniel C.**, Passport Services
- McHale, Edward Joseph**, Classification/Declassification Center
- Mecklenburg, Charlene R.**, Foreign Service Institute
- Melvin, Audrey J.**, Passport Services
- Montgomery, Vivian E.**, Bureau of Diplomatic Security
- Morgan, Michelle Ann**, Passport Agency, San Francisco
- Mullin, John J.**, Classification/Declassification Center
- Muradian, Armen**, U.S. Mission to the United Nations
- Myers, Carman B.**, Bureau of Diplomatic Security
- Natal, Isabel**, Office of Supply, Transportation and Procurement
- Odom, Dan L.**, Office of Communications, Communications Center Division
- Panko, Jennifer J.**, Office of Supply, Transportation and Procurement
- Pelczynski, Gabrielle D.**, Office of the Deputy Assistant Secretary for Operations
- Peterson, Debra L.**, Bureau of Diplomatic Security
- Peterson, Janie A.**, Bureau of Personnel, Office of Recruitment, Examination and Employment
- Phillips, Charisse M.**, Family Liaison Office
- Ralph Jr., James F.**, Classification/Declassification Center
- Richardson, Vonda L.**, Bureau of Personnel, Office of Civil Service Career Development and Assignments
- Ricketts, Wilhelmina A.**, Office of Central African Affairs
- Saddler, George Floyd**, U.S. Mission to the United Nations
- Schwartz, Runa M.**, Foreign Service Institute
- Scott, Darlene**, Passport Agency, New Orleans
- Sigur Jr., Gaston J.**, East Asian and Pacific Affairs
- Singletary, Cheryl Y.**, Office of the Comptroller, Fiscal Operations
- Sison Jr., Desiderio**, Office of Foreign Buildings
- Smith, Judy H.**, Passport Services
- Smith, Verna E.**, European and Canadian Affairs
- Socolow, Janice D.**, Riyadh
- Spadaccini, Elise T.**, Bureau of Diplomatic Security
- Teel, Kimble Lee**, Office of Supply, Transportation and Procurement
- Teufel, Hugo**, Office of Supply, Transportation and Procurement
- Thorne, Carlton E.**, Oceans and International Environmental and Scientific Affairs, Office of Export and Import Control
- Tuan, Shu-Hwa**, Information Systems Office, Systems Design and Programming Division
- Walker, Cheryl Lynn**, Passport Agency, Houston
- Warren, Cynthia J.**, U.S. Delegation (Geneva Negotiation Team)
- White, Iris D.**, Office of Medical Services
- Wilkinson, James Andrew**, Bureau of Personnel, Office of Management
- Williams, Wanda A.**, Bureau of Administration, Personnel Management Division
- Wills, Wanda A.**, Passport Agency, Washington
- Wiseman, Michael W.**, Intelligence and Research
- Wooten, Ingrid J.**, Foreign Service Institute
- Wright, Mary A.**, Passport Services
- Wurzberger, William C.**, Near Eastern and South Asian Affairs
- Wyatt, Vera Helen**, Economic and Business Affairs, Office of International Trade
- Yarborough, Brenda Z.**, Classification/Declassification Center
- Zall, Rochelle M.**, Foreign Affairs Information Management Center □

**Reassignments**

- Barnes, Vivian L.**, Office for Counter Terrorism and Emergency Planning to Visa Services, Office of Legislation, Regulations and Advisory Assistance
- Bell, Virginia Ann**, Office of Management Operations to Bureau of Diplomatic Security
- Boone, Doris M.**, Office of Overseas Schools to Office of the Deputy Assistant Secretary for Operations
- Carter, Eileen K.**, Intelligence and Research, Office of Intelligence Liaison to Bureau of Personnel, Office of Foreign Service Career Development and Assignments
- Cavallo, Ornella S.**, Bureau of Public Affairs, Office of Public Communication to Office of the Historian
- Cook, Richelle M.**, International Organization Affairs, Office of Administrative Services to Office of the Comptroller
- Cunningham, Jeannine L.**, Bureau of Consular Affairs to Office of the Comptroller, Budget and Planning
- Demuth, Stephen C.**, Bureau of Public Affairs, Office of the Historian to Office of the Comptroller, Fiscal Operations
- Eaton, Louise C.**, Office for Counter Terrorism and Emergency Planning to Citizens Emergency Center
- Fisher, Paul W.**, Information Systems Office, Systems Design and Programming



**FOREIGN SERVICE INSTITUTE—**Graduates of the January clerical orientation class, row one (left to right): *Faye V. Hartgrove, Sheila Ray Tindell, Diane Goode Green, Maxine Tyer, Monica Herring, Lavern S. Horton, Kara D. Shields, Rose Ginyard.* Row two: *Lillian Moren-Munger (partially hidden), Virginia Schmidt (partially hidden), Pamela Rush, Ann Marie Di Paolo, L. Martez Higgins, Gregory Ettleman, Robin Waldo, Wilhelmina Geter (partially hidden), Janice Martin, Janie Miller (course chairwoman), Jean Kline (partially hidden).*

Division to Office of Facilities Management and Administrative Services  
**Godfrey, Deborah J.**, Near Eastern and South Asian Affairs, Arabian Peninsula Affairs to Secretariat Staff  
**Green, Diane G.**, Office of the Comptroller, Fiscal Operations to Bureau of Personnel, Office of Employee Relations  
**Harley, Stanley M.**, Pre-Assignment Center to Bureau of Personnel, Office of Management  
**Harris, Victoria E.**, Bureau of Diplomatic Security to Intelligence and Research, Office of Analysis for Africa  
**Hawkins, Gwendolyn**, Bureau of Administration, Personnel Management Division to Foreign Affairs Data Processing Center  
**Hawkins, Olivette M.**, European and Canadian Affairs

to Office of the Under Secretary for Management, Executive Office  
**Herd, Beverly N.**, Office of the Under Secretary for Management, Executive Office to Medical Services  
**Hill, Robert C.**, Oceans and International Environmental and Scientific Affairs to International Organization Affairs, Policy and Planning Staff  
**Holt, Valencia**, Bureau of Personnel, Office of Management to Bureau of Personnel, Office of Performance Evaluation  
**Johnston, Pamela D.**, Intelligence and Research, Office of Economic Analysis to Near Eastern and South Asian Affairs, Arabian Peninsula Affairs  
**Leonard, Ayesha**, European and Canadian Affairs to Office of the Comptroller, Fiscal Operations

**Lively, Elizabeth G.**, Oceans and International Environmental and Scientific Affairs, Office of Food and Natural Resources to Oceans and International Environmental and Scientific Affairs, Office of Cooperative Science and Technology Programs  
**MacManus, Carol K.**, Passport Agency, Boston to Passport Agency, Washington  
**Martin, Yolonda R.**, Office of the Curator, Diplomatic Reception Rooms to Secretariat Staff  
**Miller, Patricia A.**, Economic and Business Affairs, Office of International Finance and Development to Bureau of Public Affairs  
**O'Shea, Gayle E.**, Bureau of Diplomatic Security to Information Systems Office, User Support Services Staff  
**Pollard, Barbara A.**, Intelligence and Research, Office

of Analysis for East Asia and Pacific to Bureau of Human Rights and Humanitarian Affairs  
**Quinlan, Lisa Y.**, Pre-Assignment Center to Bureau of Diplomatic Security  
**Reed, Monica P.**, International Organization Affairs, Office of U.S. Budgetary Presentation and Payments to Office of the Counselor  
**Scott, Veronica E.**, Bureau of Personnel, Office of Foreign Service Career Development and Assignments to Bureau of Personnel, Office of Management  
**Wynn, Renee O.**, Bureau of Personnel, Office of Management to Bureau of Consular Affairs □

## Resignations

**Abercrombie Jr., Herbert**, Bureau of Personnel, Office of Employee Relations  
**Ahlman, Ingrid E.**, Bureau of Administration, Personnel Management Division  
**Aiken, Terry**, International Organization Affairs, Office of U.N. System Budgets  
**Anderson, Linda Diane**, Passport Services  
**Baker, Sonya D.**, East Asian and Pacific Affairs  
**Ball III, William L.**, Legislative and Intergovernmental Affairs  
**Barard, Gladys D.**, Passport Agency, Houston

**PERSONNEL: CIVIL SERVICE**

- Barton, Tania R.**, Bureau of Personnel, Office of Recruitment, Examination and Employment
- Bayer, William**, Passport Agency, Boston
- Bonds, Regina W.**, Passport Agency, Houston
- Bristol, Karen R.**, Passport Services
- Brown, Bobria J.**, Passport Agency, Houston
- Buchan, Laura L.**, East Asian and Pacific Affairs
- Burriss, Eletta E.**, Passport Services
- Butler, Barbara M.**, International Organization Affairs, Office of U.S. Budgetary Presentation and Payments
- Carroll, Patricia M.**, Foreign Affairs Information Management Center
- Chance, Rachel E.**, East Asian and Pacific Affairs
- Cherry, Renee**, Near Eastern and South Asian Affairs
- Clunan, John S.**, Executive Secretariat
- Coates, Cheryl J.**, East Asian and Pacific Affairs
- Coburn, Charles H.**, Foreign Affairs Information Management Center
- Coleman, Alisa**, Bureau of Diplomatic Security
- Coleman, Carolyn D.**, East Asian and Pacific Affairs
- Cotter, Lisa Marie**, Economic and Business Affairs
- Crawley, Lorretta G.**, Office of Communications, Communications Center Division
- Creary, Sharon A.**, Passport Agency, Miami
- Cummings, Lucy M.**, Diplomatic Pouch and Courier Services
- Dean, Robert W.**, Politico-Military Affairs
- Ditimi, Terry C.**, Passport Services
- Dorsey, Patrice B.**, Passport Agency, Chicago
- Douglas Jr., Howard E.**, Office of the Ambassador at Large
- Dyess, Chandler J.**, Executive Secretariat
- Farah, William J.**, Legislative and Intergovernmental Affairs
- Faucett, Terra E.**, Office of Management Operations
- Fauz, Adrienne**, Information Systems Office, Systems Design and Programming Division
- Ferguson, Paul F.**, Executive Secretariat
- Finlayson, Sheila R.**, East Asian and Pacific Affairs
- Forte, David F.**, U.S. Mission to the United Nations
- Frohlick, Calvin P.**, U.S. Mission to the United Nations
- Furdyna, Michelle**, U.S. Mission to the United Nations
- George, Susan Elizabeth**, Passport Services
- Gershenson, Cecilia Anne**, Executive Secretariat
- Gilliam, Cynthia F.**, Passport Services
- Gore II, Edward K.**, Office of Communications
- Grant, Robert G.**, Passport Services
- Harrell, Clara J.**, Passport Agency, Philadelphia
- Harris, Lillian C.**, Intelligence and Research, Office of Analysis for Near East and South Asia
- Harrison, Michelle D.**, Passport Services
- Hicks, Joann**, Passport Services
- Hill, Sarita Diana**, Office of Communications
- Holleran, Rose E.**, Bureau of Administration, Personnel Management Division
- Horton, Stacy**, Passport Agency, Los Angeles
- Hughes, Keith**, Economic and Business Affairs
- Jackson Jr., Arthur N.**, Office of the Under Secretary for Management, Executive Office
- Jones, Anthony T.**, Passport Services
- Jones, Theresa L.**, Passport Agency, Miami
- Jones, Veronica M.**, Passport Agency, Houston
- Kabwit, Ghislain C.**, Foreign Service Institute
- Kaliski, Deborah L.**, Passport Agency, Seattle
- Keel, Mary D.**, Bureau of Public Affairs
- Kirby-Conway, Angela**, Office of Facilities Management and Administrative Services
- Kremonas, Barbara S.**, Bureau of Diplomatic Security
- Krumenacker, Marcella L.**, Bureau of Personnel, Office of Management
- L'Heureux, Mary T.**, Office of the Comptroller, Financial Operations
- Lange, Jean A.**, Office of Foreign Service National Personnel
- Le, Susan K.**, Bureau of Personnel, Office of Recruitment, Examination and Employment
- Leacacos, Velia C.**, European and Canadian Affairs
- Lester, Princess D.**, Office of the Comptroller, Accounting
- Lindsay, Jacqueline A.**, Office of the Legal Adviser
- Lundy, Charles A.**, Executive Secretariat
- Mancano, Michael J.**, Office of Communications, Foreign Operations
- Marshall, Mary F.**, Office of the Assistant Legal Adviser, Educational, Cultural and Public Affairs
- McDaniel, Angela L.**, Bureau of Management
- Miller, Lillian R.**, Passport Agency, New York
- Mills, Hylana A.**, Passport Agency, Los Angeles
- Morris, Marjorie Ann**, Foreign Service Institute
- Morse, Dexter A.**, Bureau of Diplomatic Security
- Myers, John G.**, Office of the Comptroller, Financial Operations
- Outlaw, Brenda L.**, International Organization Affairs, Office of U.N. Political and Multilateral Affairs
- Oveson, Sanny**, Oceans and International Environmental and Scientific Affairs
- Peade, Cheryl R.**, International Organization Affairs, Office of U.S. Budgetary Presentation and Payments
- Posey, Robin V.**, Classification/Declassification Center
- Ransom, Gregory R.**, Bureau of Administration
- Reid, April Marie**, Office of Foreign Buildings
- Rodman, Peter W.**, Office of the Secretary, Policy Planning Staff
- Rodriguez, Kenneth J.**, Passport Agency, Los Angeles
- Rollins, Robert S.**, Foreign Affairs Information Management Center
- Rossi, Michele N.**, Office of Protocol
- Rossi, Steven H.**, Office of the Comptroller, Fiscal Operations
- Ryan, Victoria Y.**, Passport Agency, Philadelphia
- Samuels, Michele L.**, Passport Agency, Chicago
- Schmidt, Marlene E.**, Office of Supply, Transportation and Procurement
- Scudder, Diana Elizabeth**, Office of the Under Secretary for Management, Executive Office
- Semakis, Katherine**, East Asian and Pacific Affairs
- Slamowitz, Mitchell G.**, Passport Services
- Slivka, Ladislav J.**, Foreign Service Institute
- Smith, Donna M.**, East Asian and Pacific Affairs
- Smith, Sandra E.**, Passport Services
- Spirides, Catherine**, Foreign Affairs Information Management Center
- Stafford, Stephanie I.**, Passport Agency, Boston
- Steiner, Howard B.**, Passport Services
- Stevens, Donna M.**, Office of the Under Secretary for Management, Executive Office
- Stockton, Karen J.**, Foreign Affairs Data Processing Center
- Sweikhart, Linda C.**, Execu-



tive Secretariat  
**Talbert, Lisa Maureen**, East Asian and Pacific Affairs  
**Tate, Janice L.**, U.S. Mission to the United Nations  
**Taylor, Lorri Ann**, Bureau of Personnel, Office of Management  
**Thompson, Raceta M.**, Passport Services  
**Tudy, Robin A.**, Passport Services  
**Turner, Roxane R.**, Foreign Affairs Information Management Center  
**Upston, John E.**, Inter-American Affairs  
**Vaccarino, Susan E.**, Bureau

of Diplomatic Security  
**Van Heuven, Anne Marie**, Executive Secretariat  
**Vogler, Benjamin C.**, Foreign Affairs Information Management Center  
**Void, Freda**, Passport Services  
**Warner, Stephen M.**, East Asian and Pacific Affairs  
**Watkins, Ruby T.**, Office of the Under Secretary for Economic Affairs  
**Wiggins, Cynthia A.**, Office of the Comptroller, Fiscal Operations  
**Williams, Joyce E.**, International Joint Commission  
**Williams, Willie J.**, Diplomatic

Pouch and Courier Services  
**Woodhouse, Michael E.**, Passport Agency, Seattle  
**Woodward, Elizabeth H.**, East Asian and Pacific Affairs  
**Young, Susan T.**, Office of Communications □

### Retirements

**Ahnemann, Albert**, Office of Supply, Transportation and Procurement  
**Brenner, Alta M.**, Foreign Service Institute  
**Byrne, Nora L.**, Passport Agency, New York  
**Crowley, James D.**, Visa Services, Office of Legislation,

Regulations and Advisory Assistance  
**Grassia, Joseph**, Bureau of Administration, Office of Supply, Transportation and Procurement  
**Knight, Lee T.**, Foreign Affairs Information Management Center  
**Phroneberger, Richard P.**, Bureau of Personnel, Office of Management  
**Steinacker, Helen C.**, Bureau of Administration, Office of Supply, Transportation and Procurement  
**Thorne, C. Thomas**, Intelligence and Research ■



**FOREIGN SERVICE INSTITUTE**—Clerical orientation class graduates, in February,

seated (left to right): *Sandra Krucelyak, Tara A. Diggs, Theresa C. Wells, Elizabeth Watkins,*

*Cornelia Johnson.* Standing: *Kevin Wicker, Loretta Kennedy, Richard Murphy, Martha A. Alston, Gloria*

*A. Whiddon, Elsie M. Kipps, Cecilia Smalls, Janie Miller* (course chairwoman).

