

State

The Newsletter

United States Department of State

March 1989



MONGOLIA
Host to new U.S. mission



THE SECRETARY OF STATE
WASHINGTON

A Message from the Secretary of State

As I become Secretary of State, I want you to know I look forward to working with you.

The United States is entering upon a new era as we near the end of this decade and the beginning of a new century. New and different challenges are emerging worldwide. American leadership must continue, at times with greater subtlety and perhaps with even greater creativity. Our leadership must be realistic and shaped by our democratic values if we are to achieve greater freedom, peace and economic progress in the years ahead.

We in the Department of State are charged by statute to be the President's primary advisors in the formulation and implementation of foreign policy. But beyond the words of the statute are the people -- the Foreign Service and the Civil Service alike -- who help to chart the course ahead. You are the foreign policy professionals, whose knowledge, dedication, and judgment are the very embodiment of service in the public interest. This is a service that the President and I deeply value, as we have both recently stated.

I join with President Bush in emphasizing that public service should conform to the highest standards of ethical performance. For me, ethics means not only abiding by the letter of public service but also the spirit -- not only in what we do but how we do it. And part of that spirit surely means the feeling that we are engaged in a great common enterprise from which we and all Americans will benefit.

Let me close by noting that an important lesson of recent years is the need for both diversity and openness. America's greatness rests on the foundations of opportunity for all and a fair hearing for all views. I believe these are the characteristics of a great foreign policy as well. The professionals who make it work must reflect the talents and the abilities of all segments of our society. Each of us, in his or her own way, can do no less than give our best.

Thank you.



Letters to the Editor

What is good management?

WASHINGTON

DEAR EDITOR:

I wish to commend the Office of the Inspector General for its citation of five overseas posts for "excellent management." I believe that this is a much needed step toward strengthening good management within the Department.

It is, of course, very important that the Department ensure that waste, fraud and mismanagement are identified and corrected. However, it is even more important and productive to highlight good management. The best way to strengthen an organization is to identify those aspects, offices or individuals who do good work and build on their efforts.

I hope that the inspectors' efforts do not end with just recognizing good performance. Rather they should develop a body of information about what distinguishes the productive, well-managed posts from the less successful posts. This information should be shared as widely as possible, used in training and influence promotions and assignments. The type of performance that the inspectors found at

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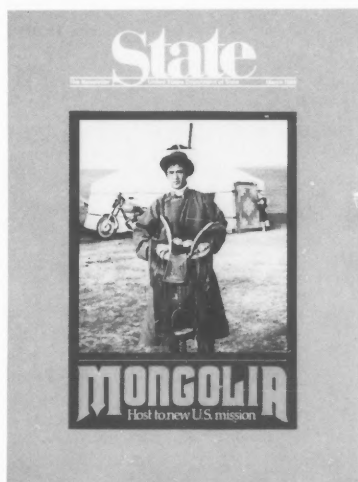
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There are 11 monthly issues (none in August). Deadline for submitting material for publication is in the first week of each month. Contributions (consisting of general information, articles, poems, photographs, art work) are welcome, *Double-space* on typewriter, spelling out job

titles, names of offices and programs—*acronyms are not acceptable.*

Black-and-white, glossy-print photos reproduce best. Each photo needs a caption, double-spaced, identifying all persons left to right. Send contributions to STATE magazine, DGP/PA, Room B-266. The office telephone number is (202) 647-1649.

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THE COVER—This herdsman with the silver-studded saddle also has a motorcycle in the background. Story on Page 7.

The Transition

White House announces choices for the 4 under secretary slots

Nod goes to Kimmitt, McCormack, Bartholomew, Selin

PRESIDENT BUSH has announced his selections for nomination of the four under secretaries who would serve with Secretary James A. Baker III at State. All the nominations would require Senate confirmation. The four are:

—*Under secretary for political affairs*—Robert M. Kimmitt, former general counsel of the Treasury Department, to succeed Michael H. Armacost.

—*Under secretary for economic affairs*—Richard T. McCormack, U.S. representative to the Organization of American States, to replace W. Allen Wallis.

—*Under secretary for security assistance, science and technology*—Reginald Bartholomew, ambassador to Spain, to succeed Edward J. Derwinski.

—*Under secretary for management*—Ivan Selin, founder and chairman of American Management Systems, Inc., to replace Ronald I. Spiers.

Following are biographical sketches of the four.

* * *

Under secretary for political affairs

Robert Michael Kimmitt was general counsel for the Treasury Department from June 1985 until October 1987. He was the principal legal adviser to Treasury Secretary James A. Baker III and headed the Legal Division, which included 1,800 attorneys in Washington and regional offices. Before that, he was executive secretary and general counsel for the National Security Council at the White House, with the rank of deputy assistant to the President for national security affairs, May 1983 to June 1986. From 1978 to 1983 he was a member of the council's staff, specializing in security assistance as well as legislative and legal affairs.

In 1977 Mr. Kimmitt was graduated from the Georgetown University Law Center, where he was editor-in-chief of "Law & Policy in International Business." Following graduation, he was a clerk for Judge Edward A. Tamm of the U.S. Court of Appeals, District of Columbia Circuit, 1977-78.

In March 1988 President Reagan appointed him to a six-year term as a U.S. member of the panel of arbitrators of the International Center for the Settlement of Investment Disputes, an affiliate of the World Court. The organization assists in

resolving disputes where at least one party is a government or government-controlled entity.

Mr. Kimmitt was born on December 19, 1947. He was graduated 9th in his class of 800 at the U.S. Military Academy, West Point, in June 1969. He then served a 16-month combat tour with the 173rd Airborne Brigade in Vietnam. During his military service, he won three Bronze Stars, the Purple Heart, the Air Medal and the Vietnamese Cross of Gallantry. He later was with the 101st Airborne Division at Fort Campbell, Ky.

He is a lieutenant colonel in the Army Reserve and lectures on national security matters at the National War College as well as West Point.

He is married to Holly Sutherland Kimmitt. They have five children—Kathleen, Robert Jr., William, Thomas and Margaret.

* * *

Under secretary for economic affairs

Richard Thomas McCormack has been the U.S. representative to the Organization of American States since 1985. Before that, he was assistant secretary for economic and business affairs, 1983-85. He was a consultant on international economics, at State, 1981-82.

Mr. McCormack began his Government service with the House Republican Conference on Foreign Affairs in the summer of 1966. From 1966 to 1967 he was on the Peace Corps staff. He then served in the Executive Office of the President, on the staff of the President's Advisory Council on Executive Organization, 1969-70. He was a candidate for Congress in the early 1970s. He became a deputy to an assistant secretary at Treasury in the latter year.

Mr. McCormack then was a consultant to the White House Trade Negotiator's Office, 1975; a member of the Senate staff, 1979-81; and a consultant to State, 1981-82. He was appointed assistant secretary for the economic bureau in 1983. He served there until he was chosen for the position to the Organization of American States, with the rank of ambassador.

He has held several positions in the private sector. He was a staff member of the Specter-for-Mayor campaign, 1967; director of operations research in Vietnam, Philco Ford Corp., 1967-68; and consultant to the



Mr. Kimmitt

American Enterprise Institute, 1975-77, the Saint Joe Minerals Corp., 1977, and the Whitney Communications Corp., 1978.

Mr. McCormack was born in Bradford, Pa., on March 6, 1941. He received a master's from Georgetown in 1963 and a doctorate from the University of Fribourg, Switzerland, in 1971. His foreign languages are German, Spanish and French. He is a member of the Bradford Club of Bradford, Pa. He is married to Karen Hagstrom McCormack. They have two children, Charlotte Louise and Justin Randall.