# Personnel: Foreign Service

## Appointments

- Alexander, Katherine Cheri, Quito  
Barnes, Faye G., Bonn  
Barnes, Susan Linda, Training Complement  
Bentley-Anderson, Beryle L., Training Complement  
Bezner, Mark Jeffrey, Training Complement  
Binner, Lawrence N., Diplomatic Security  
Bisharat, Henry Louis, Training Complement  
Bodine, Anne Christy, Training Complement  
Braddock, Susan J., Seoul  
Brown, Janie Pfaupz, Amman  
Brown, Judith Frances, Training Complement  
Brown, Robert K., Office of Communications, Maintenance and Logistics Division  
Burgess, Denise Naomi, Training Complement  
Burns, Arminta M., Addis Ababa  
Carmack, Maryann S., Lagos  
Carragher, Danadee Eloise, Buenos Aires  
Cartner, Donna J., Nicosia  
Cecchini, Sandra J., Training Complement  
Clark, Sandra Elaine, Training Complement  
Corbett, Nancy Lynn, Training Complement  
Crawford, Gregory A., Lima  
Curry, Dennis L., Training Complement  
Daniels, Rita Kay, New Delhi  
Darrach, Sylvia Chavez, Gaudalajara  
Davidson, Jon A., Tel Aviv  
Dean, Nicholas Julian, Training Complement  
Dyson, John, Training Complement  
Eckardt, James H., Songkhla  
Fermoselle, Pamela M., Mexico D.F.  
Ferry, Brenda W., Manila  
Fetter, David Richard, Training Complement  
Figuroa, Richard A., Training Complement  
Fleitman, Randolph H., Training Complement  
Flynn, Sheila Marie, Training Complement  
Foxworth, Dena Marie, Beijing  
Froebe Jr., John A., Beijing  
Fuller, Gerry William, Training Complement  
Furuta-Toy, Julia Ann, Mazatlan  
Gion, Patricia A., Kuwait  
Gottlieb, Hope Ilona, Training Complement  
Hardesty, Diana G., London  
Hearne, Charles A., Bureau of Diplomatic Security  
Heffron, Kathleen Martin, Training Complement  
Hernandez, Gloria, Mexico  
Hill, Nicholas Manning, Training Complement  
Hill, William R. G., Training Complement  
Holt, Marilyn P., Nairobi  
Houston III, Robert B., Beijing  
Jacobson, Linda C., Harare  
Jones, Linda F., Paris  
Kaska Jr., Edward Wesley, Training Complement  
Kennedy, Luiz Marina R., Hermosillo  
Kraemer, Carole, Training Complement  
Krupnick, Alison, Training Complement  
Leahy, Timothy E., Training Complement  
Lefkowitz, Cynthia R., Canberra  
Marrano, Anastasia Nancy, Athens  
McAuley, David, London  
McDowell, Patricia J., Paramaribo  
McGee, Trinidad B., London  
McGeehan, Mary Grace, Training Complement  
McIlvain, Anne M., Training Complement  
Mok, Samuel Tinsing, Training Complement  
Montel, Gilda G., Mexico  
Moore, Evelyn M., Milan  
Myers, Dana E., London  
Nager, Jackie L., London  
Ness, Howard O., Mexico  
Niblock, Susan Butler, Jakarta  
Peterson, Mercidita M., Bonn  
Philo, William H., Bureau of Diplomatic Security  
Plummer, Zarina V., Riyadh  
Plymale, Sandra Gail, Mogadishu  
Polansky, Brenda, Kuwait  
Puccetti, Michael Dean, Training Complement  
Pybus, Nani Suzette, Training Complement  
Richardson, Jeanne M., Toronto  
Riley IV, Richard Henry, Training Complement  
Roberto, Ricardo Antonio, Training Complement  
Sanchez, Maria Theresa, Mexico  
Savitz, Philip William, Training Complement  
Sikand, Ravindar K., Deputy Assistant Secretary for Operations  
Sisson, Kara Ann, Jakarta  
Spishakoff, Carmen, Monterrey  
St. Clair, Michael Kevin, Training Complement  
Strickler, Valerie G., Geneva-United States Mission  
Sturgis, Francis M., Canberra  
Sullivan, Helen V., The Hague  
Sullivan, Stephanie S., Training Complement  
Tresnjak-Smith, Sylvija, Krakow  
Tueller, Denece G., Riyadh  
Upston, John Edwin, Kigali  
Uyehara, Michael M., Training Complement  
Vesey, Mary K., Colombo  
Walker, Michelle, London  
Weinstein, William, Training Complement  
Whittlesey, Cynthia Lee, Training Complement  
Williamson, Kathleen Ruth, Colombo  
Wing, Robert S., Training Complement  
Wisnabarger, Phyllis R., Stuttgart  
Yi, Eunice Unmi, Seoul  
Yovanovitch, Marie L., Training Complement  
Zuhl, Benjamin, Krakow □
- Anske, Kay L., Mali to Manila  
Arrizabalaga, Edward P., Santiago to Mexico  
Augustine, Peter K., Foreign Service Institute, Language Training to Sofia  
Ayers, Daniel A., Thailand to Office of Communications  
Balderas, Bobby, Uruguay to Karachi  
Barnett, Margaret A., Dominican Republic to Shanghai  
Bellard, Scott D., East Asian and Pacific Affairs to Foreign Service Institute, Language Training  
Bohnet, Dwight D., France to Dhahran  
Boyd, Paul Lawrence, Spain to Intelligence and Research, Current Intelligence Staff  
Breese, Terry Alan, East Asian and Pacific Affairs to Foreign Service Institute, Language Training  
Burgess, Christopher T., Russia to European and Canadian Affairs  
Butler, Michael, European and Soviet Affairs to Foreign Service Institute, Language Training  
Coffman, Steven P., Executive Secretariat, Operations Center to Foreign Service Institute, Language Training  
Cook, Marvin C., Germany to Prague  
Curtain, Marlene L., Inter-American Affairs to Medical Services  
Cusick, Anne Kathryn, Mexico to Near Eastern and South Asian Affairs  
Davis, Richard V., Lebanon to Office of Foreign Buildings  
Dickson, Loretta, Egypt to Sydney  
Dilisio, Vilma Mae, Bureau of Personnel, Office of Foreign Service Career Development and Assignments to St. Georges  
Dolezal, Carole Ann, Kinshasa to African Affairs  
Eaton, William A., Bureau of Administration and Security to Under Secretary for Management

- Farrell, Jerome T.**, Germany to Doha
- Fitzpatrick, Karen E.**, Italy to European and Canadian Affairs
- Fitzpatrick, Kathleen M.**, Executive Secretariat, Operations Center to Secretariat Staff
- Flohr, Linda C.**, Jamaica to Inter-American Affairs
- Frost, Gregory T.**, Foreign Service Institute, Language Training to Tijuana
- Gorsky, Jeffrey H.**, Counselor of the Department to Intelligence and Research, Office of Analysis for Western Europe
- Hendon, Owen W.**, Oman to Construction Management Division
- Hewitt, Marianne B.**, Hong Kong to Jakarta
- Hogan, Michael J.**, Germany to Ciudad Juarez
- Horne, Richard L.**, European and Canadian Affairs to International Organization Affairs
- Hudson Jr., Clarence A.**, Philippines to Arms Control and Disarmament Agency, United States
- Imburg, Elizabeth L.**, Panama to Bureau of Personnel
- Jaworski, Richard E.**, United Kingdom to Moscow
- Johnson, Frances Faye**, Politico-Military Affairs to Foreign Service Institute, Language Training
- Johnson, Wesley D.**, Greece to Kabul
- Jordan, Dan J.**, Mexico to Office of Supply, Transportation and Procurement
- Kamer, Helen L.**, India to Bangkok
- Karlen, Dale A.**, Bureau of Diplomatic Security to Foreign Service Institute, Language Training
- Kimball, Robert H.**, Indonesia to Office of Communications
- Kirkpatrick, Alexander T.**, Intelligence and Research to Antananarivo
- Kosier, Lily S.**, Fiji to Tel Aviv
- Kruchko, Stephen J.**, Japan to Sanaa
- Kuehl, Craig L.**, Mexico to Tunis
- Kutsmeda, John E.**, Communications and Planning Engineering Division to Office of Communications
- Lambertson, David F.**, Australia to Seoul
- Leary, John C.**, Bureau of Inter-American Affairs to St. Georges
- Leven, Charles H.**, Germany to Bureau of European and Canadian Affairs
- Levin, Herbert**, Near Eastern and South Asian Affairs to Oceans and International Environmental and Scientific Affairs
- Livingston, Laura L.**, India to Calcutta
- Long, Margaret L.**, Hong Kong to Nassau
- Lyles, Joanne Rainey**, Tanzania to Vict Mahe
- Macias, Sally K.**, Argentina to Inter-American Affairs
- Mason Jr., Donald T.**, Greece to Khartoum
- Matthews, Carl B.**, Office of Communications to Office of Communications, Foreign Operations
- Matthews, Wendell A.**, Jordan to Bangui
- Meyers, Michael W.**, Russia to Dhaka
- Montagne, Elizabeth A.**, United Kingdom to Monrovia
- Montgomery, Ann C.**, Bureau of Refugee Programs, Regulations and Correspondence Division to Bureau of Refugee Programs, Admissions Programs Division
- Montgomery, James M.**, Legislative and Intergovernmental Affairs to Bureau of Human Rights and Humanitarian Affairs
- Mosley, Fanny S.**, East African Affairs to Bureau of African Affairs
- Mulhall, Patricia**, Czechoslovakia to European and Canadian Affairs
- O'Neal, Molly L.**, Foreign Service Institute to Secretariat Staff
- Odell, Deborah M.**, Refugee Programs to Bureau of African Affairs
- Olmon, E. Parks**, East Asian and Pacific Affairs to Foreign Service Institute, Language Training
- Papendick, Josefina L.**, Training Complement to Hong Kong
- Pavlik, Joan D.**, Norway to Havana
- Pina, Jeannette C.**, Canada to Lima
- Porto, Mary L.**, Brazil to Near Eastern and Southern Asian Affairs
- Ricciardi, Coreen Louise**, Bureau of Administration and Security of Bureau of African Affairs, Executive Director
- Ricciuti, Nicholas James**, Management Operations to Executive Secretariat, Operations Center
- Roberts, Ronald MacDonnell**, Foreign Service Institute, Language Training to Bucharest
- Sahli, Evelyn R.**, Kuwait to Riyadh
- Savery, James H.**, Near Eastern and South Asian Affairs to Bureau of Personnel, Board of Examiners
- Sawyer, Roger Everett**, Foreign Service Institute to Ottawa
- Schweitzer, G. Manfred**, Politico-Military Affairs to Rabat
- Smith, Claris J.**, European and Canadian Affairs to Rome
- Smith, Garry C.**, Bureau of African Affairs to Kampala
- Spakauskas, Anthony**, Inter-American Affairs to Foreign Service Institute
- Stegelmann, Ingrid M.**, Brazil to Bureau of African Affairs
- Strelick, Arthur P.**, Office of Supply, Transportation and Procurement to Foreign Service Institute, Language Training
- Sullivan Jr., Paul B.**, Ireland to Panama
- Surena, Jean R.**, Office of Supply, Transportation and Procurement to Foreign Service Institute, Language Training
- Sutow, Edmund Keith**, Canada to Oceans and International Environmental and Scientific Affairs
- Tarby, Dorothy M.**, Soviet Union to Pretoria
- Tennant, S. Louise**, Israel to Tel Aviv
- Thompson, Gail A.**, Foreign Service Institute, Language Training to Bucharest
- Tisak, M. Susan**, Peru to Near Eastern and South Asian Affairs
- Tomsen, Peter**, Near Eastern and South Asian Affairs to Beijing
- Trotter, Charles D.**, Saudi Arabia to Bureau of Oceans and International Environmental and Scientific Affairs
- Trum, James G.**, El Salvador to Bureau of Administration and Security
- Tyler, David A.**, Sierra Leone to Stuttgart
- Viggiano, Michael A.**, France to Budapest
- Warnell, Jimmie D.**, Singapore to Jakarta
- Waters, Rebecca Roberts**, Beijing to Jerusalem
- Weinland, Helen**, Rwanda to International Organization Affairs
- White, Donna R.**, Office of the Under Secretary for Security Assistance, Science and Technology to Deputy Assistant Secretary for Communications
- Wildermuth, Ronald A.**, Barbados to Antananarivo
- Young, Mark**, Inter-American Affairs to Buenos Aires
- Yuhasz, Raymond Alexander**, Costa Rica to Inter-American Affairs □

## Resignations

**Anderson, Joseph Albert**, Bureau of Personnel, Office of Management

Bevill, Robert Lewis,  
Antananarivo

Bramer, Susan L., Montevideo

Carper, Colleen Marie, Dakar

Chiu, Sin Yu, Bureau of Personnel, Office of Management

Davey, Richard A., Buenos Aires

Dulberger, Jack Kevin, Bureau of Intelligence and Research

Endresen, Patricia L., Warsaw

Feigenberg, Mitchell H., Foreign Service Institute

Fox, Galen W., Bureau of Personnel

Furlong II, Francis X., Office of Foreign Buildings

Goldbeck, Carla J., Seoul

Gonzales, Judith Lynn, Bridgetown

Harry, Jane, Conakry

Hayashi, Michael, Bureau of Personnel, Office of Management

Jackson, David L., Bureau of Personnel, Office of Management

Johns, Joseph M., San Salvador

Jomeruck, Muriel R., Pretoria

Kaddaras Jr., James C., Panama

Leary, Margaret H., Sao Paulo

Lefkowitz, Cynthia R., Canberra

Mack, Bettie F., Abidjan

Marston, Mary F., Canberra

Milburn, Elena M., Georgetown

Nyborg, Keith Foote, Helsinki

Overby, Carol M., Monrovia

Perez, Carlos, Bureau of Personnel, Office of Management

Roark, Eileen Frances, Lagos

Roughead, Donna S., Monrovia

Saif, Miriam, Trieste

Spilsbury, Gail D., Georgetown

Stenson, Gary P., Beijing

Tilles, Claudia M., Algiers

Wang, Caroline, Bureau of Personnel, Office of Management

Yarbrough, Paula L., Kuwait □

### Retirements

Asencio, Diego C., Brazil

Atcherson, Larry H., Nassau

Blust, Merwin Carl, Office of the Secretary of State

Clute, Claude J., Bangkok

Charbonnier, Geraldine B., Bureau of African Affairs, Office of Regional Affairs

Fergusson, Harvey, Intelligence and Research

Kimball, Robert H., Bureau of Administration and Security

Lumsden Jr., George Q., Bureau of Near Eastern and South Asian Affairs

McClelland, Donna C., Mogadishu

McCoy, Richard A., Bureau of Personnel, Office of Foreign Service Career Development and Assignments

Nagy, Ernest A., London

Rigby, Robert W., Paris

Rush, Constance M., Tijuana

Wythe, Evelyn A., Bureau of Consular Affairs □

### Senior pay awards

Members of the Senior Foreign Service listed below have been named to receive Department performance pay awards for "outstanding performance" during the period April 16, 1984, through April 15, 1985. The 267 awards range from \$10,000 to \$4,000.

The performance pay is being awarded in accordance with recommendations of the Senior Foreign Service Performance Pay Board which met on January 21. Awards were allocated among four categories of members who competed separately as presidential appointees, regardless of class; generalists in classes FE-CM and FE-MC; generalists in class FE-OC; and specialists, regardless of class. The recipients:

Anderson, Donald M.

Anderson, Laurence Desaix

Anderson, Robert

Armacost, Michael H.

Asencio, Diego C.

Babcock, Kenneth B.

Balabanis, G. Paul

Baquet III, Charles K.

Barkley, Richard C.

Barnes Jr., Harry G.

Barraclough, William G.

Bartholomew, Reginald

Bellochi, Natale H.

Bergold Jr., Harry E.

Berlind, Alan D.

Bernal, Caesar P.

Bishop, James K.

Bloch, Felix S.

Block, Stephen M.

Boehm, Richard W.

Boeker, Paul H.

Bogosian, Richard W.

Boright, John P.

Bowers, Charles R.

Boyle, John A.

Bray III, Charles W.

Breckon, M. Lyall

Bremer III, L. Paul

Bridges, Peter S.

Briggs, Everett E.

Brooks, Thomas Stanley

Brown, Richard C.

Brown, William A.

Brown, William B.

Bruce, Robert L.

Busby, Morris D.

Bushnell, John A.

Carolan, Jr., Thomas J.

Casey Jr., Edward A.

Chapin, Frederic L.

Clark Jr., Warren

Clark Jr., William

Clark, Bruce W.

Clark, Joan M.

Clark, John Eignus

Cleveland, Paul M.

Clingerman, John R.

Cluverius IV, Wat T.

Coburn, Harry, L.

Cohen, Herman J.

Colwell, Thomas C.

Combs Jr., Richard E.

Condayan, John

Connors, Michael V.

Constable, Elinor G.

Cook, Frances D.

Cooper, James Ford

Countryman, John R.

Covey, James P.

Creekmore Jr., Marion V.

Cundiff, Carl C.

Cutler, Walter L.

Davis Jr., John R.

Davis, Allen C.

De Vos, Peter Jon

Deal, Timothy E.

Dean, John Gunther

Dejarnette, Edmund T.

Depree, Willard A.

Dittmer, Clark M.

Dobbins, Jr., James E.

Dunlop, Thomas P. H.

Dustin, Eben H.

Eagleton Jr., William L.

Edgar, William H.

Edmondson, William B.

Eggertson, Paul Fred

Ellis, Clarke N.