* * *

Under secretary for security assistance, science and technology

Reginald Bartholomew has been ambassador to Spain since 1986. Before that, he was ambassador to Lebanon, 1983-86, and U.S. special negotiator for U.S.-Greek defense and economic cooperation, with the rank of ambassador, 1982-83.

Mr. Bartholomew began his Government career with the Defense Department in 1968. He held positions in Defense as an analyst with the Policy Planning Staff, Office of the Assistant Secretary of Defense for International Security Affairs, 1968-69; deputy director, Policy Planning Staff, 1969-73; director, Policy Plans for National Security Council Affairs and the Task Force on Mutual and Balanced Force Reductions,



Mr. McCormack



Mr. Bartholomew



Mr. Selin

1972-74; again as director of the Policy Planning Staff, 1973-74.

He joined State in 1974 as deputy director, Policy Planning Staff. Three years later, he became deputy director, Bureau of Politico-Military Affairs. He was detailed to the National Security Council at the White House in 1977, serving there until 1979. He then was appointed director, Bureau of Politico-Military Affairs at State. Mr. Bartholomew was special Cyprus coordinator, Bureau of International Organization Affairs, 1981-82.

He was born in Portland, Me., on February 17, 1936. He received a bachelor's from Dartmouth in 1958 and a master's from the University of Chicago in 1960. He was an adviser, Committee on International Relations, University of Chicago, 1960-62; an instructor in social sciences, also at the university, 1961-62; a research fellow, Social Sciences Research Council, Paris, 1962-63; an instructor in social sciences, again at the university, 1963-64; and a lecturer in government at Wesleyan, Middletown, Conn., 1964-68.

His foreign languages are French, German, Italian and Spanish. He is a member of the Council on Foreign Relations and the International Institute for Strategic Studies. He has won many awards and honors, including the Defense Department's Out-

standing Performance Award, 1974, and its Meritorious Honor Award, 1974; the State Department's Distinguished Honor Award, 1976; its Superior Honor Award, 1985, and its Superior Performance Award, 1984. He received an honorary doctorate of laws from Wesleyan in 1985. He is married to Rose-Anne Dognin Bartholomew. They have four children—Sylvie, Christian, Damien and Jonathan.

* * *

Under secretary for management

Ivan Selin is the founder of American Management Systems, Inc. His principal responsibilities with the firm include corporate strategy and management, research and consulting. He has advised on financial management systems and procedures. He has also been consulted on management engineering procedures to improve the material condition of U.S. defense forces.

Before becoming the firm's chairman, Mr. Selin served in the Office of the Assistant Secretary of Defense (Systems Analysis), acting as the assistant secretary during the first year of the Nixon administration. In addition to substantive analysis of issues relating to defense, he was responsible for a number of reforms in the Defense Department's force planning and financial management processes, which allowed the Secretary of Defense to delegate many man-

agement responsibilities while improving his ability to monitor and control the results.

After leaving the Defense Department, Mr. Selin continued his interest in national security affairs. He is chairman of the U.S. director of central intelligence's advisory panel on military economics. He also is a member of the United Nations Association's U.S.-Soviet parallel studies panel.

From 1960 to 1965 he was a research engineer at the Rand Corp., working on national security issues and doing research in statistical communication theory. He has been involved in consulting and voluntary activities, dealing with defense, intelligence estimates and U.S.-Soviet security issues. He is a frequent visitor to the Soviet Union and author of articles on information processing and the Soviet economy. He also has been involved in activities directed against drug abuse.

Mr. Selin was born in New York on March 11, 1937. He received three degrees in electrical engineering from Yale—the bachelor's in 1957, master's in 1958 and doctorate in 1960. He also received a doctorate in sciences (mathematics) with highest honors from the University of Paris in 1962. He was a Ford scholar, 1952-54, and a Fulbright scholar, 1960-61. He is a member of Tau Beta Pi, an engineering honor

society, and Sigma Xi, a scientific honor society. He is a member of the Council on Foreign Relations and chairman of its study group on nuclear strategy and forces. He also is on the Board on Telecommunications and Computer Applications of the National Academy of Sciences, and a member of the academy's Advisory Board on the USSR and Eastern Europe.

Mr. Selin was a member of the Young President's Organization. He is a trustee and leader of the task force on heroin, Federal City Council; a member of the executive committee of the Greater Washington Research Center; president of the Greater Washington Corp. Against Drug Abuse; and a trustee of the Washington Support Center. He speaks six languages and has traveled extensively. He lived in France as a graduate student and has held several consulting assignments in France, Italy, Latin America and Iran, in the local languages. He has written a book, "Detection Theory," as well as papers on security, statistical communication, and on information processing in the Soviet Union. □

Armacoast to Tokyo; Abram to Geneva

President Bush as of mid-February had announced his intention to nominate two ambassadors—Michael H. Armacoast, under secretary for political affairs, to Japan, and Morris B. Abram, former vice chairman, U.S. Commission on Civil Rights, to the European office of the United Nations. Both nominations would require Senate confirmation. Mr. Armacoast would succeed Michael J. Mansfield in Tokyo; Mr. Abram would replace Joseph C. Petrone in Geneva.

Following are biographical sketches of the two:

* * *

Japan

Michael Hayden Armacoast has been under secretary for political affairs since May 1984. He was ambassador to the Philippines, 1982-84. From 1980 to 1982 he was deputy assistant secretary for East Asian and Pacific affairs.

Mr. Armacoast taught political science as assistant professor of government at Pomona College, Claremont, Calif., 1962-68. He then was a visiting professor of international relations at International Christian University, in Tokyo, 1968-69. He taught at Johns Hopkins, 1970-71, and Georgetown, 1971-72.

Mr. Armacoast was a member of the Policy Planning Staff at State, 1968-72 and



Mr. Armacoast



Mr. Abram

1974-77. In 1972-74 he was special assistant to the ambassador to Japan. From 1977 to 1978 he was senior staff member for East Asia at the National Security Council and, from 1978 to 1980, he was deputy assistant secretary of defense. He then came to the State East Asia bureau.

Mr. Armacoast was born in Cleveland on April 15, 1937. He received a bachelor's from Carleton in 1958, and a master's (1961) and a doctorate (1965) from Columbia. He attended Friederich Wilhelms University in Bonn, 1958-59. His foreign languages are German and Japanese.

Among his awards are Pomona College's Distinguished Professor Award, 1966; State's Superior Honor Award, 1976; the Defense Department's Distinguished Civilian Service Award, 1980; and the Carleton College Alumni Achievement Award, 1983.

He is the author of two books, "The Foreign Relations of the United States" and "The Politics of Weapons Innovation," and many publications and commentaries on national security and foreign affairs. He is a member of the Council on Foreign Relations. He is married to Roberta June Bray Armacoast. They have three children—Scott Burnett, Timothy Michael and Christopher Cole Armacoast.

* * *

European office, United Nations

Morris Berthold Abram has been chairman of the National Conference on Soviet Jewry since 1983. From 1984 to 1986 he was vice chairman of the U.S. Commission on Civil Rights.

Mr. Abram, a lawyer, was president of Brandeis University, Waltham, Mass., 1968-70. He was a member of the President's Commission for Study of Ethics in Medicine and Biomedicine and Behavioral Research, 1979-83, and chairman of the Moreland Act Commission on Nursing Homes and Residential Facilities, 1975-76. He has been a partner in the New York law firm of Paul, Weiss, Rifkind, Wharton & Garrison since 1970.

Mr. Abram was born in Fitzgerald, Ga., on June 19, 1918. He received a bachelor's, summa cum laude, from the University of Georgia in 1938; a doctorate in law from the University of Chicago in 1940; another bachelor's (1948) and a master's (1953) from Oxford, where he was a Rhodes scholar; and honorary doctorates from Davidson, 1972, and Yeshiva, 1975. He is the author of "The Day is Short," and co-author of "How to Stop Violence in Your Community."