Ericksen, Emil P.

Farley, Vincent J.

Farrand, Robert W.

Ferch, John A.

Ferriter, John P.

Fields, David C.

Flanigan, Alan H.

Flaten, Robert A.

Flatin, Bruce A.

Flower III, Ludlow

Freeman Jr., Charles W.

Freeman, Anthony G.

Fritts, Robert E.

Frowick, Robert H.

Funseth, Robert L.

Gamble, Roger R.

Gelbard, Robert S.

Gelber, Herbert Donald

Gibson, Stephen R.

Gillespie Jr., Charles A.

Gilmore, Harry J.

Glaspie, April C.

Glitman, Maynard W.

Goff, Paul A.

Goodby, James E.

Grove Jr., Brandon H.

Hallford, Scott S.

Hare, Paul J.

Harrison, Roger G.

Harrop, William C.

Hartman, Arthur A.

Haverkamp, Roy T.

Helfrich, Gerard F.

Hill, M. Charles

Holdridge, John H.

Hollingsworth, Jr., Hugh B.

Holmes, Henry A.

Horowitz, Herbert Eugene

Howarth, Richard H.

Howland, Richard C.

Hughes, Arthur M.

Hulings III, Joseph S.

Hummel Jr., Arthur W.

Hurwitz, Edward

Imus, Richard H.

Jaeger, George W.

Johnstone, Larry Craig

Jones, George F.



Kamman, Curtis W.  
 Kauzlarich, Richard Dale  
 Kelly, John H.  
 Kemp, Larae Washington  
 Kilday, Lowell C.  
 Killion, Dalton Y.  
 Kirk, Roger  
 Korn, David Adolph  
 Kornblum, John C.  
 Lamb, Denis  
 Lamb, Robert E.  
 Lambertson, David F.  
 Landau, George W.  
 Lane, Larry F.  
 Lavorel, Warren A.  
 Ledogar, Stephen J.  
 Lehovich, Vladimir  
 Levin, Burton  
 Levitsky, Melvyn  
 Low, Stephen  
 Luers, William H.  
 Lyne, Stephen R.  
 Mack, David L.  
 Maresca, John J.  
 Marsh, William H.  
 Mason, Dwight N.  
 Matlock Jr., Jack F.  
 McAninch, Vernon D.  
 McCall, Sherrod B.  
 McCormack, Richard L.  
 McKinley, Brunson  
 McLaughlin, Joseph D.  
 McManaway Jr., Clayton E.  
 McNamara, Thomas E.  
 Melton, Richard H.  
 Moffat, Jay P.  
 Monjo, John C.  
 Montgomery, James M.  
 Moore, Bert C.  
 Moose, George E.  
 Moran, James B.  
 Morefield, Richard H.  
 Morris, Robert G.  
 Morris, Robert J.  
 Mount, Day Olin  
 Murphy, Richard W.  
 Negroponte, John D.  
 Neher, Leonardo  
 Newlin, Michael H.  
 Newton, David G.  
 Niles, Thomas M.T.  
 Norris Jr., Chester E.  
 Oakley, Robert B.  
 Ogden, Jerome C.  
 Ogden, Richard M.  
 Ortiz Jr., Frank V.  
 Palmer, Robie M.H.  
 Parris, Mark Robert  
 Passage, David D.  
 Peck, Robert A.

Pelletreau Jr., Robert H.  
 Pendleton Jr., Miles S.  
 Penfold, John H.  
 Perkins, Edward J.  
 Pettinga, Frank L.  
 Pickering, Thomas R.  
 Pixley, Burnett Q.  
 Placke, James A.  
 Platt, Nicholas  
 Polansky, Sol  
 Precht, Henry  
 Pryce, William T.  
 Quanton, Anthony C. E.  
 Ranson, David M.  
 Raphael, Arnold L.  
 Rattray, Alexander L.  
 Reddy, Leo J.  
 Ribera, Robert C.  
 Rich Jr., Robert G.  
 Ridgway, Rozanne L.  
 Robinson, Roger H.  
 Rondon, Fernando E.  
 Rosenthal, James D.  
 Rouse, John Hall  
 Rowell, Edward M.  
 Roy, J. Stapleton  
 Rushing, Charles E.  
 Ryan, Mary A.  
 Salmon, William C.  
 Schaffer, Howard B.  
 Sebastian, Peter  
 Seitz, Raymond G.H.  
 Service, Robert E.  
 Shankle, Jr., Arthur P.  
 Shea, Terence J.  
 Sherman, Jr., George F.  
 Sherman, William C.  
 Shlaudeman, Harry W.  
 Shoemith, Thomas P.  
 Simons Jr., Thomas W.  
 Sippelle, Dudley G.  
 Skoug Jr., Kenneth N.  
 Smith Jr., Dane F.  
 Smith, N. Shaw  
 Smith, Richard J.  
 Spiers, Ronald I.  
 Stearns, Monteagle  
 Steiner, Steven F.  
 Stewart, John Todd  
 Stout, Charles R.  
 Streater Jr., Edward J.  
 Streeb, Gordon L.  
 Suddarth, Roscoe S.  
 Swartz, David H.  
 Swing, William L.  
 Taylor, Clyde Donald  
 Taylor Jr., Rush W.  
 Taylor, John J.  
 Teare, Richard W.  
 Thayer, Harry E.T.

Thomas II, Charles H.  
 Tomseth, Victor L.  
 Trail III, George A.  
 Tull, Theresa A.  
 Veliotes, Nicholas A.  
 Viets, Richard Noyes  
 Vogelgesang, Sandra Louise  
 Walker Jr., Edward S.  
 Walker, William Graham  
 Watson, Alexander F.  
 Watson, Douglas K.  
 Wendt, E. Allan  
 Wilcox, Jr., Philip C.  
 Wilkinson, M. James  
 Williamson, Larry C.  
 Wilson, Jr., Emmett N.  
 Wilson, Richard L.  
 Wisner II, Frank G.  
 Woessner, William M.  
 Woods, Ronald E.  
 Wright, Roderick M. □

Bishop, Clyde  
 Blau, Robert I.  
 Carter III, Phillip  
 Dean, Robert S.  
 Donahue, David T.  
 Evans, Charles W.  
 Friedheim, Daniel V.  
 Garland, Elaine L.  
 Grossman, Daniel P.  
 Hamilton, Anne W.  
 Hardesty, Linda K.  
 Jackson, Robert P.  
 Jones, Judith A.  
 Kiesling, John B.  
 Klemm, Hans G.  
 Lavorel, Sharon A.  
 Lowe, Benjamin M.  
 Marks, David M.  
 Moore, Wendela C.  
 Munoz, Arnold N.  
 Ostroff, David R.  
 Parker, Andrew C.  
 Presgrove, Barbara  
 Rapson, Robert G.  
 Reichelderfer, Thomas  
 Running, Eric W.  
 Scaletta Jr., Thomas  
 Segura-Giron, Bernardo  
 Seldowitz, Stuart M.  
 Smith, Daniel B.  
 Syring, W. Patrick  
 Tadie, Eugene P.  
 Tidball, Alyce J.  
 Tiernan, Thomas J.  
 Troxel, Alan D.  
 Tunis, Jeffrey S.  
 Turley, Frank C.  
 Wagner, Susan M.  
 Young, James M.  
 Zelle, Susan W. ■

## Commissioning, tenure board

The Commissioning and Tenure Board has completed its review of the files of the Foreign Service officer career candidates who were eligible for consideration at its December 1985 session. Following is the list of candidates recommended for tenure and appointment as FSOs (language probationers are not included on this list).

Andrews, Timothy D.  
 Baca, J. Richard  
 Barmon, Kathleen W.  
 Bassett, Leslie A.



Ambassador Loren E. Lawrence receives retirement plaque from Herman J. Cohen, deputy assistant secretary for personnel, second from left. At far left is diplomatic security director Robert E. Lamb. Mrs. Lawrence is with them.

## Honors and Awards



WINNIPEG, Canada—Ambassador *Thomas Niles*, on a trip to this U.S. consulate general north of the Minnesota border, presents meritorious honor cash awards to consular assist-

ants *Brenda Meyers* and *Beverly Matte*. From left are: vice consul *Frank Kerber*, Ms. *Meyers*, Mr. *Niles*, Ms. *Matte*, consul general *Victor Abeyta*, vice consul *Phillip Carter III*.



ADMINISTRATION—The deputy assistant secretary for operations, *John Condayan*, left, presents Meritorious Honor Award to *Truman Brown*, director, Office of Supply, Transportation and Procurement.



KHARTOUM, Sudan—At award ceremony in this African nation west of Ethiopia, from left: *L. Schiermeyer*, *Foti Pandalakis*, *Habtom*

*Yakob*, Ambassador *Hume Horan*, *M. Saie*, *Kang Kil*, *Kim Gallant*. Kneeling: *A. Admiomo*, *M. Haroun*, *Ali I. Malik*, *A. Sasa*, *Andrew*

*Tutto*, *Robert E. Claus*, *George Ayad*, *Tasfay Ambay*. ■

# Bureau Notes

## The Seventh Floor

### Secretary's Office

SECRETARY SHULTZ traveled to Stockholm, Sweden, March 14-16, to lead the U.S. delegation attending the funeral services of Swedish Prime Minister OLOF PALME. Advancing the Secretary's trip were Secretariat Staff officers DEBORAH GRAZE and MOLLY O'NEAL, and secretarial assistants SAADIA SARKIS and DOROTHY SIMMONS. Accompanying the Secretary to Stockholm were NICHOLAS PLATT, special assistant to the Secretary and executive secretary of the Department; BRUNSON MCKINLEY, deputy executive secretary; PATRICK KENNEDY, executive director, Executive Secretariat; JOHNATHAN BENTON, special assistant to the Secretary; KATE MILNE, secretary, Office of the Secretary. Also accompanying the Secretary were ROZANNE RIDGWAY, assistant secretary for European affairs, and BERNARD KALB, assistant secretary for public affairs.

From March 20-30 the Secretary traveled to France, Turkey, Greece, Italy and Rome. This trip was Mr. Shultz' first visit as Secretary to Turkey and Greece. In Paris, France, the Secretary delivered a speech to the Stanford University Alumni Association's first international conference. In Turkey, Greece, Italy and France, the Secretary reviewed bilateral and multilateral issues with government and political leaders. While in Rome, the Secretary had an audience with his Holiness Pope JOHN PAUL II, Easter Sunday, at the Vatican. Those accompanying the Secretary and the advance members of the trip included M. CHARLES HILL, executive assistant to the Secretary; Mr. McKinley, Mr. Kennedy; special assistants JOHNATHAN BENTON and GERALD ANDERSON; special assistant KAREN GALATZ; personal assistant JOYCE NESMITH; personal secretaries ELIZABETH GASTON and Ms. Milne; Secretariat Staff officers TIM COLLINS, Ms. Graze, KATHLEEN FITZPATRICK, EDWARD SMITH, ANGUS SIMMONS and GLYN DAVIES. Secretarial assistants included MARTI SZRAMEK, BONNIE BENDER, DOROTHY SIMMONS, MILDRED ENGRAM, SHARON OHTU and DONNA DEJBAN. Also accompanying the Secretary were Richard Solomon, director, Policy Planning Staff, and Mr. Kalb and Ms. Ridgway. □

### Office of the Under Secretary for Political Affairs

Under Secretary MICHAEL ARMACOST addressed the Executive Council for Foreign Diplomats, in the East Auditorium, March 17... On March 25 he traveled to Columbia University to address the 25th anniversary celebration of the School of International and Public Affairs. He was presented with the first International Fellows Award there, for "distinguished service in international affairs."... On March 30 he appeared on NBC's "Meet the Press." □

### Office of Protocol

At a White House ceremony on March 11, chief of protocol SELWA ROOSEVELT escorted to the President the appointed ambassadors of Peru, Finland, Panama, Bolivia, Colombia and Burkina Faso, for presentation of credentials... Mrs. Roosevelt presented cash awards to RANDELL BUMGARDNER, WILLIAM CARTER, IRIA MAHASITILAB, MARY MASSERINI, ALEXANDRA MILLER and SHIRLEY STEWART; quality step increases to CATHERINE GERARDI, LYNNE MILLER and LINDA MYSLIWIY; a meritorious step increase to MARYELLEN VANDIVIER; and certificates of appreciation (Combined Federal Campaign) to LOUISE BENNETT, Mr. Bumgardner and ALEXANDRA MILLER... Mrs. Roosevelt escorted the prime minister of Canada and his wife during their official visit to Washington. Private visits to Washington were made by the prime minister of Ireland and the foreign ministers of Benin and Canada. Coordinating the visits were JAMES MANNING, Ms. Mysliwy and SAMUEL CASTLEMAN... Mrs. Roosevelt, assisted by acting assistant chief PAMELA GARDNER and APRIL GUICE, supervised arrangements for the annual reception and buffet supper of Secretary and Mrs. Shultz in honor of the chiefs of diplomatic missions and their spouses, in the Benjamin Franklin Room, March 7. Assisting were deputy chief TIMOTHY TOWELL, associate chief RICHARD GOOKIN, assistant chief DOUGLAS HARWOOD, PATRICK DALY, DELILAH LILLY, CHRISTINE MCBRIDE, JOAN JUNGFLEISCH, Ms. Stewart, Mr. Bumgardner, Ms. Bennett, TINA MORRIS, CYNTHIA THOMAS, ELIZABETH EELLS, LAWRENCE DUNHAM, Ms. Gerardi, KIM MIDDLETON, GEORGIA BOOTH, JAYN MONTHIETH and CHENOBIA CALHOUN.

Mr. Towell presided at the swearing-in ceremonies of GASTON SIGUR as assistant secretary for East Asian and Pacific Affairs, and PAUL D. WOLFOWITZ as U.S. ambassador to Indonesia... Mr. Gookin briefed Fort Bragg foreign area officer wives on Protocol's role in the Department... He testified before a Senate subcommittee, March 18, on the Department's role in proposals to erect memorials and monuments in Washington... REBECCA BOYD and JULIE ANDREWS traveled with the White House advance team for the first lady's visit to Atlanta, to address the PRIDE conference (Parents' Resource Institute for Drug Education)... General Services Administration administrator TERENCE C. GOLDEN; DOUGLAS HARWOOD of Protocol; SANDRA SHARPE, Blair House Restoration Fund executive secretary; and CASSANDRA STONE, Blair House assistant curator, toured the President's guest house, Blair House, to observe progress of the renovation, which is one-quarter complete and on schedule. CAROL SOMERVILLE, Blair House manager, is overseeing the project for Protocol.

MICHELE ROSSI of the ceremonial section has resigned to take a position in the Office of the Attorney General. □

## Administration

### Office of the Executive Director

The new chief of the Administrative Services Division is CLARENCE (BUTCH) PAGE, formerly of the Bureau of European and Canadian Affairs. □

**ADMINISTRATION**—Assistant Secretary *Donald J. Bouchard, left, presents Meritorious Honor Award to Jerome F. Tolson, director, Allowances Staff.*





PARIS, France—Communications officers receive meritorious step increases. From left: Dennis Watson, Richard Lowe, Paul Doumitt, Ambassador Joe M. Rodgers, Henry Castillo, Ray Shankweiler, Dwight Bohnet, Robert Rigby.

**Office of Communications**

Deputy assistant secretary ROBERT C. RIBERA addressed the 32nd junior officer class of the Foreign Service, at the Foreign Service Institute, in March. He briefed class members on the communications assets of the Department . . . Guest speakers for the Office of Communications monthly meeting in March were KENNETH KIDWELL, chief, communications security, and RICHARD RAPIER and DAVID NOACK, Communications Security Staff. The topic was Communications Security activities, with briefings provided on national and Department-level actions underway and contemplated for the future . . . Mr. Ribera and the chief of maintenance and logistics, DAVID BORTER, briefed a group of 20 recently-hired communications electronics officers, on their new careers and what they could expect in the coming years.

The following communications personnel were on consultation recently: CHARLES CAESSENS, Madrid; JANE FLORENCE, Karachi; HERMAN ELLINGTON, Freetown; GREG TYSONS, La Paz; CHARLES HUSEMAN, New Delhi; ROBERT REED, Khartoum; JOSEPH O'BRIEN, Bucharest; THOMAS BELL, Madrid; KATHRYN COOK, Karachi; NANCY HIGH, Athens; LUIS DIAZ-RODRIGUEZ, Bonn; WILLIAM McMANUS, Moscow; WILLIAM PATTERSON, Brussels; ALBERT HOLLOWAY, Brasilia; RAE TEMPERTON, Nairobi . . . Completing courses in the Communications Training Division were VINCENT LIMA; VERN MILLS; CHARLES



AMMAN, Jordan—Deputy chief of mission Edward Gnehm reads citations for meritorious honor and step-increase awards for Duane Bredeck, communications program officer, and Michael Monday, support communications officer (right).