Active in civic affairs, he has served as national president, American Jewish Committee, 1963-68; on the board of directors, 20th Century Fund and as president of the Field Foundation, 1965-82. He also has been on the boards of Morehouse College, the Institute of International Education, the Council on Foreign Relations, Benjamin N. Cardozo Law School, Weizmann Institute of Science, Yeshiva University, Sarah Lawrence College, the United Negro College Fund and others.

Mr. Abram served as a major in the Air Force, 1941-45, and was decorated with the Legion of Merit in 1946. He was a

member of the prosecution staff at the International Military Tribunal at Nuremberg, Germany, in 1946. He is a member of the Atlanta, Georgia and American bar associations. He is married with five children. □

Strategic arms talks post: Richard Burt

President Bush has announced his intention to nominate Richard R. Burt, who served as ambassador to West Germany from 1985 until recently, as U.S. negotiator for strategic nuclear arms with the rank of ambassador. The nomination requires Senate confirmation. He would succeed Stephen R. Hanmer.

Mr. Burt was assistant secretary for European and Canadian affairs, 1983-85. He was director of the Bureau of Politico-Military Affairs, 1981-82.

Mr. Burt was a correspondent for the New York Times in Washington, 1977-80. He was assistant director, International Institute for Strategic Studies, in London, 1975-77. He also worked as an advanced



Mr. Burt

research fellow at the U.S. Naval War College in Newport, R.I., 1972, and as an adviser on defense and arms control to the

House of Representatives' GOP Wednesday Group, 1973. He was a copy editor with the Boston Globe, 1971-73, and a consultant to the Rand Corp., the Hudson Institute, the European-American Institute for Security Research and the Stanford Research Institute, 1973.

Mr. Burt was born in Sewell, Chile, on February 3, 1947. He received a bachelor's from Cornell in 1969, and a master's in international relations from the Fletcher School of Law and Diplomacy in 1972. He is the author of many articles on European security and strategic affairs. He received the Crown fellowship at Fletcher and was an aerospace history fellow at the U.S. Air Force, and he participated in the honors program at Cornell. He has served as a research fellow at the Center for Foreign Policy Research of Johns Hopkins School of Advanced International Studies, and has lectured at Georgetown, the Foreign Service Institute and the National War College.

Mr. Burt is married to Gahl Lee Hodges Burt. They have one child. ■



COPENHAGEN, Denmark—Court chamberlain Hans Hemming Moltke escorts

Ambassador Keith L. Brown to present his credentials to Queen Margrethe II of this

Scandinavian country.

News Highlights

Employee leaks classified data, is placed on leave; case goes to Justice

A Department employee who gave classified documents over a period of months to private individuals and the news media has been placed on administrative leave, and his case has been referred to the Department of Justice for possible criminal prosecution. He admitted his involvement after he was identified in an investigation by the Diplomatic Security Service.

The matter became known when Secretary Shultz sent a memorandum on January 12 to all Department employees. "The unauthorized disclosure of classified information is a very serious matter," Mr. Shultz wrote. "It should not be tolerated. Let me emphasize that we are very proud of the fact that this is an exception. But it should serve as a reminder to everyone involved in the handling of classified information that the utmost care is required. As this shows, the Department is committed to conducting an aggressive investigation to identify the responsible person and to taking the most forceful action possible."

Meanwhile, in a Department Notice of January 19, employees were reminded that "classified information, including 'extra' copies, is never personal property." The notice continued:

"Employees who are transferring, retiring or separating from the Department may not remove classified information in any form from official premises, and must ensure that it is in official custody upon departure. Before leaving the Department, all separating and retiring officials are required to receive a mandatory briefing and must sign OF 109, Separation Statement, in which they state that they are not retaining any classified or administratively-controlled information. OF 109 advises that Section 1001 of Title 18, U.S. Code, provides criminal penalties for falsifying or concealing a material fact in a statement or document submitted to any agency of the U.S. Gov-

Bush budget for State: same as Reagan's

The revised U.S. Government budget that President Bush submitted to Congress early in February made no significant alterations in the amounts of funds sought by former President Reagan for the salaries-and-expenses account at the State Department (STATE, February). □

ernment.

"3 FAM 1869.2, "Disclosure of Classified Information," applies to former employees of the Department. It states that there are 'statutory restrictions on the disclosure of classified information, violations of which may be cause for criminal prosecution. Such employees are further cautioned against the unauthorized use for personal gain of information obtained from official Government records or documents which came into their possession or knowledge while on active duty.'

"Former employees who wish to publish material which relates to information about which they had knowledge during their employment by the U.S. Government, and which might possibly contain classified information, should send a copy of the manuscript to the Classification/Declassification Center for classification review. [The center] will review the material and inform the requestor of any portions that should be deleted before publication because the information is classified. □

State surpasses goal in charitable drive

State has raised \$771,631 for the Combined Federal Campaign, exceeding the goal of \$756,000 set for the Department. Overseas posts contributed \$306,974, retirees \$54,136 and the offices and bureaus in Washington \$410,521. State had a total of 500 persons who gave 1% or more of their salaries.

Eighteen offices and bureaus exceeded their dollar goals: Near Eastern and South Asian Affairs (152%), Legislative Affairs (149%), Human Rights and Humanitarian Affairs (140%), Politico-Military Affairs (134%), International Organization Affairs (133%), Refugee Programs (130%), Economic and Business Affairs (127%), Executive Secretariat (119%), European and Canadian Affairs (115%), Personnel (114%), Administration and Information Management (113%), International Communications and Information Policy (110%), Oceans and International Environmental and Scientific Affairs (107%), Office of Inspector General (107%), Foreign Service Institute (106%), Inter-American Affairs (106%), Under Secretary for Management (105%) and Legal Adviser (101%).

Nine bureaus met the Combined Federal Campaign dual standards of dollar-giving and number of employees participating: Inter-American Affairs, Near Eastern and South Asian Affairs, International

Communications and Information Policy, Human Rights and Humanitarian Affairs, International Narcotics Matters, International Organization Affairs, Under Secretary for Management, Foreign Service Institute and Refugee Programs.

Under Secretary Ronald I. Spiers paid tribute to volunteers in the Department who helped manage the campaign. □

Black History Month

The Department observed Black History Month in February with lectures, music and exhibits. The observance opened with an address by Wintley Phipps, ordained minister and singer, in the Dean Acheson Auditorium, February 7. Also scheduled were the "Ambassadors of Song," musical selections, February 16; the former ambassador to Denmark, Terence A. Todman, to discuss black officers in the Foreign Service in a talk at the Secretary's Open Forum, February 21; the Rt. Rev. John Walker, Episcopal bishop at Washington National Cathedral, to address employees, February 24; and Genesis II, Inc., a gospel group, to sing, February 28. An exhibit was on view in the D Street lobby. □

Embassy Kabul closes

The United States on January 30 closed its embassy in Kabul because of the security situation in Afghanistan's war-torn capital. Chargé d'affaires Jon Glassman, in a brief memorial service on the embassy grounds for the late Ambassador Adolph Dubs, who was killed in 1979, said: "The Spirit of Mr. Dubs remains in Kabul. The United States will return." □

Return to Namibia

The Department plans to reopen its liaison office at Windhoek, Namibia, in southwestern Africa. There will be an initial complement of five Americans and four Foreign Service nationals. □

Rules for polygraph

Regulations have been issued governing the use of polygraph examinations in investigations of State employees and Department contractors. The text was published in a Department Notice of January 19 and is to appear also in the Foreign Affairs Manual (3 FAM 165). ■

Clever name

The name of the post newsletter at the consulate general in Madras, India, is the Curry-er. □

Life in the Foreign Service

Making it in Mongolia

At the new post, an 'aroma of mutton'

BY STEVE MANN

The author is assigned to the Bureau of East Asian and Pacific Affairs.