CAESSENS, Madrid; HERMAN ELLINGTON, Freetown; EDWARD SAUNDERS, Cairo; KELLEY DUPUIS, Frankfurt; RICHARD FASCIGLIONE, Bonn; LEONARD KRASKE, Panama; ROSCOE LINDSEY, Rio de Janeiro; LESLIE VAUGHAN, Ouagadougua; JOSEPH LOGUIDICE, Dhaka; MICHAEL CESENA, Capetown; PATRICIA CRUM, Rome; LEWIS FIERKE, Kuwait; GARY KOELSCH, Baghdad; ALICIA STIDHAM, Vienna; BOB BOBLITZ, Vientiane; CONRAD RIPPE; GREG TYSONS, La Paz; JEWELLENE WILSON, rover; ROBERT REED, Khartoum; RUSSELL LeCLAIR, New Delhi; TIMOTHY TICKNER, Manila; RUDY LORENZ, The Hague; DEBRA CRUTCHFIELD, Curacao; RICHARD WESTON, Palermo; LOLA TIMMINS, Hermosillo; JACALYN STEIN, Rome; DAVID

MERRITT, Bridgetown; BARBARA SCHWARTZ, London; SHELBY FRIDAY, Jeddah; JAMES METZGER, RAE TEMPERTON, Nairobi; WILLIAM PATTERSON, NATO; KATHRYN COOK, Karachi; JOSEPH COMFORT, RON JAWORSKI; CHARLES LYNDE, rover; ETTA WILKINSON, rover; NANCY HIGH, Athens; THOMAS BELL, Madrid; CHRIS BONSTEEL, Capetown; JOHN GILLDREN, new hire; RAYMOND NORRIS; CAROLE MORTON, Quebec; JEANINE JACKSON, Zurich; CATHERINE McGRATH; ALAN PATERSON, new hire; BURDETTE HAMMITT, rover; JOHN GILLGREN, new hire. □

**Office of Language Services**

NEIL SEIDENMAN and ALEC TOUMAYAN accompanied VICE PRESIDENT BUSH on his trip to Europe . . . STEPHANIE VAN REIGERSBERG assisted Ambassador PHILIP HABIB during his trip to four Central American countries . . . Russian interpreter DIMITRY ZARECHNAK flew to Stockholm for the meeting between SECRETARY SHULTZ and the Soviet prime minister . . . Other travel included that of GALINA TUNIK-ROSNIANSKY to Moscow, LILLIAN NIGAGLIONI to San Diego and Tijuana and RITA BOREN to Bogota.

After the conclusion of the nuclear and space talks in Geneva, staff interpreters DIMITRI ARENSBURGER and WILLIAM HOPKINS were held over to assist contract interpreter WILLIAM KRIMER and translator LAWRENCE BURRELL with the language support for the Standing Consultative Commission . . . Office director HARRY OBST, interpreter BARBARA PHILLIPS and reviewer JACQUELINE JARMAN coordinated language support for two successive weeks of committee meetings of the Codex Alimentarius, in the Department, March 10-21. There was a night shift of translators. □



## Consular Affairs

In the spirit of Gramm-Rudman-Hollings, Consular Affairs has closed its part-time passport acceptance facility on Capitol Hill. This cost-saving measure will enable Passport Services to consolidate its operations for serving congressional members and their staffs.

The Systems Application Staff welcomed PAT (JETT) LaRUE, BOB SIEGEL, JOHN COOK, AL COLEMAN and EFRAIN ORTIZ . . . Senior deputy assistant secretary MICHAEL H. NEWLIN presented awards to the employees of the Philadelphia Passport agency, for their work during the agency's conversion from manual to automated processing . . . ED KAPLAN, acceptance agent coordinator at the Northeast Processing Center of Passport Services, retired on March 28. He was awarded a plaque for 17 years of service with Passport Services, during which he worked at the Rockefeller Center, Stamford and the Northeast Center . . . NELLIE BACON, acceptance agent coordinator, and DOROTHY MORGAN, fraud coordinator, Miami Passport Agency, conducted a workshop for southern Florida acceptance agents, with emphasis on identification features of the acceptance process . . . JAMES STANLEY, regional director, Miami Passport Agency, spoke to the Democratic Women's Club of Miami about travelers' safety and the passport application process.

At the Northeast Processing Center, JAMES HICKEY, LISA JOHNSON and DEBRA THOMAS received quality step increases . . . JEFFREY SMITH received a cash award of \$300 . . . SAKAE M. HAWLEY, regional director, Los Angeles, and VINCENT MOORE, assistant regional director, attended a reception given by the Canadian consul general, JOAN WINSER, in honor of JACK MURTA, minister of state for tourism for Nova Scotia . . . They inspected the Canadian tall ship, the Bluenose II, which was docked at the port of Los Angeles on a good-will/tourism visit.

GARY VALLEY, senior examiner, Seattle Passport Agency, transferred to the Los Angeles Passport Agency . . . EDWARD N. HART, regional director, Seattle Passport Agency, and DONNA MICHAELS, adjudication supervisor, attended the Seattle Federal Executive Board's President's Council for Management Improvement Productivity workshop . . . ROBERT MORRIS, Office of Security, Seattle Field Office, briefed the Seattle adjudication staff regarding the changes in the arrest authority of security agents, regarding passport applicants suspected of fraud . . . The Seattle agency welcomed a new processing supervisor, EDWARD J. GAFFNEY, and a new senior examiner, S. TERESA BOBOTEK.

Visa Services' deputy assistant secretary, VERNON PENNER, addressed graduate students at the University of Utah, March 7, concerning State career opportunities and the challenge of consular work . . . THOMAS FUREY, special as-



**SANTO DOMINGO, Dominican Republic—** Consul general *Dudley G. Sippelle* is presented a Superior Honor Award. Ambassador

*Lowell C. Kilday* watches wife *Linda* pinning on the award.



**GUADALAJARA, Mexico—**At awards ceremony, from left: consul general *Irwin Rubenstein*, *Arturo Vazquez*, *Ana Rosa Salazar*,

*Gilberto Villanueva*, *Olga Pena*, chief inspector *Raymond Gonzalez*, *Guadalupe Lima*.

## BUREAU NOTES

sistant, was on temporary duty in Seoul, to provide assistance to the consular section, March 17-April 20 ... PETER KAESTNER, Visa Services Systems Liaison, traveled to Buenos Aires to install the immigrant visa applicant control system and the nonimmigrant visa computer-assisted processing system, and to Bogota, to provide followup training, April 5-26 ... The Coordination Division welcomed VIVIAN BARNES ... RICHARD ELAM was reassigned from the Fraud Division to Kingston ... GWENDOLYN QUARTERMAN retired on February 28.

MONICA GAW, Citizens Consular Services, attended an interagency meeting on child pornography and exploitation, in Washington, March 31 ... Representatives from the U.S. Customs Service, Post Office, the FBI and Department officials met to discuss interagency efforts to combat child pornography material transmitted via international mail ... JOHN H. ADAMS, director, Citizens Emergency Center, addressed prospective foreign exchange students at Georgetown University, March 24, concerning consular services available to Americans aboard ... The center welcomed the following new employees: ROBERT CALLARD, previously with Congressional Relations; SHIRLEY LOUISON, previously with Medical Services; and TAWANNA GLOVER, previously with the executive office ... BETTY McCUTCHAN, a mid-level entrant officer assigned to New Delhi, has been assigned to Overseas Citizens Services, March 31-June 13, as part of her consular training. □

## East Asian and Pacific Affairs

Assistant Secretary GASTON SIGUR visited the Philippines, Thailand, Malaysia, Singapore and Japan, March 30-April 5. He held meetings with top government officials in each country. He also visited a refugee camp in Thailand ... While in Malaysia, he delivered a speech on U.S.-Association of Southeast Asian Nations relations, at a conference sponsored by the Center for Strategic and International Studies. He was accompanied by special assistant DEAN WELTY and RICHARD CHILDRESS ... Mr. Sigur, with deputy assistant secretary BILL SHERMAN and members of the Office of Japanese Affairs, participated, April 12-14, in the visit to Washington of Japan's prime minister ... Mr. Sigur participated, with deputy assistant JIM LILLEY and members of the Office of Australian and New Zealand Affairs, in the April 15-18 visit of the Australian prime minister ... He addressed the Cincinnati Council on World Affairs, April 18, on "Overall Policy Approaches to the Asian Region." ... Mr. Sigur testified, April 10, before the Senate Armed Services Subcommittees on Seapower and Force Projection and Military Construction ... He testified, April 16, before the House Foreign Affairs Subcommittees on



**BANGKOK, Thailand**—Deputy chief of mission *Charles W. Freeman*, right, presents Meritorious Honor Award to consular officer *Frederick J. Vogel*.

Asian and Pacific Affairs and Human Rights and International Organizations, on developments in Korea.

Principal deputy assistant secretary JOHN C. MONJO participated in the second U.S.-Malaysia colloquium, at Airlie House, Va., March 10 ... On March 12 he testified before the House Appropriations Subcommittee on Foreign Operations, on 1987 foreign assistance for the East Asian and Pacific region, and before the House Foreign Affairs Asian and Pacific Affairs Subcommittee, on the prisoner-of-war issue ... On March 14 he testified before the House Appropriations Subcommittee on Commerce, Justice, State and Judiciary, regarding 1987 funding for the Asia Foundation ... He traveled to New York, March 26, to meet with the Indonesian foreign minister.

Deputy assistant secretary WILLIAM C. SHERMAN accompanied Defense Secretary CASPAR WEINBERGER to Seoul, to attend the

annual security consultative meeting, and to Tokyo, for discussions with Japanese officials, March 31-April 6 ... HARRIET ISOM also attended the security consultative meeting.

Deputy assistant secretary JAMES R. LILLEY addressed the American Legion Auxiliary, February 24, at the Shoreham Hotel, Washington, on "U.S. Policy in East Asia." ... On February 28 he spoke at the Friday Forum, Phillips Academy, Andover, Mass., on "China and Taiwan." ... He addressed the National Press Club, Josh Javits Group, March 27, on "China/U.S. Trade Relations." ... On April 7, at the Department presentation for Jefferson fellows from the East-West Center, his topics was "Developments in East Asia."

Deputy assistant secretary WILLIAM PIEZ participated in the third series of a seminar on U.S.-Japan relations, sponsored by the Council on Foreign Relations, in New York, April 8 ... He addressed the spring class of the Massachusetts Institute of Technology senior executives, sponsored by the Brookings Institution, April 27, in the Department, on U.S.-East Asia Economic Prospects."

Special assistant DEAN WELTY briefed a high school group from Indiana, on developments in East Asia, March 20 . . . On March 28 PAUL D. WOLFOWITZ, former assistant secretary for the bureau, hosted an awards ceremony honoring members of the bureau for their performance during his tenure. Receiving Superior Honor Awards were Mr. Monjo; JOHN FINNEY, deputy director, Office for Philippine Affairs; DANIEL HOWARD, director, Public Affairs Staff; AUREALIA BRAZEAL, deputy director, Office for Japanese Affairs; DONALD RAMAGE, bureau executive director; and JAMES BERG, political-economic adviser, Office for Micronesian Status Negotiations . . . Receiving Meritorious Honor Awards: TERRY BREESE, country officer for Laos, Office for Vietnam, Laos and Cambodia; W. DAVID STRAUB, political officer, Office for Korean Affairs; and MARY ANN COTE, secretary, front office . . . Superior honor group awards were presented to the Office for Philippines Affairs; Public Affairs Staff; Office for Vietnam, Laos and Cambodia; and the Office for the Pacific Islands . . . Certificates of Appreciation were presented to the members of the

**RANGOON, Burma—Ambassador Daniel A. O'Donohue presents a meritorious service increase award to his security guard/chauffeur, Wilfred Tun Pe.**



Philippine task force, which covered the Philippine election . . . Length-of-service awards were presented to Mr. Monjo and E. PARKS OLMON, each with 30 years service, and CHARLES KARTMAN, 10 years service . . . A quality step increase was presented to COLLEEN KINNEY, staff aide, front office.

The Office of China Affairs deputy director, EUGENE MARTIN, participated in the China reporting conference in Hong Kong, March 10-11 . . . After consultations there, he had discussions with Chinese and American officials, correspondents and business representatives in Guangzhou, Fuzhou, Xiamen, Shanghai, Wuhan and Beijing . . . He met with representatives attached to the Pacific command in Honolulu . . . The deputy director for economic affairs, JOAN PLAISTED, visited Hong Kong, Guangzhou, Chengdu, Xian, Shanghai and Beijing, February 26-March 21, to discuss post reporting, to meet the U.S. and Chinese government and business officials, and to observe, firsthand, China's economic reforms . . . On April 7 she spoke at the Industrial College of the Armed Forces, to a group departing to study China's military and industrial structure . . . On March 31 political officer MORTON HOLBROOK spoke on the Department's role in formulating foreign policy, as part of a lecture series sponsored by Valdosta State College, Ga. . . . Political officer RUSSELL SVEDA spoke to

groups, April 14-15, at the University of Minnesota and the University of North Dakota, as well as to civic groups and the media in both states, about the Sino-Soviet-U.S. "strategic triangle." . . . Economic officer ROBERT GOLDBERG was in Hong Kong, Guangzhou, Shanghai and Beijing, April 1-25, to discuss bilateral economic issues and problem areas.

ROBERT B. DUNCAN, director, Office of Economic Policy, attended the second U.S.-Malaysia symposium, March 10-23, at Airlie House, Warrenton, Va. . . . He represented the bureau at the meeting of the U.S. National Committee for Pacific Economic Cooperation, in San Francisco, March 21-22 . . . He traveled to Seoul, Korea, to represent the bureau at the 35th Asia-Pacific Council of American Chambers of Commerce semiannual conference, April 9-12 . . . He traveled to Manila, to participate in the Asian Development Bank meeting, April 28-29 . . . WILLIAM TAGLIANI, economic/commercial officer, traveled to Bangkok, April 22-May 2, to attend the 42nd session of the Economic and Social Commission for Asia and the Pacific.

GORDON CUCULLU, Office of Regional Affairs, participated in an international exchange conference, March 18-21, hosted by Lewis-Clark State College, Lewiston, Ida. Discussed were security and stability in Asia, and prospects for expanding trade, particularly exports from the Pacific northwest to East Asia.

CHARLES B. SALMON JR., director, Office for Thailand-Burma Affairs, represented the bureau at the East Asia and Pacific regional narcotics conference, March 17-19, in Bangkok . . . Attorney General EDWIN MEESE III and Prime Minister PREM TINSULANONDA of Thailand were among the officials who addressed the conference, which was cosponsored by the Bureau for International Narcotics Matters . . . Following the conference, Mr. Salmon visited Bangkok and Rangoon for consultations with mission personnel . . . On April 18 he traveled to West Point, to speak to cadets at the U.S. Military Academy on "U.S. Policy Toward Southeast Asia."

TONY KOLANKIEWICZ joined the Office for Vietnam, Laos and Cambodia, March 31, to replace TERRY BREESE as officer-in-charge of Laos and Cambodia. His last assignment was Singapore . . . On April 8 deputy director JOSEPH SNYDER spoke on "U.S. Relations with Vietnam," at the William Joiner Center of the University of Massachusetts harbor campus in Boston . . . The office received a group Superior Honor Award in recognition of its pursuit of American goals, in particular, managing regional political and security interests arising from the conflict in Cambodia while achieving selective progress through quiet, bilateral dialogue on major humanitarian concerns, according to the citation. M. LYALL BRECKON was presented the award by PAUL WOLFOWITZ. Recipients were Mr. Breckon, Mr. Snyder, STEPHEN T. JOHNSON, TERRY A. BREESE, MARGARET T. MORRIS, JOAN P. YOUNG and MARY L. LaFLUER. □

## Economic and Business Affairs

Assistant Secretary DOUGLAS McMINN headed the U.S. delegation to the International Energy Agency governing board meeting, in Paris, April 10, where one of the main topics was the impact of the fall in oil prices ... MARSHALL L. CASSE, director, Planning and Economic Analysis Staff, served as an adviser to the U.S. delegation for the Organization for Economic Cooperation and Development economic policy committee meeting, in Paris, March 24-25 ... On March 13, JEFFREY N. SHANE, deputy assistant secretary for transportation affairs, testified before the House Subcommittee on Investigation and Oversight, regarding civil aviation relations with Japan. He was accompanied by ERWIN VON DEN STEINEN, director, Office of Aviation Programs and Policy ... On March 20, accompanied by WILLIAM DAMERON, Office of Maritime and Land Transport, Mr. Shane testified before the House Merchant Marine Subcommittee on maritime policy ... He conducted civil aviation negotiations with the United Kingdom, in Washington, March 20-21, and with Japan, March 31-April 3 ... JEAN NEITZKE, Office of Aviation Negotiations, provided staff support for both negotiations.

CHARLES ANGEVINE, special negotiator for transportation affairs, chaired the U.S. delegation for the U.S./Greek civil aviation negotiations, March 17-25, in Athens. The negotiations produced an agreement to extend the present regime for another year, with some liberalization of operating restrictions on U.S. carriers ... Mr. Angevine also conducted aviation talks on future arrangements with the government of Saudi Arabia, April 8-9, in Washington ... ROBERT GEHRING, Office of Aviation Negotiations, provided staff support ... GARY DeVIGHT, deputy director, Office of Aviation Negotiations, chaired talks with Argentina, in Washington, March 17-19, which resulted in a new charter agreement.

RICHARD SCISSORS, director, Office of Maritime and Land Transport, participated in the second round of negotiations with the Soviet Union concerning the bilateral maritime relationship, in Moscow, March 11-14. The negotiations concluded with agreement to hold a third round in Washington in September ... SHAUN DONNELLY, director, Office of Development Finance, and MARC WALL, same office, represented State at the second negotiating session for the replenishment of the International Development Association, in Washington, April 7-8 ... JOHN RIDDLE, also of the office, participated as the State representative at the annual meeting of the Inter-American Development Bank, and in the first negotiating session for the seventh replenishment of the bank's capital, in San Jose, Costa Rica, March 21-26 ... RAY MARIN, same office, was State's representative on the

U.S. delegation in Paris, March 11-14, for the Organization for Economic Cooperation and Development export credit group meeting.

JACK ST. JOHN, director, Office of Business and Export Affairs, gave a speech before the National Conference of State Rail Officials, March 20, in San Diego ... JOHN SAVAGE, deputy director of the same office, spoke on sources of information in the State Department, March 12, for the Washington Researchers ...

NAN KENNELLY, an analyst in the Developed Country Trade Division, attended a meeting of the Organization for Economic Cooperation and Development committee on information, computer and communications policy, in Paris, March 19-21 ... She also participated in the Committee's March 17-19 meeting of the working party on transborder data flow ... RENO HARNISH, same division, attended the General Agreement on Tariffs and Trade meeting on trade in services, in Geneva, March 24-27.

In March the deputy assistant secretary for international trade controls, DALE TAHTINEN, headed the U.S. delegation to a week's discussions of the Coordinating Committee on Export Controls subcommittee on export control enforcement, whose preparations were coordinated by TERESA JONES, Office of East-West Trade ... RONALD KIRKPATRICK, chief, Security Export Controls Division, Office of East-West Trade, led an interagency team to multilateral discussions in Paris which established key new embargo controls on high-tech coatings technologies ... MARIANNE KUNKEL led a similar team to Paris, also in February, for important initial discussions in the semiconductor area, for which she is an experienced

Coordinating Committee on Export Controls negotiator ... ROBERT PRICE, director, Office of East-West Trade, addressed Swedish business officials with the Stockholm Chamber of Commerce, in Washington, on new Swedish export control regulations, as part of a privately-sponsored U.S. export control seminar.

**People:** ROBERT GAREL has entered on duty in the Security Export Controls Division, on a detail from the Commerce Department ... Other new employees: VERA WYATT, Office of International Trade; OLAF OTTO, Office of Business and Export Affairs; GRETA WASHINGTON, Office of Aviation; LISA SULLIVAN, Office of Food Policy; PATRICIA BROE, Office of Development Finance; JOAN WADELTON, Office of Investment Affairs; and GEOFFREY SMITH and CASSANDRA ANDERSON, Message Center. □

## European and Canadian Affairs

**Office of the Assistant Secretary:** Assistant Secretary ROZANNE L. RIDGWAY addressed the American Council on Germany, in New York, March 12 ... From March 21-30 she accompanied SECRETARY SHULTZ on his trip to Paris, Istanbul, Ankara, Athens and Rome. Also accompanying the Secretary were the deputy assistant secretary for European affairs, M. JAMES WILKINSON; MARTEN H.A. VAN HEUVEN, director, Office of Western European Affairs; WILLIAM F. ROPE, director, Office of Southern European Affairs; and the special assistant for



ATHENS, Greece—At retirement of Tess Bode, ambassador's secretary, who received the Superior Honor Award. From left: Louise

Keeley, David Bode, Mrs. Bode, Ambassador Robert V. Keeley.





IZMIR, Turkey—At consular conference, left to right: front: *Husniye Ural, Gamze Turen, Helen Bridget Burkhart, Makbule Sevil, John Stepanchuk. Middle: Thomas Holladay, John Nazlidis, Elizabeth A. Swift, Kate Adams, Mary V. Kennedy, Behcet Ozsoy. Rear: Michael N. Ryan, Randal Biggers, Thomas F. Murphy, Philip S. Kosnett.*

European affairs, NADIA TONGOUR ... Deputy assistant secretary MARK PALMER traveled to Colorado Springs, Colo., March 7, to address the 28th Air Force Academy assembly ... Deputy assistant secretary CHARLES H. THOMAS accompanied VICE PRESIDENT BUSH to Portugal, for the inauguration of President MARIO SOARES, in Lisbon, March 6-10 ... Deputy assistant secretary JAMES MEDAS participated in the official visit to Washington of Canadian Prime Minister BRIAN MULRONEY, March 17-20.

**Office of the Executive Director:** KENNETH PELTIER, Executive Director, traveled to Paris, Marseille, Rome, Munich, and Budapest for consultations on posts' administration. SHARON LUDAN, Post Management Officer, assisted with preparations for the upcoming SIG Inspection of Hamilton.

**Office of Northern European Affairs:** After accompanying the Secretary's party to Stockholm for the funeral of the Swedish prime minister, MARTIN WENICK, director of the office, traveled to Helsinki and Copenhagen for consultations ... Ambassadors MARGARET M. HECKLER (Dublin), CHARLES H. PRICE II (London) and GEOFFREY SWAEBE (Brussels) returned to the Department for consultations ... STEVE MCGANN was designated acting Benelux country officer, and KIRK RESSLER joined

the office as assistant Benelux country officer ... AYESHA LEONARD was reassigned from the Office of Northern European Affairs to the Office of Fiscal Operations, Office of the Comptroller.

**Office of European Security and Political Affairs:** ERIC REHFELD, special assistant, participated in the annual (commander-in-chief, Atlantic) NATO infrastructure policy conference, in Norfolk, Va., the week of March 17 ... GEORGE WARD, deputy director, attended the NATO nuclear planning group ministerial meeting, in Wurzburg, West Germany, March 20-21, as part of a delegation chaired by Secretary of Defense CASPAR WEINBERGER ... JULIAN LEBOURGEOIS, political section, traveled to Bern, as a member of the U.S. delegation to the experts' meeting on human contacts, for the Conference on Security and Cooperation in Europe. □

## Intelligence and Research

**Office of Analysis for the Soviet Union and Eastern Europe:** MARTHA MAUTNER, deputy director, addressed civic and academic groups on U.S.-USSR relations, in Detroit and Toronto, March 5-7, and attended the NATO experts working group meeting in Brussels, March 11-15 ... DONALD GRAVES, Soviet Internal Division chief, lectured on Soviet domestic politics, at the Brookings Conference for Senior Business Executives, Washington, March 6 ... MORTON SCHWARTZ, political analyst, lectured on MIKHAIL GORBACHEV's 27th Congress speech and Soviet foreign policy, at the Sino-Soviet Institute colloquium of George Washington University, March 18.

**Office of Analysis for East Asia and the Pacific:** LOUIS G. SARRIS, deputy director, discussed political and security trends in East Asia, at a University of Maryland symposium, March 6.

**Office of the Geographer:** GEORGE J. DEMKO, director, delivered a lecture, March 6, at the University of the District of Columbia, on "Geographic Research and Foreign Policy." ... On March 18 he spoke at the National Geographic Society, G. Grosvenor Lecture Series, entitled "This Land is My Land: International Political Geographic Issues." ... He lectured, March 24, at George Mason University, on "Geography and International Research Issues." ... On April 3, at Rutgers University, he spoke to the social science faculty, on "Geographic Research Issues in the International Context."

GEORGE S. HARRIS attended a conference in Istanbul marking 40 years of Turkish-American relations, April 2-4, and consulted with Embassy Ankara, April 7 ... India analyst WALTER ANDERSEN attended the Association of Asian Studies annual meeting, in Chicago, March 21-23, and was a discussant in a panel on Indian politics ... He addressed an honors convocation at Glassboro State University, N.J., on "Indian Ocean—Zone of Peace or Confrontation?" and had other meetings with faculty and students, April 8-9. □

## Inter-American Affairs

Deputy assistant secretary WILLIAM G. WALKER presented Honduras desk officer STEPHEN WESCHE a Meritorious Honor Award, March 12, for his "support of democracy in Central America." ... The coordinator for Panama affairs, RICHARD R. WYROUGH, accompanied Mr. Walker to New York, April 2, for an informal meeting with Panamanian President ERIC ARTURO DELVALLE ... Regional political affairs officer JOHN HAMILTON accompanied Central American special envoy PHILIP C. HABIB to El Salvador, Honduras, Guatemala and Costa Rica, March 12-14 ... Guatemala desk officer JAMES CASON addressed the advanced area studies group at the Foreign Service Institute, on "The New Social Forces in Central America" and "The Caribbean: Guatemala—A Case Study," on April 3 ... Senior policy adviser DAVID LUFT left the Department, April 4, to become deputy assistant secretary of commerce, for services.

On March 8 RICHARD T. McCORMACK, U.S. representative to the Organization of American States, was the keynote luncheon speaker at the Young Conservatives of Texas convention in Austin. He discussed Central America and "U.S. Security—What's At Stake." ... He spoke at the International Policy Forum's fourth worldwide board of governors meeting in Antigua, Guatemala, March 14-15, on economic growth as an ultimate test for Latin American democracies ... On March 17 he gave a briefing to a



**SOUTH-CENTRAL CHILE**—Ambassador *Harry G. Barnes Jr.* (bareheaded) rides an ox cart on visit to an Indian area.

group of college students from the University of Wisconsin, who represented the U.S. delegation in the national competition for the model general assembly of the Organization of American States. Mr. McCormack discussed the role of the U.S. mission and the responsibilities of its delegates . . . On March 26 he gave a briefing, on economic growth in Latin America, to visiting army officers from the Fort Bragg School of International Studies.

The director of the Office of Andean Affairs, PHILLIP McLEAN, visited Colombia for consultations, April 2-6, and Panama, April 6-10, to participate in the regional narcotics conference . . . New Foreign Service officer MARK RONDON joined the office for two months, beginning March 10, prior to consular training and departure for his first assignment to Caracas . . . PATRICIA BROE, who has been secretary for the office's deputy director and the Peru desk for over two years, has accepted a position in the economic bureau's Office of Development Finance.

P. PETER SARROS, director, Office of Regional Political Programs, gave presentations on Central American policy to the labor officers conference in Brussels, January 14; to American Legion commanders, February 25; and to 50 West



**MONTEVIDEO, Uruguay**—Ambassador *Malcolm Wilkey* presents certificate of appreciation to *René Abaracón*, executive director of

the Fulbright Commission in Uruguay, which celebrated its 25th anniversary this year.

German trade union leaders, April 13. He and Col. JOHN E. POAST, politico-military affairs officer, cochaired a conference in the Department for the Inter-American Defense College, February 12 . . . Col. JAMES B. SIVELLS and Mr. Sarros held consultations at Ft. Benning, with officials of the U.S. Army School of the Americas, March 4 . . . Col. Sivells conducted a seminar on security assistance programs for Latin America, at Dayton, O., and addressed the Baltimore Jewish Council, on U.S. policy toward Central America, February 7 . . . Col. Poast spoke at Virginia Military Institute, on the military role in foreign policy, February 24 . . . MARY ANN SINGLAUB and WANDA L. NESBITT have joined the Office of Regional Political Programs.

JAKE M. DYELS JR., the bureau's labor adviser, spoke to the Foreign Service Institute's area studies class, March 4, on organized labor in Latin America . . . He held consultations in Montevideo, Rio de Janeiro, Santo Domingo and Port au Prince, March 15-27 . . . RICHARD S. THOMPSON, deputy director, and Ms. Singlaub, bureau refugee coordinator, traveled to San Jose, Costa Rica, March 17-19, for Central American refugee consultations . . . The Regional Political Programs Office hosted briefings for the National War College, April 4. □

## International Communications and Information Policy

LUCY HUMMER, acting director, Office of Planning and Analysis, headed the U.S. delegation to a meeting, in Paris, of the Organization for Economic Cooperation and Development's Committee on Information, Computers and Communications Policy, March 19-21, and also headed the U.S. delegation to a meeting of the committee's working party on transborder data flows, March 17-18 . . . On March 3-4, in Washington, TIMOTHY C. FINTON, Office of Planning and Analysis, and DOMENICK IACOVO, Office of Technical Standards and Development, participated in the second round of the market access factfinding discussions, with West Germany. The meetings, with the German ministry of posts and telecommunications and the ministry of economics, focused on market-access issues for U.S. firms in telecommunications equipment and services in the German market. They were a followup to the first round in Munich last December. □

## International Narcotics Matters

Thai Prime Minister PREM TINSULANON's opening address, and Attorney General EDWIN MEESE's participation, were the

highlights of the regional narcotics conference in Bangkok. The conference, March 17-19, drew together 100 participants from Washington and the field to discuss Asian narcotics control. Deputy assistant secretary JERROLD MARK DION, Program Office director CAESAR P. BERNAL and program officer WILLIAM J. DUFFY attended from the bureau. After the conference, Mr. Bernal and Mr. Duffy visited northern Thailand and Burma, to discuss narcotics control programs with U.S. officials and local authorities.

Thailand was the first stop on the Attorney General's presidential mission on narcotics enforcement. He also visited Burma, India, Pakistan and Italy. His party included deputy assistant secretary MARK DION and senior Justice, Treasury and customs officials. The trip emphasized to host governments the importance the United States attaches to the narcotics issue.

A regional narcotics coordinators conference was held in Panama City, April 7-9. The featured speaker was General DELGADO MALLARINO, director general of the Colombian national police. Participants from the bureau were Mr. Dion, Mr. Bernal, JAMES GORMLEY, MANUEL GALLARDO and CATHERINE SHAW . . . Program officer ROGER MEECE traveled to Guatemala and Jamaica, to review narcotics control programs in those countries with embassy and host country officials . . . Aviation adviser RON MERRIOTT traveled to Jamaica, to review aircraft maintenance requirements in support of Jamaican narcotics enforcement activities . . . Mr. Meece participated in an interagency working group meeting in Miami, the first week in April, designed to assess narcotics control initiatives in the Caribbean . . . TIMOTHY HENDERSON, chief,

## New shuttle bus schedule

A new schedule for the SA-12 shuttle bus, to and from 1975 Florida Avenue N.W., adds a stop at 20th and L Streets N.W.

Depart State	20th & L	SA-12	21st & K	Arrive State
8:00	8:05	8:10	8:18	8:26
8:30	8:35	8:40	8:48	8:56
9:00	9:05	9:10	9:18	9:26
9:30	9:35	9:40	9:48	9:56
10:00	10:05	10:10	10:18	10:26
10:30	10:35	10:40	10:48	10:56
11:00	11:05	11:10	11:18	11:26
11:30	11:35	11:40	11:48	11:56
12:00	12:05	12:10	12:18	12:26
12:30	12:35	12:40	12:48	12:56
1:00	1:05	1:10	1:18	1:26
1:30	1:35	1:40	1:48	1:56
2:00	2:05	2:10	2:18	2:26
2:30	2:35	2:40	2:48	2:56
3:00	3:05	3:10	3:18	3:26
3:30	3:35	3:40	3:48	3:56
4:00	4:05	4:10	4:18	4:26
4:30	4:35	4:40	4:48	4:56
5:00	5:05	5:10	5:18	5:26
5:30	5:35	5:40	5:48	5:56 □

Procurement and Technical Support Division, traveled to Rangoon, Burma, with JOHN STEVER of the Department's Office of Supply, Transportation and Procurement. They met with embassy officials and representatives of the police and air force, to discuss options for continued contract aviation support to narcotics control programs.

Visitors to the bureau included JULIO VARGAS-SOTO, commanding general of the Bolivian national police, and Col. EDGAR BUSTILLOS-NOGALES, director, National Directorate for the Control of Dangerous Substances. □

## International Organization Affairs

NEAL WALDROP and DAVID ETTINGER, multilateral and institutional affairs officers, were each to participate for two weeks on the Charter Committee meeting in New York, April 7-May 2 . . . ERNEST GRIGG, acting deputy director, was to travel to Mexico City, April 4-12 . . . He was to accompany MAUREEN REAGAN on her trip to India and Pakistan, April 20-May 6, to visit womens' organizations . . . LAURA GREULICH and MILDRED ZYVOLOSKI, Office of International Conference Administration, served as administrative officer and conference documents officer, respectively, for the Conference on Security and Cooperation in Europe, in Bern, April 2-30 . . . CAROLYN HESKIN and MILDRED CARTER served as administrative officer and conference documents officer, respectively, at the International Telecommunications Union conference in Geneva, April 14-May 2, 1986.

WILLIAM MEMLER, Humanitarian Development Division, Office of International Development, traveled to Istanbul, to serve as an adviser at the ninth session of the UN Commission on Human Settlements, May 5-16 . . . PETER F. FROST, chief of the division, participated in the annual UN Children's Fund executive board meeting, in New York, April 14-25 . . . He was accompanied by FRANCES ARCHIE, who served as secretary to the delegation . . . HARRY B. GLAZER, chief, Economic Development Division, Office of International Development, was a delegate to the second meeting of the working group of the UN Development Program governing council, March 24-26. This newly-created body was designed to give council members better oversight of the program's policies, plans and programs . . . Mr. Glazer attended the session of the American Assembly, in Harriman, N.Y., April 17-20, which was devoted to a discussion of international population policy. The assembly is associated with Columbia University, and is currently headed by former Ambassador WILLIAM H. SULLIVAN.