IT WAS THE MOST isolated American mission, and one of the smallest, when Embassy Ulaanbaatar opened last April 17, almost two decades after the first U.S.-Mongolian talks on establishing relations. Political-economic officer Victoria Nuland and I were sent on a six-month assignment to set up the embassy and pave the way for Ambassador Richard Williams to present his credentials. Given the omnipresent budget crunch, Ulaanbaatar staffing was set at two: no secretaries, communicators or Marines. To keep matters simple and secure, the post was to handle only unclassified material.

The most practical route to the Mongolian capital is from Beijing, on a 40-hour, 800-mile rail journey via a spur of the Trans-Siberian express. The train rolls through northern China and skirts the edge of the Gobi Desert before pulling in to Ulaanbaatar. The Mongolian part of the journey features scrub desert, rolling hills in the distance, a rare small settlement and herds of camel grazing at trackside. We were met at the platform by Wade Leahy, up from Shenyang on a temporary-duty administrative advance, and David Stinn, the British chargé. A number of temporary-duty people from Beijing, and Judy Deane from the Bureau of Intelligence and Research, had paved the way for us in and, with Mr. Leahy, were the real U.S. pioneers of Ulaanbaatar. First stop from the station: Room 226 of Hotel Ulaanbaatar, which was to serve as embassy quarters until our office and apartments were ready.

Like most everything else in UB (for obvious reasons, Mongolia hands use a shorthand term for the city), Hotel Ulaanbaatar is created in the Soviet image. The overstuffed plush furniture, massive crystal chandeliers and double-paned windows echo the Moscow decor of the 1950s. Throughout the hotel, the aroma of mutton hangs in the air. Mutton and milk are mainstays of the Mongolian diet, the legacy of a nomadic, herding culture. In local lore, our Room 226 was still known as "the French embassy," since the French spent 14 years operating an embassy from that room before closing down in 1984. Eighteen countries,



Ambassador *Richard Williams*, seated, second from left, and *President Jambyn*, on his left, with Mongolian officials and embassy officers

at presentation of credentials. The author is standing, fourth from right.



Ambassador *Richard Williams*, right, and chief of protocol *Natsagdorj* review honor guard, en route to the presentation of credentials.



Sprucing up the embassy entrance.



Diplomatic building No. 42, home of the U.S. embassy.



Everyone participates: May Day parade on Sukhbaatar Square.



Exhorting the masses: political placards at the Chinese border.



A believer at prayer.



Part of Gandang Lamasery, Ulaanbaatar.

mostly of the Soviet bloc, maintain embassies; we, the British, Indians and Japanese form the noncommunist minority. The French and West Germans plan to arrive soon and create a "first": a jointly-staffed embassy serving both countries.

Unisex fashion

Ulaanbaatar is far and away the largest city in Mongolia, with a half-million inhabitants; the 600,000 square miles of Mongolia hold only 2 million persons. The city's name means "Red Hero," and commemorates fighters in the 1921 struggle that wrested Mongolia from Manchu and White Russian control. With broad streets flanked by block-long apartment buildings and imposing granite-front ministries, Ulaanbaatar has the look of a Soviet provincial city. Still, remnants of the traditional herding culture persist. The del—a high-collared robe bound with a sash, worn by both sexes—is common in the city and universal



The welcoming arms of Air Mongolia: advertisement on an apartment block.



Proudly bearing the Young Pioneer scarf: class at Olgii Middle School.



Young jockey in the Naadam races.



Young Pioneer show at Olgii Middle School.

in the country. And on more than one occasion, we looked out of the office window to see herdsmen, on horseback, driving steers through the concrete canyons of our residential quarter.

At the center of the city is Sukhbaatar Square, an echo of Moscow's Red Square, complete with a gray and red-marbled

mausoleum containing the remains of Mongolia's national heroes: Sukhbaatar ("Axe Hero"), leader of the revolution, and Choibalsan, his staunch comrade and later the dictator. (Primer on terms: Inner Mongolia, which is not the Mongolia of Ulaanbaatar, is an autonomous region belonging to China. The Mongolian Peo-

ple's Republic, with Ulaanbaatar as the capital, is Outer Mongolia. Officials of the latter understandably dislike the term Outer Mongolia, since it is Chinese-originated, recalls past tribal cleavages and suggests a country divided. The fact that it's a synonym in English for utter remoteness doesn't help either.)



A ger. The ropes secure the felt covering from blowing away in the high prairie winds.

In the daily administrative slog of post opening, we got constant help from the ministry of foreign affairs protocol office and from the Mongolian diplomatic services agency known as ADDA. In communist states, diplomatic services agencies exist in theory to make life easier for foreign missions. To our surprise, it actually worked that way in Mongolia. The government viewed U.S. recognition as the path to American investment and industrial technology, and as the final step of international acceptance. These benefits, combined with innate, honest Mongolian hospitality, caused our hosts to push hard and help us out. Our other faithful allies were the Beijing administrative people and Hong Kong general services officers, who provided professional backup for all of our administrative work.

Ger, sweet ger

There is no modern, sturdy office space and housing available to us in Ulaanbaatar, and the United States will have no choice but to build its own compound to get a suitable structure. But for the indefinite future, the post consists of a 600-square-foot apartment as the chancery, two small apartments for residences, and space for storage and temporary-duty housing. Most Ulaanbaatar residents live in apartments but, in the northern reaches of the capital and throughout the countryside, families live in a ger, which is a round felt tent known in the West as a yurt. A ger has a woodburning stove at the center for heating and cooking. Wooden beds and shelves are arrayed at the side, with family mementoes and cookpots hanging from the walls. The floor is simply the ground, sometimes covered by blankets and rugs.

Post communications are by telex, through Irkutsk and Moscow to Embassy Beijing, which relays messages into the diplomatic telecommunications system. Since we had to type our messages on a keyboard with both Cyrillic and Latin characters, this kept excess verbiage to a minimum. Cum-



Herding family with American guest (*Tasha Mann*, daughter of author).



Ambassador *Williams*, *Jan Soreth* (wife of author) and *Tasha Mann*, with bowls of

morning, tea inside a ger.

bersome as telex was, though, it was easier on the post budget than the \$23—per-minute phone charge to Washington. Classified traffic, and as much routine traffic as possible, was drafted in Beijing on courier runs there.

Opening a post means opening crates, overseeing renovations, ordering an endless series of supplies: there is no local procurement. Period. Moreover, labor is scarce, and it often fell to us servants of the taxpayer to break open the lift-vans and move



A herdsman's flock in Bayan-Olgii, at foothills of the Altai mountain chain.



Kazakh herdsman shearing sheep in Bayan-Olgii.

in the furniture and appliances. Equipment is also scarce. With no forklifts to unload 20-foot lift-vans from a truck, we once borrowed a construction crane from a neighboring building site to do the job.

Mongolists: still at State

Administrative work unsurprisingly took up the largest share of our worktime,

but we also had the chance to produce the first regular political and economic reporting from the country. There couldn't be a more interesting time to report from Mongolia. Glasnost and economic reform are sweeping the country, and Ulaanbaatar is avid for contact and cooperation with the West. Whenever possible, we took the chance to get out of the capital for some

field reporting. My colleague, Ms. Nuland, trudged through the copper mines of Erdenet and herdsman's gers in Tov province; I headed for the Kazakh enclave of Bayan-Olgii and the western province of Hovd. Neither of us spoke Mongolian, but Russian is widely spoken in the country and is standard in the diplomatic corps. (Our Foreign Service still has a cadre of Mongolists, trained in the 1960s and 1970s in anticipation of UB's opening. But by this time, they're too senior to staff the post.)

In-country travel from the capital is easily arranged on Air Mongolia's propeller-driven AN-24 aircraft. AN-2 biplanes, a type not seen in the United States since the 1930s, provide village-to-village service. Favorite stops for tourists are Dalandzadagad, in the Gobi Desert, and Kharkhorin, capital of the ancient Mongol empire. On the tourist path, travelers stay in comfortable, warm gers, and dine on the prize Mongolian delicacies of boiled, fresh-killed mutton and ayrag: fermented mare's (or camel's) milk. The dish known as Mongolian hot pot, by the way, is a Chinese fantasy of what Mongols eat. It is unknown in Mongolia.

Weather report

Although Mongolian winters can hit-60F, spring is the hard season. Dust storms sweep across the treeless plain and blanket Ulaanbaatar, blocking visibility and turning the air a dim mustard yellow. One of the most arid places on earth, Mongolia gets a scant 10-12 inches of precipitation per year.



Ambassador-at-large *Nicholas Salgo*, on right, the author, second from right, and *Bart*

Flaherty slice off chunks of mutton in a Kazakh herdsman's ger.



Embassy driver *Duinkerjav* astride a horse.

Cold weather lasts from September to June. Ulaanbaatar's last snow of the spring was May 29. But the brief summer is delightful: piercing blue skies, temperatures in the 70s. In the hills north of the city, alpine wildflowers blanket the meadows and blossom in new colors every two weeks. By late August, though, the leaves are turning and snow is just a few weeks off.

Recreation at post is varied. Mongolia has a dazzling national opera, unique traditional music ensembles and Soyol Erdene, and home-grown rock band. Tourist sights in the capital include a diverse range of museums and the inevitable ponderous

monuments to the Soviet army. The capital's most impressive sight is the Gandang Lamasery, the only lamasery left in operation after the antireligious terror of the 1930s. Visitors are welcomed at services, where a chorus of saffron-robed lamas chant Tibetan Buddhist texts as rows of butter candles illuminate ancient silk banners and a thousand statues of buddhas and demons. But the best times are outdoors. Summer weekends bring outings into the hills and along the River Tuul. The Mongolian countryside is pristine and scarcely populated. Fly-fishing for arctic char, a cousin of the rainbow trout, is a favorite pastime (and source of fresh food). In winter, cross-country skiing is the most popular sport. For the miniscule Anglo-American community, the highlight of the weekly social calendar is Friday-night drinks at the British embassy's Steppe Inn, a cargo-container remodeled into a civilized English pub. Sunday mornings are spent at Sunday market, an irrepressibly capitalist flea market, crowded as the Tokyo subway, that offers everything from ger frames to antique Russian brass. Naadam, the national holiday, is celebrated in early July by a two-day sports festival of archery, horse racing and wrestling. Mongolians ride as toddlers, and the jockeys in the races are young children who push the sturdy Mongolian horses across

10-to-20-mile courses. Wrestling is the most exotic sight: big-bellied, barrel-chested grapplers who flap their arms in the "eagle dance" of victory after tossing an opponent.

Ambassador: a long commute

U.S. tourism to Mongolia is on the rise, as is professional interest. Groups of U.S. academics and businessmen visited the capital last June, and Ambassador-at-large Nicholas Salgo and Ambassador to the United Nations Vernon Walters subsequently flew in for talks. Ambassador Williams arrived in September, to present credentials as the first American envoy to Mongolia. The ambassador to Mongolia is the only U.S. chief of mission who is resident in Washington. We're not likely to have a resident ambassador before adequate quarters can be built, and that won't be soon. Until that time, the ambassador will travel to Mongolia several times a year.

On the day of presentation, chief of protocol Natsagdorj met the ambassador at the embassy and ferried him in a Chaika limousine to the office of President Batmonkh in Sukhbaatar Square. It was a memorable day: the American flag was raised over the square as the Mongolian army band played "The Star-Spangled Banner." Mr. Williams reviewed the honor guard and entered the office for the presentation and an unusually long meeting with the president.

We closed the embassy for the winter, on October 2. At that point, it was fully operational: apartments and offices furnished, communications in place, contacts made throughout the government and diplomatic corps. Our local staff remains at post, helping the stray tourist and temporary-duty assignee. When planning for the post opening had begun, no one anticipated that the embassy would be in shape to survive the winter: hence the planned closing. Our new team, consisting of Mike Senko and Ted Nist, are in Russian-language training and will arrive in UB this spring. Thereafter, UB will be a year-round operation.

The pluses

A few closing thoughts: Ulaanbaatar has some of the harshest living conditions in the Foreign Service, but that was outweighed by the unique satisfactions of UB life: the unspoiled countryside, unexpectedly warm times with Mongolian contacts and diplomatic corps colleagues, the chance to be antibureaucratic in opening a new post—and the finest vodka in the world. ■

Second Careers

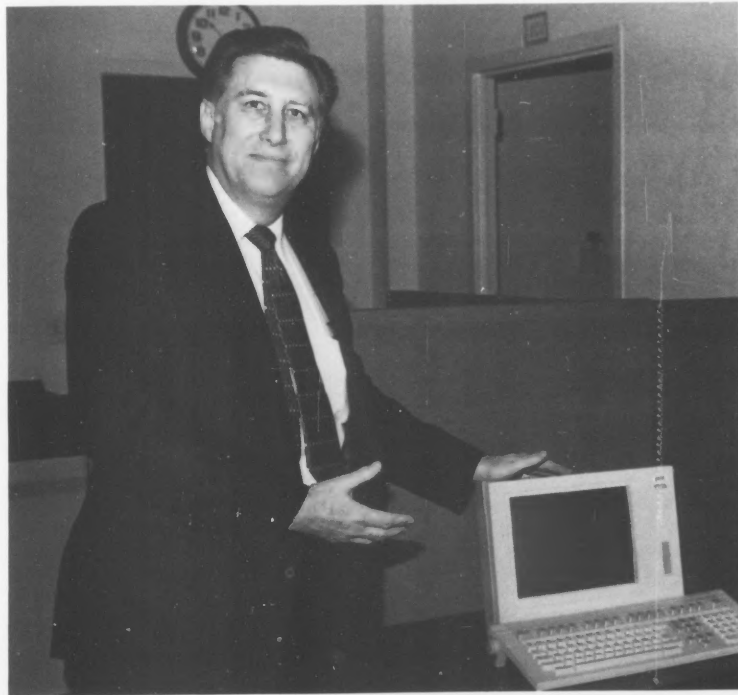
Office at State helps those who are leaving the Department

'I found my job through the program,' one officer says

FOREIGN SERVICE officers who are forced to retire because they haven't been promoted have been turning to the Department's Office of Career Transition for help. Since the office was established in 1987, some 200 of those officers have entered its 90-day job search program and many have begun new careers.

William E. Landfair, who retired in 1988 after a 29-year career, is now a senior international analyst with a software management firm that has a contract with the Department. A former participant in the job program, he says: "One thing I learned in it is don't be ashamed to tell people you're leaving State. I felt like a failure, but I overcame that as a result of the encouragement I got in the program. I started finding out I wasn't alone. At first I felt like, here I am, I didn't make it. Then I saw others who

Director *Donald R. Woodward* indicates one of the services provided to employees seeking assistance from the Office of Career Transition. (Photo by *Ann Thomas*)



didn't make it, either, and hey, it's all right! The interaction and support I got from the program were very helpful."