People: PHYLLIS WILLIAMS, Office of UN Political Affairs, has resigned . . . MONICA

## BUREAU NOTES

REED, Office of U.S. Budgetary Presentations and Payments, has been reassigned to the Office of the Counselor of the Department . . . RICHARD NOBBE, Office of Communications and UNESCO Affairs, has retired . . . ROBIN Y. McELHANEY transferred from the Office of the Legal Adviser to the Office of the Assistant Secretary . . . ELLEN IVIE, Office of the Deputy Assistant Secretary, has been reassigned to the Bureau of Communications and Information Policy . . . PEGGY WILKEY transferred from AID to the Office of Technical Specialized Agencies . . . GLADYS BOGGS transferred from the Bureau of Oceans and International Environmental and Scientific Affairs to the Office of UN Political Affairs. □

### Legal Adviser's Office

Travels of assistant legal advisers: RONALD BETTAUER, Office of Nuclear Affairs, to New York, for a meeting sponsored by the New York Bar Association's Committee on Nuclear Technology and Law; ROBERT DALTON, Office of Treaty Affairs, to Vienna,

Austria, as chief of the U.S. delegation for a diplomatic conference on the law of treaties between states and international organizations; DAVID COLSON, Office of Oceans, International Environmental and Scientific Affairs, to Vancouver, Canada, for the U.S./Canada Pacific Salmon Commission meeting, and Bermuda, for the 10th annual seminar of the Center for Oceans Law and Policy; TED BOREK, Office of UN Affairs, to Geneva, Switzerland, as the U.S. representative at the 25th session of the legal subcommittee of the UN Committee on the Peaceful Uses of Outer Space; DAVID SMALL, Office of Economic, Business and Communication Affairs, to Paris, France, for a conference concerning extraterritorial jurisdiction with the members of the Organization for Economic Cooperation and Development's Committee on International Investment and Multinational Enterprise. Mr. Small also delivered a Foreign Service Institute-sponsored lecture on Libya sanctions to foreign graduate students.

**People:** GILDA BRANCATO has returned to the Office of Politico-Military Affairs after a six-month absence . . . The Office of Economic, Business and Communication Affairs welcomed QUEEN SPRIGGS, who came from the Bureau

of Near Eastern and South Asian Affairs . . . BERNICE HOLMES transferred to the Office of Educational, Cultural and Public Affairs . . . PATRICIA SCOTT has received the Meritorious Honor Award for secretarial support in the Office of Oceans, International Environmental and Scientific Affairs. □

### Management



**MANAGEMENT**—Special assistant *Rob Nolan*, left, receives Meritorious Honor Award from Under Secretary *Ronald I. Spiers*.

### Office of the Under Secretary

ROBERT B. NOLAN has been reassigned to Havana, as administrative officer (via Spanish language training). □

### Office of Equal Employment Opportunity and Civil Rights

ROBERT TAYLOR, investigator, attended the Thursday Luncheon Group April 3 meeting, where guest speaker KENNETH HUNTER, associate director of personnel (Civil Service), spoke on "The Civil Service Reform Act of 1978: Its Present and Future Impact on Civil Servants." □

### Office of Foreign Missions

RALPH D. CHIOCCO, operations officer, attended the national conference of the American Association of Motor Vehicle Administrators, in Reno, Nev., March 17-20, to advise states and other jurisdictions on the issuance of driver's licenses by the Department to foreign diplomats and mission personnel, and to coordinate sharing of motor vehicle information. □

### Family Liaison Office

Community liaison office coordinators DELPHIA DIRKS (Belgrade) and LORI McMANUS (Bangui) visited the Family Liaison Office in March . . . Education counselor JUDITH LIVINGSTON attended the National Association of Independent Schools annual conference, and the Independent Educational Counselors' Association annual meeting, in Atlanta. □



**LEGAL ADVISER'S OFFICE**—*Patricia Scott* is presented the Meritorious Honor Award by assistant legal adviser *David Colson* for her

secretarial services in the Office of Oceans, International Environmental and Scientific Affairs. (Photo by *Doris I. Alston*)



## Medical Services

Dr. BURNETT PIXLEY has replaced Dr. EDWARD ETZEL as deputy assistant secretary for health care programs. Dr. Etzel retired April 1. . . . Dr. KENNETH BABCOCK, who was clinical director, is now assistant medical director for foreign programs . . . Drs. ELIZABETH ANTAL and JERRY KENNEDY have returned after accompanying the Secretary on his latest trip to western Europe, Turkey and Greece . . . RITA DANIELS has entered on duty as a Foreign Service nurse practitioner and is assigned to New Delhi. □

## Near Eastern and South Asian Affairs

Assistant Secretary RICHARD MURPHY met with the Conference of Presidents of Major Jewish Organizations, at the White House, March 5, to discuss Middle East policy issues . . . Deputy assistant secretary MICHAEL USSERY participated in a panel discussion on "Perspectives of International Trade," at East Connecticut State University, March 5 . . . Deputy assistant secretary ROSCOE SUDDARTH gave a Middle East policy address at the American-Arab Affairs Council's quarterly conference, in Toledo, O.

PHILIP WILCOX, director, Office of Israel and Arab-Israeli Affairs, explained the administration's approach in the Middle East, to the American-Israel Public Affairs Committee, in Mamaroneck, N.Y., February 26 . . . On March 11 he met with a Hadassah group visiting from New Jersey, to discuss U.S.-Israel relations; on March 14 he met with the Forum Club of Collier County, Fla.; on March 17 he met with American Jewish Committee members, to discuss U.S.-Israel relations and the Saudi arms sale . . . Deputy director RYAN CROCKER met with the Hadassah national board, March 13, to discuss Middle East issues; on March 18 he met with a Washington Mission Program group visiting the Department from Cincinnati, and a Hadassah group from New England, to discuss U.S.-Israel relations . . . On March 19 he briefed members of the United Synagogue of New York on U.S.-Israel relations and Middle East issues, and later he traveled to Valencia Community College, Fla., to discuss the subject.

DAVID SATTERFIELD, political/military affairs officer, traveled to Israel for the semiannual meeting of the U.S.-Israel Joint Political Military Group, March 18-21 . . . On March 6 he met with students from the Lab School of Chicago, to discuss Middle East issues, and on March 12 he met with a Washington Mission Program group visiting the Department from Massachusetts and Florida . . . On March 6 KEITH LOKEN, political officer, met with a Washington Mission Program group visiting from



AMMAN, Jordan—Deputy chief of mission Edward Gnehm reads citation for meritorious step increase award presented to Mira Bisharat, secretary in the community liaison office.

Pennsylvania, and discussed U.S.-Israel relations, and on March 20 he briefed Hadassah members from New Jersey visiting the Department . . . BARBARA BODINE, political officer, participated in a symposium on the Middle East at the University of Idaho, March 24-25.

On February 24 DAVID J. DUNFORD, director, Office of Egyptian Affairs, traveled to New York, to speak before the Egyptian-American Chamber of Commerce . . . On March 12 deputy director DAVID GREENLEE met with members of the Church of the Brethren, to discuss general Middle East issues . . . BRENT HARTLEY, political officer, met with students participating in the Congressional Youth Leadership Council's foreign affairs seminar, March 20, and discussed the Middle East and other foreign policy issues . . . Economic adviser ROBERT KNICKMEYER met with members of the Seattle World Affairs Council, March 13, and discussed matters relating to the Organization of Petroleum Exporting Countries . . . A. PETER BURLEIGH, director, Office of Northern Gulf Affairs, addressed an international affairs conference at Colgate University, Hamilton, N.Y., on Gulf-related matters, March 2-4 . . . On March 4-5 he addressed a group at Colgate University on the Iran-Iraq war, and the Foreign Service as a career, and on April 8 he delivered a lecture on "The Politics of Nepal," at the University of California at Berkeley.

On March 5 and April 7 HERBERT G. HAGERTY, director for Pakistan, Afghanistan and Bangladesh affairs, addressed students at National Defense University, in preparation for their travel to South Asia . . . DESIREE MILLIKAN, Afghanistan country officer, delivered addresses on Afghanistan to the World Affairs Council of Cleveland and to students at Ohio State University and Oberlin College, during a February 18-20 trip to the mid-West . . . She visited Pakistan, Afghanistan and the Soviet Union for consultations, the first three weeks of March . . . Afghanistan country officer THEODORE H. ANDREWS discussed the situation in Afghanistan, March 25, with students participating in American University's Washington Semester Program.

People: CLARK WURZBERGER has as-

sumed duties as special assistant for congressional relations in the Office of Assistant Secretary . . . The Office of Egyptian Affairs welcomed KAY MASLANKA . . . MARY PORTO arrived from Embassy Rio de Janeiro, replacing JAMES SAVERY as trade/commercial officer in the Office of Economic Affairs . . . SUSAN TISAK has been assigned to the Office of North African Affairs . . . ANN CUSICK has entered on duty in the Office of India, Nepal and Sri Lanka Affairs. □

## Oceans and International Environmental and Scientific Affairs

Assistant Secretary JOHN D. NEGROPONTE spoke before the annual seminar of the Center for Ocean Law and Policy, on "Current Developments in U.S. Oceans Policy," March 15, in Southampton, Bermuda . . . On March 26 he chaired a meeting of the bureau's advisory committee, on global climate change, famine early warning systems and developments in fusion research . . . Mr. Negroponte and OTHO E. ESKIN and VERNON M. MALAHY JR., Office of Advanced Technology, participated in interagency meetings examining future U.S. space launch vehicle policy, in light of the Challenger tragedy.

NANCY OSTRANDER, coordinator of population affairs, traveled to Mexico and Brazil, March 9-22. She met with key officials in government and private organizations, to confer on population policy matters, and reviewed current programs in these two most populous countries of Latin America.

On March 6 RICHARD E. BENEDICK, deputy assistant secretary for environment, health and natural resources, addressed a scientific conference on the ozone layer, sponsored by the Environmental Protection Agency, on "The Ozone Negotiations: Risk Assessment on an International Scale." . . . On March 18 he joined Mr. Negroponte in testifying before the Senate Foreign Relations Committee for ratification of the convention for protection of the Ozone Layer . . . Mr. Benedick spoke before the U.S. Business International Council, March 20, on environmental issues in the Organization for Economic Cooperation and Development . . . On March 27 he delivered the keynote address, "Environment in the Foreign Policy Agenda," at a symposium on Capitol Hill on "The Environment and International Development," attended by congressional staff and representatives of environmental organizations and universities . . . ALAN KRAUSE, Office of Environment and Health, visited Madrid, Lisbon, Stockholm and Paris, March 3-12, to consult on policy towards disposal of radioactive waste at sea, under terms of the London dumping convention . . . BILL L. LONG, director, Office of Food and Natural Resources, served as principal U.S. representative to the 14th session of the senior advisers to governments on environmental

## BUREAU NOTES

problems of the Economic Commission for Europe, March 4-7, in Geneva.

ROBERT G. MORRIS, deputy assistant secretary for science and technology affairs, with Mr. Eskin, RALPH BRAIBANTI and MICHAEL A.G. MICHAUD, Office of Advanced Technology, served on the U.S. delegation to space station talks with European Space Agency members, in Washington, March 10-11. Mr. Morris led a delegation to Madrid, March 19, where he served as cochairman of the 13th meeting of the U.S.-Spain Joint Committee for Cooperation in Science and Technology. Other members of the delegation were JACK BLANCHARD, director, Office of Cooperative Science and Technology and executive secretary of the U.S. section of the joint committee; WILLIAM SULLIVAN, Office of Marine Science, and agency representatives from the Departments of Agriculture, Health and Human Services and Interior, and the National Science Foundation. During the meeting, 119 proposals for science cooperation, budgeted at over \$7.6 million, were approved. Mr. Michaud, Office of Advanced Technology, attended the first international conference on macroengineering, and represented the Department in interagency discussions of a possible "International Space Year." ... Culminating a two-year effort, a U.S. negotiating team went to Prague, in March, and negotiated a U.S.-Czechoslovak exchanges agreement. The four-year pact is designed to provide a framework for future educational, cultural and scientific exchanges between the two countries. As the State Department member of the team, JOHN THOMAS, Office of Cooperative Science and Technology Programs, helped to negotiate the science and technology part of the agreement.

CARLTON E. THORNE was appointed director, Office of Nuclear Export and Import Control, March 16. Mr. Thorne, before assuming his present position, was director of politico-military security affairs at the Department of Energy. He will have overall policy responsibility for nuclear export control and supplier issues. In mid-March, WILLIAM MURPHEY, Office of Nuclear Technology and Safeguards, led the U.S. delegation to Sydney and Canberra, Australia, for a week of technical discussions on International Atomic Energy Agency safeguards on nuclear materials. □

## Personnel

New arrivals in the Office of Foreign Service Career Development and Assignments are HELEN COLLINGS, KARIN WARPULA, NANCY McKEE and ANDY DILLARD. GWEN CORONWAY, career development officer for consular officers, participated in a consular workshop in Panama, March 6-7. She consulted with consular staff and personnel officers at the embassies in Bogota and Caracas. ROBERT W. FARRAND, deputy director, Of-

fice of Foreign Service Career Development and Assignments, traveled to the Middle East and North Africa, February 22-March 7, to consult on personnel and security-related issues in Algiers, Baghdad, Kuwait, Abu Dhabi, Sanaa and Jeddah. □

## Politico-Military Affairs

BRUCE PICKERING, Office of Theater Military Policy, attended the conference of national armaments directors, in Brussels, April 15-16. WILLIAM H. GUSSMAN, director, Office of Strategic Technology Affairs, led an interagency delegation to Europe, for bilateral consultations with officials of the French, West German, Italian and British governments. ALOYSIUS O'NEILL, Office of Strategic Technology Affairs, participated, March 15-22, in a meeting in Paris on export controls.

*People:* KRIS CICIO, Office of the Director, resigned April 11, to accept a position in Belgium. DOUGLAS KINNEY departed the Office of Theater Military Policy, March 28, for four weeks of language training, in preparation for his assignment in the political section of Embassy Caracas. ARTHUR LOWRIE, political adviser at MacDill Air Force Base, Tampa, Fla., retired April 3. CHARLES McGARRY, intern in the Office of Strategic Technology Affairs, has returned to full-time studies of international affairs at George Washington University. □

## Public Affairs

*Office of the Assistant Secretary:* Assistant Secretary BERNARD KALB accompanied the Secretary on his trip to Europe, March 20-30. The trip began in Paris, where the Secretary addressed the Stanford Alumni Association's international conference, March 21, followed by visits to Istanbul and Ankara, Turkey, and Athens, Greece, where he held bilateral meetings with Turkish and Greek government officials. The trip concluded in Rome, Italy, where the Secretary had a private audience with the Pope and attended Easter mass at St. Peter's. While in Rome, he had meetings with Italian government officials and CARDINAL CASEROLI of the Vatican. Deputy assistant secretary ROBERT M. SMALLEY addressed the Vancouver, Wash., Rotary and Chamber of Commerce, March 5, and spoke to the Eugene, Ore., World Affairs Council, March 6, on U.S.-Soviet relations and arms control. He moderated the annual meeting of the Executive Council on Foreign Diplomats, March 17, in the Department.

*Office of the Historian:* On April 7 the office released, "American Foreign Policy: Current Documents, 1983." The book is the most recent volume in an ongoing Department series; it covers the third year of the Reagan administration

... WILLIAM Z. SLANY, the historian, received a certificate, March 17, for his service in hiring handicapped persons in his office. Presenting the certificate were SHARON AHMAD and AUBREY VERDUN of the Equal Employment Office and SHELDON YUSPEH, coordinator for the handicapped. DAVID H. HERSCHLER helped organize, then chair a session on archival and records management concerns and electronic recordkeeping sponsored by the Society for History in the Federal Government and the Records Management and Micrographics Council, March 11, at the General Accounting Office.

*Office of Opinion Analysis and Plans:* BERNARD ROSHCO, director, was appointed a member of the advisory committee to Public Opinion Quarterly, the journal of the American Association for Public Opinion Research. He conducted a seminar for senior fellows of the Gannett Center for Media Research, at Columbia University, March 19.

*Office of Public Programs:* Secretary's coordinator JANICE SETTLE, Media/Principals Division chief DAVID CARDWELL and regional programs officer NANCY STONE advanced SECRETARY SHULTZ's March 3 appearance at the Veterans of Foreign Wars' annual Washington conference. Mr. Shultz delivered on-the-record remarks to the Executive Council on Foreign Diplomats, at a luncheon on March 17. Over 200 chief executive officers of "Fortune 500" corporations attended. Washington Programs Division chief ILMAR HEINARU served as coordinator for these events.

Beginning March 7, members of the Regional Programs and Media/Principals Division arranged 70 direct line (telephone) interviews with radio stations and editorial boards across the country, on "contra aid" legislation, as well as on the sale of missiles to Saudi Arabia. On March 27, regional programs officer CONSTANCE DUNAWAY, in conjunction with the Business Council for International Understanding, arranged a breakfast meeting in New York with 16 corporate chief executive officers for the assistant secretary for Near Eastern and South Asian affairs, RICHARD MURPHY. She also arranged press briefings for him with the New York Times, Time magazine, the Hearst News Service, the Journal of Commerce, UPI, Money World and CBS-TV. Media/Principals Division secretary MIMA CANNETTI transferred to the Regional Programs Division, March 21.

On March 6 the bureau, along with the Bureaus of Human Rights and Humanitarian Affairs and European and Canadian Affairs, sponsored a briefing for nongovernment organizations interested in the upcoming Conference on Security and Cooperation in Europe meeting, in Bern, Switzerland. The topic was "Human Contacts." During the briefing, representatives were encouraged to share any ideas they have with MICHAEL NOVAK, who led the delegation.