The program provides more than moral support, though, says director Donald R. Woodward. He explains: "We ask two main questions: What do you want to do and where do you want to do it? If you're not focused on those two things, you're at a loss. During the first five weeks, participants attend formal training designed to help them answer those two questions. Included are counseling sessions with the office staff, workshops on writing resumes, videotaped interviews, panel discussions and information on retirement benefits and annuities.

"Then the job search begins. We don't find people jobs, they find their own. But we maintain a skills-bank register and a list of leads from newspapers and other sources. Retirees are also given use of word-processing terminals, telephones and other office supplies."

Smithsonian has a slot

Raymond Seefeldt, a former consular officer now employed by the Smithsonian Institution's exchange visitors program, is one who benefited from the office's list of job leads. He says: "I found my job through the program. The people there kept a book of job openings, and I learned that the Smithsonian was looking for an ex-consular officer. There'd been an ex-consular officer who went to work there about a dozen years ago. He was taking care of consular-related work and was retiring, so he looked to his homeland, so to speak, for someone like himself. The work I do now is similar to what I did in the Foreign Service, except that I'm on the other end. I used to be the person who approved or disapproved visa applications. Now I prepare papers for scholars that the Smithsonian would like to have admitted into the country."

Finding a new job has been more difficult for Eli Bizic, an economic officer who participated in the program last summer. Because he has not yet found employment, he joined in a grievance that was filed by involuntary retirees and remains on Department rolls for the time being. He's assigned to the Office of Legislative Affairs.

"The seminar was helpful in giving advice on how to write a resume, and how to begin a job search and conduct oneself during a job search," he says. "I'm still looking at ads and networking. But the process is ongoing. Getting an interview hasn't been that easy, and 90 days isn't adequate. At times I get discouraged, but as you search, you find there are a lot of jobs related to foreign policy that are very interesting and exciting." Mr. Bizic, who continues to use the facilities at the Office of Career Transition, adds: "The people there are very good sounding boards. You can talk to them and get advice."

Teaching English

Retirees who don't have families sometimes have more flexibility in choosing another job. Susan M. Klingaman, a former political officer, has earned a master's in teaching English as a second language, and now teaches at George Mason University. She says: "I'm single, so I didn't have the financial difficulties that some people have. People who teach English as a second language don't make a lot of money. I get 50%



Earl Ambre, training and counseling chief in the Office of Career Transition, gives guidance at a seminar. (Photo by Ann Thomas)

of my salary as an annuity, and this year I'm teaching only one course."

William F. Eaton, a former political officer, has gone into the travel business. He says: "I have very positive recollections of the job search program and the quality of the assistants and instructors in such areas as writing resumes and compiling possible leads. They were very good in preparing a person to go out and seek work. I used the Wangs in preparing resumes, and I spoke with the instructors, as all people did on a regular basis. I'm making much less than I was before I retired, even with my annuity. But I'm hoping it will improve. I don't have children, so I didn't have the financial pressure that many others faced. It allowed me

to pursue a career that other people may not have been able to pursue."

Program for all

Participation in the career transition programs is not limited to those who are being forced to retire. Department employees who are retiring voluntarily may elect to participate. Foreign Service employees may participate in the job program during their last 90 days in pay status, Civil Service employees during their last 30 days. Employees who are eligible to retire or within one year of eligibility may, with the approval of their supervisors, participate in the training and job search elements of the program for up to 80 hours, but need not retire after they complete the training. All participants may continue to use the Office of Career Transition facilities for up

to one year after retirement.

In addition to the job search program, the office conducts retirement planning seminars which last one week. Employees who are eligible to retire voluntarily, or who are within five years of eligibility, may attend these seminars.

Employees who wish to receive periodic lists of job leads may register in the skills bank by completing a registration form and sending it to the office. The lists are sent to home addresses, and the names of registrants are not disclosed to other offices in the Department. From time to time, registrants may be contacted directly concerning possible employment opportunities.

For information, call the office, (202) 673-5526, or write to it in State Annex 20.

—DONNA GIGLIOTTI ■

People at State

No rocking chair for this gran'ma!

She's in the Foreign Service

THIS IS NOT your usual profile of a brand-new Foreign Service officer:

—Grandmother.

—Mother of four—30, 28, 14 and 12 years old.

—Wife in a role reversal with her businessman-husband, whom she had followed around the world for many years.

—Woman who took the written exam with her family and was the only one who passed.

But for Penny Adams Rogers, who is all of the above, entering the Service is the story of dreams coming true years later.

Ready for the question?

"Why did you join the Foreign Service?" is a question that all officers hear often in their careers. The answers vary, of course, but those that Ms. Rogers gives are unique.

She replies: "I had wanted to be a diplomat when I graduated from college. At that time, though, the usual path for a woman was to marry, raise a family and follow her husband. My husband, Richard, was first a naval officer, then an international businessman specializing in manufacturing. We raised four children and traveled from our home in Hawaii to live in the Philippines, Brazil and Jamaica. In those years of moving and setting up homes in new places, I became a part-time journalist, writing for UPI and English-language dailies and free-lancing for publications like the Christian Science Monitor, Americas and Travel & Leisure."

She continues: "One day, when our two oldest children had graduated from college, they decided to take the written test for the Foreign Service. I told them that I had always wanted to do that, too. With a lot of laughter, the whole family went off to take the test together. Imagine the surprise when *Mom* was the only one to pass. They all looked at me with a new perspective. Not just Mom anymore.

"The examiners mentioned that 28,000 had taken the written that year. I was amazed and proud. The orals, followed by another set of written and orals for a better score, the background investigation, medical checkups for me and the family took up the next three years. I was placed on the register and waited to be called for a class.

"During that time, my older son, also a journalist, and his wife had a baby, mak-



Penny Adams Rogers with son Richard Jr. and grandson Richard Douglas Rogers III, at swearing-in of her Foreign Service class.

ing me a grandmother. My older daughter went into the Peace Corps on the Caribbean island of Nevis. And I continued to write, take care of the two younger children and follow my husband on consulting assignments. We meandered from Indonesia to Australia and on to Singapore, Malaysia, Thailand and Nepal, checking in frequently with the registrar to see if my name had made it to the top of the list for a class. 'Not yet,' was always the answer.

So when?

"We went on to India, Egypt, Holland, France and Spain, and still no call. After a year, we arrived home in Hawaii last June. Then, one day at 4 a.m., the phone rang; it was the registrar asking if I could join the 44th class, August 22, four days hence in Washington. By coincidence, my husband had a project in Washington starting the same day. The four of us packed our carry-ons, closed the door on our home with no time to pack out, and arrived in Washington hours before the class was to start.

"The entire family watched as I was sworn in a few days later. The average age of my class was 30. My brother-in-law pointed out that indeed we knew who had raised the age curve. It's true, I admit it."

Asked how it feels to be starting a career when most people are looking forward to kicking back and leisure, Ms.

Rogers replies: "Exhilarating. Challenging. Awe-inspiring, I suppose. I'm very proud to be a part of this. My biggest surprise was the camaraderie of my class. Thirteen of the 37 were women, and of course I was the oldest."

Love that post!

Commenting on her first post, Rio, she says: "I'm thrilled to be going back to a city in March that I had known and loved. I've been taking a brush-up in Portuguese, learning those tenses I had never used properly. For my family, the priorities are suddenly different, and we're all adjusting. My work in the past was on a part-time basis, with family obligations coming first. Now the children, Jon and Katie, often do the cooking and cleaning. Richard does grocery shopping and dishwashing and laughingly calls himself the dependent spouse. But he still has his consulting to do. I've found it difficult to let go of responsibilities I've always had, and I appreciate even more the difficulties today's woman has in trying to balance career and a family. A family, then a full-time career may well be easier, although the jury is still out on that."