On March 20 the Washington Program Division held its monthly briefing for Washington representatives of nongovernment organizations.

The topic was South Africa—an update of the political situation and a discussion of aid to South Africa. DOUG HOLLADAY of the South African Working Group and MARK EDELMAN of AID's Bureau for Africa addressed the briefing.

More than 200 national volunteer Sister Cities International leaders, municipal officers, business and citizen leaders, plus some 60 foreign ambassadors whose nations participate in this program, attended an eighth-floor luncheon on March 20, to celebrate that organization's 30th anniversary. Deputy Secretary JOHN WHITEHEAD welcomed the group, after which U.S. Senator HOWARD M. METZENBAUM (D.-O.) presented the Sister Cities International Ambassador's Award to Philips Industries chairman JESSE PHILIPS. Conference officer MARIE BLAND coordinated the event.

On March 25, Mr. Whitehead met with 1985-86 Stanford Sloan Fellows, in the Department, where he discussed foreign policy issues. Mr. Smalley introduced Mr. Whitehead to the fellows. Coordinating this briefing was Ms. Bland.

**Correspondence Management Division:** Writer-editors attended various Foreign Service Institute seminars related to their drafting areas. JACQUELINE STRAUB attended a one-day seminar on the problems involved in incorporating protection of intellectual property (e.g., software) into the General Agreement on Tariffs and Trade . . . DONNA KREISBERG and CHRIS MacDONALD heard PAUL NITZ summarize the status of U.S. arms control efforts in Geneva, at a symposium . . . Division chief HAROLD HEILSNIS learned about computer applications in the two-week course, "Computers in a Foreign Affairs Environment." . . . Ms. Kreisberg, deputy chief of the division, participated in the executive performance seminar, designed to improve management effectiveness.

**People:** PATRICIA MILLER has joined the staff of the Office of the Executive Director, as secretary to the executive director. She transferred from the Bureau of Economic and Business Affairs . . . EUNICE LEONARD was promoted from the Office of the Historian to the Office of Public Programs, as secretary to the director . . . ORNELLA CAVALLO joined the "Foreign Relations" staff of the Office of the Historian, as a research assistant. She was reassigned from the Bureau's Correspondence Management Division . . . STEVEN DeMUTH, Office of the Historian, has been reassigned. □

## Refugee Programs

JAMES N. PURCELL JR., bureau director, accompanied by DOUGLAS R. HUNTER, director, Office of Reception and Placement, participated in the Department of Health and Human Services' Office of Refugee Resettlement regional consultations, in Boston . . . ROBERT L. FUNSETH, senior deputy assistant secretary, met with the comptroller of the UN Relief and Works Agency and the agency's JOHN MILES, to dis-

cuss and review its operations and programs during the present year and those projected in 1987. Also present from the bureau were the acting deputy assistant director for international refugee assistance, JOHN A. BUCHE; the deputy director, Office of European, Near Eastern and Latin American Refugee Assistance, JUDITH J. CHAVCHAVADZE; and program budget officer PRISCILLA B. STOWE . . . Mr. Funseth met with the joint voluntary agency representative in Manila, WILLIAM APPLGATE, to discuss the operation of his office, in connection with the U.S. refugee program in the Philippines. Mr. Applgate was accompanied by his parent organization's president, JOHN McCARTHY of the International Committee on Migration of the Roman Catholic Church . . . ANDRE PASQUIER, director of operations, International Committee of the Red Cross, with MICHAEL VEUTHEY of the Red Cross International Organizations Division and JEAN-MARC BORNET, its delegate general for Africa, visited the bureau to discuss the bureau budget and Red Cross special appeals. Budget officers ROZANNE D. OLIVER and Stowe provided briefings on the 1986 budget and prospects for 1987, indicating that U.S. support for Red Cross appeals for Africa, Central America, Kampuchea/Thailand and Afghan conflict victims would continue, but that funds would not be available to respond to other appeals (East Timor, Iran-Iraq, Lebanon and the Philippines). The meeting was attended by JAMES P. KELLEY, director, Office of International Refugee Organizations, and EDMUND ATKINS, director, Office of Multilateral Affairs, Bureau of Human Rights and Humanitarian Affairs.

SAID BILLE ADEN, governor of the Lower Shebelle region of Somalia, and HUSSEIN ADAM, founder of the Somali unit for research and emergencies and rural development, met with State and AID officials to discuss U.S.-supported settlement activities, the enumeration issue and the differential rationing system . . . ARTHUR E. DEWEY, deputy assistant secretary for international assistance, hosted a luncheon in honor of Gov. Said and Mr. Adam . . . H.L. DUFOUR WOOLFLEY, MARGARET J. McKELVEY, DONNALYN SMITH, HUNTER FARNHAM and DEBORAH PRINDLE were in attendance . . . The Somali permanent representative to the United Nations in New York met with Mr. Dewey to congratulate him on his new appointment as deputy UN high commissioner for refugees and to discuss two issues, namely the flow of refugees into northwest Somalia and the exchange rate issue.

UN special representative TATSURO KUNUGI, deputy JAMSHID ANVAR and the director of the UN Border Relief Organization, Y.Y. KIM, met with Mr. Purcell and Mr. Dewey, on the results of the New York donors' meeting, UN financial requirements, education, security and the situation on the border and in the Cambodian interior.

The bureau hosted a refugee workshop in San Jose, Costa Rica, to address refugee assist-

ance and protection issues in the region, the roles of the international organizations and private voluntary agencies, U.S. regional priorities and strategies for dealing with refugees, and the role of the embassy refugee reporting officer . . . JOHN A. BUCHE, director, Office of European, Near Eastern and Latin American refugee assistance; DONALD M. KRUMM, director, Office of Emergency Operations; and DAVID K. RAMOS, program officer, participated in the workshop . . . While in Costa Rica, Mr. Buche, Mr. Krumm and Mr. Ramos performed a rapid assessment of the adequacy of relief activities being delivered in UN refugee camps in Costa Rica. Participants at the workshop were State officers from the embassies at Mexico, Tegucigalpa, Managua, San Jose, San Salvador and Guatemala; AID officers from San Salvador, Guatemala and San Jose; representatives of such international organizations as the Office of the UN High Commissioner for Refugees, International Committee of the Red Cross, Intergovernmental Committee on Migration and the League of Red Cross Societies.

JAMES F. LAWRENCE, executive director, traveled to Geneva, to review administrative activities with refugee counselor BEAUVEAU NALLE; the U.S. mission administrative counselor, FRANK FORGIONE; and the refugee and migration affairs staff . . . On behalf of the bureau, FRANK N. SASS, Office of the Coordinator for Refugee Affairs, conducted a hands-on two day automated refugee tracking system workshop in Bangkok with systems managers and other representatives from New Delhi, Singapore, Manila, Kuala Lumpur and Bangkok . . . THERESA L. RUSCH, program officer, represented the bureau at the Department of Health and Human Services, Office of Refugee Resettlement, regional conference, in Seattle, and monitored the voluntary agency program in Boise, Id. . . ANITA L. BOTTI and ARCHIE M. BOLSTER, program officers, monitored voluntary agency contract performance in Richmond, Va.

Recently joining the bureau were WILLIAM J. GARVELINK, LAWRENCE R. FIORETTA and MARY P. LEE . . . Mr. Garvelink is deputy director, Office of Emergency Operations; Mr. Fioretta is a program officer, Office of Policy and Program Coordination; and Ms. Lee is the secretary, Office of Regulations and Correspondence.

The bureau arranged for showings of a film which documents efforts in southeast Asian refugee camps to prepare refugee children for secondary schools in the United States. The program, known as "PASS," is described in a 28-minute documentary videotape which explores some of the difficulties refugee adolescents experience when entering American schools for the first time, and explains the new PASS program at Bataan, Philippines, and Phanat Nikhom, Thailand, which was designed specifically to help refugee adolescents succeed in American schools. PASS is funded by the bureau. For information, contact Nancy A. Soper, program officer, Office of Refugee Training, 647-1046. ■

## Letters to the Editor

(Continued from Page 1)  
available overseas . . .”

Since Dr. Dustin proffered drug dependency as one of several potential causes of the child's immature and disturbing behavior, he might have opened the parent's eyes a bit by revealing a sad and sober truth: drugs, and potent ones as well, are as readily available to a 16-year-old, with lunch money in his/her pocket, in the United States as in any other place one could name. It isn't just "over there."

Sincerely,  
STEPHEN H. KING

*Dr. Dustin replies; I did not intend to imply that drugs represent a more serious hazard for young people at overseas posts than is present in any environment in the United States. It must be said, however, that the American teenager with dollars is an attractive target for overseas pushers, and the economics of the drug trade in many producing countries makes cutting unwarranted—hence higher potency of available products. □*

### Status of Jerusalem

SILVER SPRING, MD.

DEAR SIR:

This is to draw your attention to several factual errors and omissions in the "Post of the Month" for February, which was Jerusalem—a city with which I am very familiar.

Your lead sentence states that Jerusalem is a walled city. Jerusalem hasn't been a walled city since the days of the Turkish Empire. Today, a very small area of Jerusalem consists of the Old City, which is walled. Furthermore the U.S. consulate general is located at 18 Agron Street, which is certainly not within the Old City.

Writing that Jerusalem "is being used by the Israelis as their capital" is a somewhat garbled statement of fact. You might have mentioned that Jerusalem is the capital of the State of Israel but that the United States does not recognize it as such. You might have also noted the precise status of the U.S. consulate general and its relation-

### Transfer Tremors . . . . . by ebp

I was transferred to ALGERIA; when I was told it was that OR ANother tour in Washington, I opted to go.

I was transferred to BOLIVIA; the assignment just dropped into my LAP, A Zenith in my career.

I was transferred to ECUADOR, after telling my counselor I would QUIT Or stay in Washington if I couldn't get to South America. □

ship to the Israeli government and to the U.S. embassy.

The Old City is loosely divided into four quarters—Moslem, Jewish, Christian and Armenian.

On Page 25 is a photo of American Cultural Center director Arthur Green and his children. Its caption fails to identify the site. The photo was taken within the Jewish Quarter, overlooking the plaza in front of the Western Wall (which is visible). The Dome of the Rock can be seen in the distant background.

On Page 24 you identify a Greek monk and on Page 27 you identify Moslem women touring the Old City. However, on Page 28 you fail to identify a Jewish man and a Jewish boy on the plaza in front of the Western Wall.

The view which you identify, on Page 29, as "Christian quarters of the Old City" is an expanse of rooftops which cover the buildings and some of the streets of the Christian Quarter of the Old City.

Thank you for passing this information onto your readers.

Sincerely,  
RONALD S. BLUM, USIA (ret.) □

### Tax tip

MEXICO CITY

DEAR SIR:

For prospective retirees and those now retired whose surviving annuitant may be a nonresident alien of the United States, it is probably not generally known that the Internal Revenue Service exacts a flat 30% income tax on that survivor's annuity.

It is perhaps an even lesser known fact that this 30% tax can be substantially ameliorated under the provisions of "Rev. Rul. 79-388," a codicil to the IRS Code, in direct proportion to the

### A 'Transfer Tremor'

GUAYAQUIL, ECUADOR

DEAR SIR:

Enclosed is a contribution to "Transfer Tremors":

I was almost transferred to ECUADOR, but they QUIT Offering the job when I threatened to write all my reports with aGUA Y A QUILI.

Best regards,  
KENNETH DURKIN □

number of years worked by the original annuitant outside the continental limits of the United States.

This provision of "Rev. Rul. 79-388" was explained to me by a helpful official of the Internal Revenue Service and should be of no small interest to those officers and nonresident alien spouses to whom it applies.

For further clarification, interested parties should contact Gertrude L. Wieckoski, chief, Retirement Division, who is, of course, familiar with this IRS ruling and the required proof of years worked overseas needed to avail themselves of the provisions of this regulation.

Sincerely,  
ARTHUR V. DIGGLE □

### Guess which

WASHINGTON

DEAR SIR:

Ever since my name appeared on Page 43 of your March issue (under "Retirements") I have received many calls. I would like those friends, foes and curious folks out there who read this incredulous news to see if they can guess which statement is correct: (a) I have retired because I won the New York State lottery. (b) I have retired to join a religious cult. (c) I have retired



to accept a high-paying political appointment. (d) "They" messed up again!

Sincerely,  
MARIA D. LINVILLE  
Future retiree

### Jobs for spouses

WASHINGTON

DEAR SIR:

In reference to the March article on the proposed program for spouses of State Department employees posted overseas, why not afford the qualified spouses the job opportunities outlined in the Foreign Service Associates Program? It would provide career utilization and enhancement to qualified spouses. Since they are already part of a worldwide-available family, it would be cost-effective if consideration could be given to recruiting them for already existing professional jobs, such as the Foreign Service specialist positions.

To maintain a capable Foreign Service is not to deny jobs to qualified persons just because they happen to be "spouses."

Sincerely,  
DIANE CANDY

### Boon for secretaries

WASHINGTON

DEAR SIR:

I would like to commend your magazine on including articles on "disciplined writing." Since secretarial position descriptions in Government agencies include a provision that some type of communication must be prepared, it is important that simple grammatical rules are applied. The fact that your publication is willing to devote space to a subject that can assist secretaries and other persons responsible for drafting correspondence and documents must be given an "A."

I just hope that you will continue this service and that all persons responsible for the written word adhere to the rules as Mr. Goldstein outlines them.

Sincerely yours,  
RITA M. CHATHAM  
Bureau of Human Rights and  
Humanitarian Affairs

### Favorite feature

PORT LOUIS, MAURITIUS

DEAR SIR:

One of the first things I do when I receive my new STATE each month is to flip to the "Post of the Month" article. It's easily my favorite of your monthly features, and I think you and your staff do a fine job of selecting varied and interesting photographs to share with your readers. I particularly enjoy seeing the familiar sites—and often familiar faces—from past assignments and/or trips around the world, al-

though seeing new and different places is also valuable as it often gives one ideas for future travels via Foreign Service assignments.

Is there a list of posts that have at one time been chosen, with the date each post was featured? If so, could you perhaps publish this? Your readers would be interested in seeing which posts have (and by their omission which ones have not) been in the spotlight.

Sincerely,  
PATRICIA KING KEEGAN

### Here's a list of the 'Posts of the Month'

#### 1978

Prague (April)  
Stockholm (May)  
Dar es Salaam (June)  
West Berlin (August/September)  
Abidjan (October)  
Brussels (consular) (November)  
Sofia (December)

#### 1979

Manama (January)  
Tokyo (February)  
Kathmandu (March)  
Manila (April)  
Copenhagen (May)  
Bridgetown (June)  
Paris (July)  
Lagos (August/September)  
La Paz (October)  
Bangui (November)  
Beirut (December)

#### 1980

Sanaa (January)  
Karachi (February)  
Antananarivo (March)  
Belgrade (April)  
Algiers (May)  
Suva (June)  
Bangkok (July)  
Kinshasa (August/September)  
Wellington (October)  
Santiago (November)

#### 1981

Maracaibo (January)  
Rabat (February)  
Islamabad (March)  
Addis Ababa (April)  
Thessaloniki (May)  
Georgetown (June)  
Brussels (July)  
Port Moresby (August/September)  
Dakar (October)  
Paris (OECD) (November)  
Geneva (UN) (December)

#### 1982

Monrovia (January)  
Sinai Field Mission (May)

Belfast (June)  
Belize (July)  
Asuncion (August/September)  
Caracas (October)  
El Salvador (November)  
Tel Aviv (December)

#### 1983

Madras (January)  
Yaounde (February)  
Beijing (March)  
Port-au-Prince (April)  
Porto Alegre (May)  
Amman (June)  
Lima (July)  
Guangzhou (August/September)  
Tijuana (October)  
Cairo (November)  
Athens (December)

#### 1984

La Paz (January)  
Saudi Arabian posts (February)  
Kuwait (March)  
New Delhi (April)  
Leningrad (May)  
Quito/Guayaquil (June)  
Medan (July)  
Warsaw (August/September)  
Budapest (October)  
East Berlin (November)  
Naples (December)

#### 1985

Rabat (January)  
Ottawa (March)  
Santiago (April)  
Vienna (May)  
Malabo (June)  
Kuala Lumpur (July)  
Santo Domingo (August/September)  
Lubumbashi (October)  
Praia (November)  
Ankara (December)

#### 1986

Panama (January)  
Jerusalem (February)  
Bissau (March)  
Hong Kong (April)  
Nassau (May)

## Obituaries

**Loy W. Henderson**, 93, known as "Mr. Foreign Service"—he was a career ambassador whose 39 years of service led to the naming of the Department conference room in his honor—died of congestive heart failure on March 24 at the Carriage Hill Nursing Home, Bethesda, Md.

Mr. Henderson had played a prominent role in several historic developments in eastern Europe, the Middle East and in State's management operations. Following President Roosevelt's recognition of the Soviet Union in 1933, Mr. Henderson became one of the leaders of the team that established the American diplomatic mission in Moscow. From 1938-42 he served as assistant chief of the Division of European Affairs, in charge of the eastern European section.