On whether she would advise other older people to try for the Foreign Service, she says: "Why not? If there's something you always dreamed of and the opportunity comes up, what harm is there in trying?"

In the classes entering the Foreign Service from October 12, 1983, to November 21, 1988, there have been 15 women over 50, of whom four were married and two who had children under 18. ■

Honors and Awards



ANTWERP, Belgium—Walter Neeckx, right, European Logistical Support Office programmer, receives Superior Honor Award from director Clifford W. Mecklenburg for developing programs which permit receipt and transmission of over 40,000 unclassified telegrams annually via the VS100 computer, utilizing high-speed data links instead of leased teletype lines.



NEW DELHI, India—Lila Ram, right, is presented a certificate by Ambassador John R. Hubbard on retiring with 21 years service.

With them is Diane Maimone, general services officer.



PRETORIA, South Africa—At award ceremony, left to right: Diane Pirie, Johannes Nkgapele, Johannes Meko, Edison Mmusa,

Samuel Mashishi, Kenneth Makwati, Ambassador Edward Perkins, Joseph Moremi, Simon Meko, Johannes Mononyane, Samson Sambo,

Gilliot Mbuyane, Freddie Malebye, Ronnie Malebye. ■

Ask Dr. Goff



Q.

EAST ASIA
Our embassy does not have a health unit, so if we require medical care such as seeing a doctor or having laboratory work done, we use the local facilities and pay for this out of pocket. Shouldn't the Department pay for these services? Some posts have health units which provide many of these same services free of charge.

A.

Embassy personnel are responsible for payment of all local outpatient care (not provided at the embassy health unit) which isn't in connection with an illness or injury requiring hospitalization or equivalent care (3 FAM 685.2). Current regulations don't provide for payment of outpatient care under any other circumstances. Outpatient medical expenses may be submitted to your insurance company for reimbursement. Charges incurred by participants in the State medical program for in-service (medical clearance) medical examinations, including laboratory fees, are paid by the Department. Screening laboratory work, such as hepatitis A and B, when medically or administratively indicated, can be done at our laboratory in Washington at no cost to a participant in the program. Certain screening studies, such as HIV, must be done in that lab.

Q.

AFRICA
Can our pet dogs and cats transmit disease to humans?

A.

Owing a pet can be a marvelous experience. It is also a commitment, a responsibility and often a challenge when you're living overseas. Some infectious disease can be spread by dogs and cats to humans. Because of its potentially fatal consequences, the most publicized of these is rabies. Rabies is caused by a virus, and human infection is usually the result of a bite from an infected dog or cat. Your pet can be protected against rabies by maintaining a current rabies vaccination. Proper supervision of your animal will also help prevent unnecessary exposure to rabid animals. Adopting or handling stray dogs, cats or other animals in an area where rabies is endemic can place you at a great risk, since their past history

This column by Paul Goff, 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. Goff directly. In either case, your privacy will be respected; your post will not be identified.

of exposure is unknown. If you're obtaining a cat or dog overseas, it's best to purchase it from a person you know. Never adopt an animal that's ill. (Pre-exposure rabies vaccination for humans is recommended in many rabies endemic areas. Check with your health unit or regional medical officer.) Intestinal worms may also be transmitted to the family from your pet dog or cat. Children are often at greater risk than adults, because they play in areas where dogs and cats defecate, are often more intimate with the animals and are less careful about what goes into their mouths and about handwashing.

Other intestinal worm diseases may be transmitted by the fecal-oral route. Dogs and cats infected with the tapeworm *Echinococcus* can transmit this through their feces to humans. Dogs and cats are infected by eating carcasses and offal of other animals. Prevention includes regular deworming of your pets and pet supervision—not allowing them to roam free and hunt raw meat.

Cutaneous larva migrans, also known as creeping eruption, is an uncomfortable local skin reaction in which the larvae of dog or cat hookworm burrow under the skin. Dogs and cats infected with hookworm pass the larvae in their feces. If they're allowed to defecate in play areas or children's sandboxes, transmission to humans can occur. People can also be exposed when lying in the sand on local beaches where dogs and cats defecate indiscriminately. Regular deworming of your dog or cat is important in prevention, as well as controlling and appropriately cleaning the area where your animal defecates.

Another skin disease which can be passed from dogs to humans and from humans to dogs is a fungal infection called ringworm. This is transmitted to people through close contact with an infected animal. Ringworm in your animal is often found on the muzzle and, if identified, should be treated without delay.

Toxoplasmosis is a protozoal disease of cats (it occurs less commonly in dogs) which is transmitted through feces to humans by the fecal-oral route. This is a

hazard for pregnant women. The infection may result in damage to the fetus. Pregnant women are advised not to handle litter boxes or the fecal matter of cats for this reason.

Dogs and cats may act as hosts for fleas, lice, ticks and scabies. Fleas and ticks, besides biting, can carry disease to the animal as well as to humans. A dog or cat is infected with a tapeworm called *Dipylidium caninum* by swallowing fleas carried in the fur. Human infection also can occur if the flea is accidentally ingested. This occurs primarily in small children during close contact with their pets.

Ticks cause disease in animals as well as in humans, including Rocky Mountain spotted fever and Lyme disease. Night soil, often used as a fertilizer overseas, may be a vehicle for ticks and fleas. Scabies, a skin disease caused by a bothersome mite, may also be transmitted by dog or cat.

Dogs may be a reservoir for human infection from bacteria such as *Salmonella*, *Yersinia* and *Campylobacter*. Dogs can infect humans with tuberculosis, and vice versa. Because pets become part of our families, their health must be taken seriously. Pet food bowls should be kept clean, their food well-cooked, and their water boiled (they are susceptible to infection with giardia and bacteria). Regular veterinary visits, current vaccinations and deworming are advised.

If you are to serve in areas of the world where veterinary care is limited, talk with your hometown veterinarian before departing the United States, for advice about how to keep your pet disease-free. Take along the necessary vaccinations and medications (including deworming medications and flea collars) if they're unavailable at post. There are excellent books about pet health. One is "Dog Owner's Home Veterinary Handbook" by Delbert G. Carlson, D.V.M., and James M. Griffin, M.D.

As a member of your family, your pet's health is very important. A chain is, as the saying goes, only as strong as the weakest link. You have a stake in keeping pets happy and healthy. □

Q.

WASHINGTON
My mother has been diagnosed as suffering from dementia. Is this the same thing as Alzheimer's disease?

A.

The word "dementia" describes a "condition of deteriorating mentality." Dementia



MEDICAL SERVICES—Dr. Eben H. Dustin, who twice served as medical director, on being presented the Wilbur J. Carr Award by Secretary Shultz at a retirement ceremony in the Treaty Room. Dr. Dustin also was regional medical officer in Kabul, Monrovia, Vientiane, Saigon and Vienna. With him is his wife, *Merle Dustin*.

may have many causes or forms, of which Alzheimer's is the most common cause. Dementia should not be confused with being forgetful. Forgetfulness is common to all of us, and is more common in older persons as a normal part of the aging process. Forgetting where you put your glasses is different than forgetting that you wear glasses at all. The dementia of Alzheimer's is slow and progressive. It's marked by declining mental abilities, leading eventually to total disorientation and incapacity to care for one's self. The cause of Alzheimer's is still being explored. As of yet, there are no known means to halt its progression or to cure it. Other causes of dementia are multiple strokes, chronic alcohol abuse and brain tumors. In addition, some people with the symptoms of dementia are found to have a treatable medical problem, such as drug intoxication or depression. To understand your mother's diagnosis, consult with her physician. Explore ways in which her life may be

enriched, regardless of her condition. □

Breast cancer support group being organized

A lunchtime support group for women with breast cancer is being organized by the Employee Consultation Service in the Office of Medical Services. The group would meet for one hour every other week, at noon on Mondays. It is open to women with the disease who are members of the Civil or Foreign Service or who are in the immediate family of an employee.