Mr. Henderson was appointed minister in charge of the American legation in Baghdad in 1943. While in Iraq, he played a role in elevating the American mission from a legation to embassy status. In 1945 he was ap-



Mr. Henderson visits Benjamin Franklin State Dining Room in 1967, shortly after his 75th birthday. (Photo by Herbert Meyle)



Secretary Dulles, left, at swearing-in ceremony for Mr. Henderson, second from left, as deputy under secretary for administration, 1955. Also taking oath, for other offices, from left:

Assistant Secretary George Allen, Ambassadors Henry Byroade and James Bonbright, with Victor Purse, Office of Protocol. (Photo by Herbert Meyle)

*On learning of the death of Mr. Henderson, Secretary Shultz issued the following statement:*

I was saddened to learn of the death of Ambassador Loy Henderson. This most distinguished diplomat served the nation well . . . Throughout his career, he was known for his leadership, his high sense of integrity and for his role in foreign affairs . . . The Department and the Foreign Service join me in extending deepest sympathy to Mrs. Henderson and to all members of his family. □

pointed director of the Office of Near Eastern, South Asian and African Affairs. In this postwar period, he wrote recommendations for American assistance that were reflected later in the Truman Doctrine. He also worked on the problems that arose in connection with the establishment of the State of Israel.

His next ambassadorial assignment was to India, with a concurrent responsibility as minister to Nepal. From 1951-54 he served as ambassador to Iran, during the crisis involving the attempted overthrow of the shah.

Returning to Washington in 1954, Mr. Henderson was appointed deputy under secretary for administration. He played a major role then in implementing proposals of the Wriston Commission, which dealt with the relationship at State between the Foreign Service and the Civil Service. He was instrumental, too, in the construction of the Department's main building, which bears his name on the cornerstone.

During the 1956 Suez crisis, Mr. Henderson was sent to several ministerial meetings in Europe to deal with the future of the Suez Canal. Also during the mid-1950s, he served as special representative to ministerial meetings involving the Baghdad Pact countries. He was in the first group of five Foreign Service officers to achieve the rank of career ambassador—highest in the Foreign Service.

The son of a Methodist minister, Mr. Henderson was born in the Ozark

Acting Secretary Henderson greets Secretary-designate Dean Rusk, 1961. (Photo by Robert McNeill)

Mountains, near Rogers, Ark. A graduate of Northwestern, he also attended Southwestern College and the law school of Denver University. He joined the American Red Cross in France in 1918, and worked in Berlin with the Inter-Allied Commission for the Repatriation of Prisoners of War. In 1919 he served as a member of the American Red Cross Commission in western Russia and the Baltic states. In 1920 he was transferred back to Berlin to take charge of American Red Cross interests in Germany.

Joining the Foreign Service in 1922, he served as vice consul in Dublin and Queenstown, and as second secretary in Riga. He was assigned to the Division of Eastern European Affairs, 1924-27.

After retiring in 1961, Mr. Henderson taught at the American University School of International Service for seven years. The founder of the Washington Institute of Foreign Affairs, he was president and chairman of that organization until 1983. His awards included the President's Award for Distinguished Federal Civilian Service, the Department's Distinguished Service Award; decorations from Iran, Greece and Tunisia; and honorary doctorates from his alma matters plus five other universities. He served on the boards of the American Red Cross, the National War College, the Council on Foreign Relations, the American Foreign Service Association and Diplomatic and Consular Officers, Retired.

Mr. Henderson's survivors include his wife.

Burial was in the DACOR (Diplomatic and Consular Officers, Retired) Foreign Service memorial area at Rock Creek Cemetery. Memorial services were scheduled for May 3 at Foundry United Methodist Church. □

Secretary Vance welcomes Loy Henderson on Foreign Service Day, 1979. Ware Adams is at center. (Photo by Robert E. Kaiser)



**Theodore C. Achilles**, 80, a career minister who was ambassador to Peru, 1956-60, died of an embolism at the Washington Hospital Center on April 8.



Mr. Achilles

Beginning his career in 1931, he served as vice consul in Havana and Rome, and as third secretary in London. From 1940-41, he was U.S. representative to the governments-in-exile of Poland, Belgium, Norway and the Netherlands. Then, after an assignment as chief of the Division of British Commonwealth Affairs, he returned to London as first secretary.

Mr. Achilles was first secretary and consular officer in Brussels, 1946-47. Subsequent Department assignments were as chief of West European Affairs, deputy director of the Office of European Affairs, director of West European affairs and director of the planning staff for European affairs. In 1950 he was appointed U.S. vice deputy to the North Atlantic Council in London, with the personal rank of minister. He served as deputy chief of mission and minister in Paris, 1952-56. Before retiring in 1962, he was the Department's counselor for two years.

Mr. Achilles was born in Rochester, N. Y. A graduate of Stanford, he also attended Yale. From 1928-30, he was a newspaper man in California and Japan. Since retiring he has been director and chairman of the board of the Atlantic Council of the United States. He was a member of the board of the Eastman Kodak Co. and the Federal Union of the International Management and Development Institute.

Survivors include his wife, two daughters, two sons and 10 grandchildren. □

**Harvey J. Cash**, 66, a Foreign Service officer who retired in 1974 and then worked as a contract escort inter-

preter for the Department's Office of Language Services, died of a heart attack at the New England Medical Centre in Boston on February 15. He was stricken while on an assignment for Language Services.

Joining State in 1947, Mr. Cash was a clerk in Paris, a visa assistant in Rio de Janeiro, a consular assistant in Mazatlan and a consular officer in Mexico, Montreal and Paris. From 1963-68, he was principal officer in Nuevo Laredo.

His last assignment was to Madrid as consul general.

Mr. Cash was born in Glenwood, Ark. He attended Santa Maria College, George Washington University and the Alliance Francaise in Paris. During the war, he served in the Army. Survivors include his wife, two sons, two daughters, three grandchildren, a brother and a sister. □

**Joseph Meresman**, 48, who was deputy assistant secretary at the Information Systems Office, Bureau of Administration, from 1981 until he retired



Mr. Meresman

in 1984, died of lung cancer at George Washington University Hospital on March 19.

Joining the Foreign Service in 1964, Mr. Meresman served as vice consul in London, and administrative officer in Santo Domingo, Stockholm and the U.S. mission to the United Nations in New York and Geneva. Department assignments included those of staff assistant in the Executive Secretariat, 1966-67; executive director, Bureau of Educational and Cultural Affairs, 1977-78; and executive director, Bureau of Administration, 1980-81.

A native of New York, Mr. Meresman earned a bachelor's at Syracuse and a master's at Columbia. Survivors include his wife, a son, a daughter and two sisters. Contributions are

suggested to the George Washington University Cancer Home Care Program, 1229 25th Street, N.W., Washington, D.C. 20037. □

**Frank J. Mrkva**, 57, who worked in the Passport Office for 23 years before retiring in 1978, died after a long illness on January 1 at a hospital in Prince Frederick, Md.

A legal assistant at the time of his retirement, Mr. Mrkva's career included assignments as a mail supervisor, passport services assistant, office services supervisor and manager, general services officer and supervisory passport services officer. He worked in the Administrative Division, the communications section, the Field Services Division and the Legal Division. From 1950-52, he served in the Army.

Survivors include two sons and a daughter. □

**Thomas A. Kelly**, 75, a consular officer who retired in 1970 after an assignment to Munich, died on March 14.

Joining the Foreign Service in 1945, he served in Reykjavik, New Castle, Ottawa, Frankfurt, Hong Kong and Manila. A native of Pennsylvania, Mr. Kelly was graduated from St. Joseph's College.

Survivors include his wife. □

**Blanche Rule Halla**, 86, a retired special assistant in the Executive Secretariat, Correspondence and Review Staff, died of a pulmonary embolism at Bethesda Naval Hospital on March 10.

Joining State in 1919, she served on the Correspondence Review Staff during most of her 47-year career. She was chief of the staff from 1951 until 1962, when she was appointed special assistant.

A native of Washington, Ms. Halla was graduated from George Washington University. There are no known survivors. □

**Charles F. Darlington Jr.**, 81, who became the first resident U.S. ambassador in Gabon in 1961, died on April 11 at a hospital in his native New York State.



Mr. Darlington was assistant chief of State's Division of Trade Agreements, 1937-39. He was an adviser on commercial policy, then executive officer for foreign relief and rehabilitation operations, 1942-43. In 1945 he helped draft the UN charter at the San Francisco conference.

Mr. Darlington was a graduate of Harvard College. From 1943-45 he served in the Navy. He worked for the League of Nations as a currency specialist, 1928-31, and held other positions in the private sector. Survivors include his son Christopher Darlington who is a Foreign Service officer assigned to Port Louis, another son and a daughter. □

**Joe R. Warren Saunders**, 39, a communications specialist in the Office of Communications, 1981-84, died of cancer on February 27 at the Manor Care Nursing Home, Arlington, Va.

Born in Shawnee, Okla., Ms. Saunders was a graduate of the University of Oklahoma. A former police officer in California, she worked for the Treasury Department in Washington from 1976 until she joined State in 1978. From 1978-81, she was a support communications officer in Athens.

Survivors include her husband, parents and two sisters. □

**Angel L. Marquez**, 37, a passport examiner at the New York Passport Agency since 1984, died of acute bronchial asthma on March 20.

Born in Puerto Rico, Mr. Marquez earned a bachelor's at the Inter-American University of Puerto Rico and a master's at Long Island University in New York. He was a newspaper reporter in San Juan, 1970-76. From 1977-83, he worked in New York as a program director for the Commonwealth of Puerto Rico, Department of Labor.

Survivors include his wife and two sons. □

**Mary Louise Lemmo**, the wife of retired Foreign Service officer Charles A. Lemmo, died at her home on De-

ember 17. She had emphysema.

Ms. Lemmo had accompanied her husband on assignments to Iran, Iraq, Germany, Libya, Rhodesia, South Africa and the Sudan. In addition to her husband, of Route 2, Box 106, Kenton, Tenn., she leaves a daughter, two grandchildren, a sister and a brother. □

**June Farquhar Brown**, 63, wife of retired Ambassador L. Dean Brown, died of cancer on March 21 at Sibley Memorial Hospital. She had accompanied her husband on assignments in Europe, Asia and Africa.

Ms. Brown was born in New York. She was graduated from Finch College. Active in service organizations, she was a volunteer for the Red Cross and other groups that provide aid to military families.

Besides her husband, she leaves a son, a brother, a half-brother and a granddaughter. □

**Margaret S. Turkel**, 77, the widow of Ambassador Harry R. Turkel, died on March 27 in Washington, D.C. She had accompanied her husband on assignments in Mexico City, Lima, Athens, Bonn and Washington. She leaves a son, a daughter and grandchildren. ■

### Embassy Mexico employee killed in air crash

Ofelia Casarin, a Foreign Service national secretary in the press section at the embassy in Mexico City, died in the crash of a Mexicana airline flight on March 31. An embassy employee for 20 years, Ms. Casarin was traveling on private business. She leaves her husband and three children.

Also killed in the crash were family members of Foreign Service nationals Rosa Marie de Todd and Bertha Velazquez. □



KABUL, Afghanistan—At the annual memorial service to commemorate the assassination

by terrorists of U.S. Ambassador Adolph Dubs.

# Library Booklist

## Central Africa

Books are in the Department Library

### Burundi and Rwanda

- BOWEN, MICHAEL, et al. *Passing By: the United States and Genocide in Burundi, 1972*. Washington, Carnegie Endowment for International Peace, 1973. 49p. DT449.B8B68
- HABYARIMANA, JUVENAL. *Discours, messages et entretiens de Son Excellence le General-Major Habyarimana Juvenal, President de la Republique Rwandaise*... Kigali, Presidence de la Republique Rwandaise, 1980. 423p. DT450.435.H33
- LEMARCHAND, RENE. *Rwanda and Burundi*. New York, Praeger, 1970. 562 p. DT449.R9L44
- LINDEN, IAN and JANE LINDEN. *Church and Revolution in Rwanda*. New York, Africana Pub. Co., 1977. 304p. BR1443.R7L56
- MCDONALD, GORDON C. et al. *Area Handbook for Burundi*. Washington, American Univ., Foreign Area Studies, 1969. 203p. DT449.B8A5
- MELADY, THOMAS P. *Burundi: the Tragic Years*. Maryknoll, NY, Orbis Books, 1974. 110p. DT449.B8M45
- NYROP, RICHARD F. et al. *Area Handbook for Rwanda*. Washington, American Univ., Foreign Area Studies, 1969. 212p. DT449.R9A5
- WEINSTEIN, WARREN. *Political Conflict and Ethnic Strategies: a Case Study of Burundi*. Syracuse, NY Maxwell School of Citizenship and Public Affairs, Syracuse Univ., 1976. DT449.B8W45

### Central African Republic and Chad

- ALAWAR, MOHAMED A. *A Concise Bibliography of Northern Chad and Fezzan in Southern Libya*. Outwell, Cambridgeshire, England, Arab Crescent Press, 1983. 229 p. Z3695.C66
- BOUQUET, CHRISTIAN. *Tchad, Genese d'un Conflit*. Paris, Harmattan, 1982. 251p. DT546.42.B68
- CHAPELLE, JEAN. *Le Peuple Tchadien: Ses Racines, Sa Vie Quotidienne et Ses Combats*. Paris, Harmattan, 1980. 303p. DT546.44.C46
- DUMAS-CHAMPION, FRANCOISE. *Les Masa du Tchad: Betail et Societe*. Cambridge, Cambridge Univ. Press, 1983. 276p. DT546.445.M37D85
- KALCK, PIERRE. *Historical Dictionary of the Central African Republic*. Metuchen, NJ, Scarecrow Press, 1980. 194p. On order
- LANNE, BERNARD. *Tchad-Libye: la Querelle des Frontieres*. Paris, Kartbala, 1982. 245p. DT546.463.L8L36
- O'TOOLE, THOMAS. *Central African Republic: the Continent's Hidden Heart*. Boulder, CO, Westview, 1985. 130p. On order
- THOMPSON, VIRGINIA M., and RICHARD ADLOFF. *Conflict in Chad*. Berkeley, Institute of International Studies, Univ. of California, 1981. 180p. DT546.48.T49
- ZOCTIZOUM, YARISSE. *Histoire de la Centrafrique: Violence du developpement, Domination et Inegalities*. Paris, Harmattan, 1983. 2 vols.

DT546.35.Z63

### Cameroon and the Congo

- AGBOR-TABI, PETER. *U.S. Bilateral Assistance in Africa: the Case of Cameroon*. Lanham, MD, Univ. Press of America, 1984. 192p. On order
- BERTRAND, HUGHES. *Le Congo; Formation Sociale et Mode de Developpement Economique*. Paris, F. Maspero, 1975. 320p. HC547.C75B475
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The Super Bureaucrat  
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BY  
**CHIP BECK**

...A FOG BANK HAS  
SAVED THE GROUP  
FROM ATTACKERS...



I DON'T BELIEVE  
THIS - LOST IN A  
FOG BANK!

I REMEMBER THE  
FIRST TIME YOU WERE  
LOST IN A FOG....

... RIGHT IN  
YOUR OWN OFFICE!

LOOK!  
THE SUN!!

NO PLANES OR  
MISSILES - WE'RE SAFE!



GREAT!  
NOW WE  
CAN SEE WHERE  
WE'RE LOST  
AT...



FOR SEVERAL  
MONTHS OUR  
TRAVELERS GET  
CARRIED AROUND THE  
WORLD IN THE EARTH'S  
AIR CUPRENTS,  
FLYING OVER EXOTIC  
LANDS....

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...THE PYRAMIDS

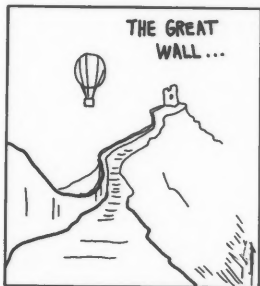


THE VAST  
SAHARA ...

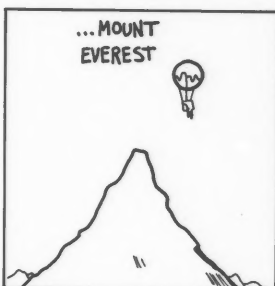


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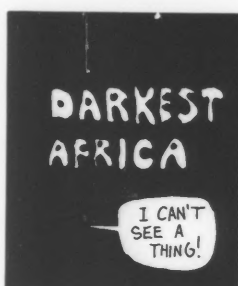
BACK TO  
RATAN...



THE GREAT  
WALL ...



... MOUNT  
EVEREST



**DARKEST  
AFRICA**

I CAN'T  
SEE A  
THING!



...THE  
RIVIERA...

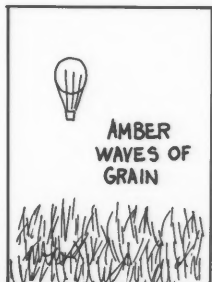
WHERE'S  
MISS  
BEHAVEN  
?

TOPSIDE-  
GETTING  
A  
TAN.



FINALLY, MORE  
FAMILAR SITES  
COME INTO VIEW...

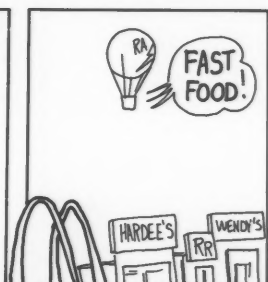
THE  
GOLDEN  
GATE



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GRAIN



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SERVICE OFFICER  
RETURNING HOME



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FOOD!

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