There will be no fee, and the service will be confidential. Topics for discussion by the group may include how to live with cancer; new ways of thinking about cancer; coping with chemotherapy and radiation; communicating with family and friends; managing the stress of cancer; dealing with anxiety and/or depression, fears and losses; communication: you and your treatment team; and handling cancer in the workplace.

For information, contact Edith Bennett, clinical social worker, 647-4929. □

FBI joins State program

The Federal Bureau of Investigation has been added to the list of agencies participating in the Department of State Medical Program, says the Foreign Service Medical Bulletin. ■

The traffic In Sao Paulo

*Two blocks, four blocks, six—
This is like watching hamburger defrost,
And in a din like a video gallery
Where the stakes are much higher than
Fake planets or quarters.*

To miss by inches

*Goes unnoticed here,
And timetables should be posted
On every street-sign:
Padre Joao Manuel to the Avenida
Paulista,
ETA forty-five minutes, give or take
The eternity between two heartbeats,
The mopping-away of sweat.
No one but cabbies should invade
This whacked-out pinball game, slow-
motion stampede under a swamp-miasma
Of gasohol, the breath of a
Thousand-year-old wine
At the most neon hour of the night,
And not even one of them, until
He's racked up enough confirmed kills
To command the respect of his peers.
Honking high noon: the luncheon crowd
Sipping espresso in the Cafe Almanara
Is treated to a wedding's worth
Of racket when someone stalls
A derelict VW down at the corner.
The rain's let up at last; the streets
Are a steaming ice-rink in the late
November sun. You poise
At the curb's edge, urban
Cliff-diver, don't slip:
You're not at home here.
You won't understand the last-second
Curses,
And the bus driver won't even look back.*

—KELLEY DUPUIS

Communicator, Embassy Brasilia □

Want to go public? Write for Update!

Contributions and story ideas for Update, the four-page bimonthly publication of the Office of Public Diplomacy, Bureau of Public Affairs, are being sought by its editors.

Update, now one year old, aims at providing the public with information about State Department people and activities, at home and abroad. It features interviews with assistant secretaries and other officials, as well as articles on interesting offices and programs at State. The circulation is 25,000. □

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Education and Training

Schedule of courses at the Foreign Service Institute

Program	Mar.	Apr.	May	Length
Area studies				
Africa, sub-Saharan	20	—	15	2 weeks
East Asia	—	3	—	2 weeks
Latin America	20	—	15	2 weeks
Near East and North Africa	—	3	—	2 weeks
China	6	—	—	2 weeks
South Asia	—	3	—	2 weeks
Southeast Asia	—	3	—	2 weeks
USSR/eastern Europe	—	3	—	2 weeks
Western Europe	20	—	15	2 weeks
Language and advanced area courses				
French	6	3	30	24 weeks
German	—	3	—	24 weeks
Italian	—	3	—	24 weeks
Portuguese	—	3	—	24 weeks
Spanish	6	3	30	24 weeks
Familiarization and short-term (FAST) courses				
Arabic (Egyptian)	—	—	1	6 weeks
Arabic (formal spoken)	—	—	1	6 weeks
Bengali	—	—	1	6 weeks
Bulgarian	6	—	1	6 weeks
Chinese	—	—	1	6 weeks
Czech	6	—	1	6 weeks
French (metropolitan)	6	3	30	8 weeks
French (sub-Saharan)	6	3	30	8 weeks
German	6	—	—	8 weeks
Hebrew	—	—	1	6 weeks
Hindi	—	—	1	6 weeks
Hungarian	6	—	1	6 weeks
Indonesian/Malay	—	—	1	6 weeks
Italian	—	3	—	8 weeks
Japanese	—	—	1	6 weeks
Polish	6	—	1	6 weeks
Portuguese (Latin American)	—	3	—	8 weeks
Portuguese (European)	—	3	—	8 weeks
Romanian	6	—	1	6 weeks
Russian	6	—	1	6 weeks
Serbo-Croatian	6	—	1	6 weeks
Spanish	6	3	30	8 weeks
Thai	—	—	1	6 weeks
Turkish	—	—	1	6 weeks
Administrative training				
Budget and financial management	6	3	1	27 days
*General services operations	13	3	8	8 weeks
	20	10	15	8 weeks
	27	17	22	8 weeks
	—	24	30	8 weeks
Personnel management training	—	17	—	6 weeks
U.S. disbursing officer	—	10	—	3 weeks
*Weekly enrollment. Registration required.				
Overseas Briefing Center				
American studies, cross-cultural adaptation	—	17	—	2 weeks
Community skills	—	3	—	5 days
Educating Foreign Service children while posted abroad	—	—	23	1 day
Employment planning for the mobile spouse	—	—	8	4 days
Going overseas	11	22	13	4 hours
	15	—	—	4 hours

—(Continued on next page)

'Single-parenting': a 2-part workshop

The Overseas Briefing Center is presenting a two-part workshop on "Single Parenting in the Foreign Service." In the first segment, March 16, 11:30—2 p.m. at Main State, Dr. Elmore Rigamer and staff from Employee Consultation Services will discuss personal issues facing single parents at post. A panel discussion focusing on child care, crisis management, and educational issues will follow.

A second segment, on a date to be announced, will be devoted to a discussion of travel and allowances pertaining to employees who are single parents. Questions will be welcome from the audience. For information and reservations, call (703) 875-5342. □

Overseas Briefing Center announces courses

The Overseas Briefing Center at the Foreign Service Institute has announced a schedule of courses that are available to employees and members of their families.

—American studies, cross-cultural adaptation and logistics of Foreign Service life—9:15 a.m.—3 p.m., April 17–28, June 12–23, September 25–October 6.

—Community leadership—9 a.m.—3 p.m., April 3–7, November 13–17.

—Employment planning for the mobile Foreign Service spouse—9:15 a.m.—2 p.m., May 30–June 2, October 16–18, January 9–11.

—Understanding regulations, allowances and finances in the Foreign Service context—9 a.m.—4 p.m., April 12–14, June 7–9, July 12–14, September 6–8, November 7–9.

—English-teaching—9:15 a.m.—1 p.m., May 15–19, October 16–20.

—Transition to Washington for families, singles and couples—9 a.m.—1 p.m., September 23 and November 4.

—Transition to Washington for Foreign Service spouses—9 a.m.—1 p.m., October 25.

—Introduction to effective training skills for the Foreign Service spouse—June 26–30.

—Going overseas—Saturdays, 9 a.m.—1 p.m., for families, singles and couples, March 11, April 22, June 10, July 8; Wednesdays, 6:30 p.m.—9:30 p.m., for singles and couples, March 15 and June 14.

—Going overseas for teens—May 13.

—Transition to Washington for For-

—(Continued on next page)

EDUCATION AND TRAINING

Peter Jensen's post puzzle

Woodworking

You are a general services officer at post. One morning, Olaf the carpenter tells you: "We have to buy some things for the woodworking shop. We need chisels, drill bits and crosscut saws."

There's a hardware catalogue from Lundstrom's on your desk. The embassy has a charge account with this store. You check its prices—crosscut saws are 10 kroner, drill bits are half a kroner and chisels 2½ kroner. The posted exchange rate is \$1.00 = 0.75 kroner. The embassy is exempt from the host government's sales tax of 5%.

You telephone your order to Lundstrom's and send Sven over on foot to pick it up. At noon you have lunch with the budget and fiscal officer. "I saw your receipt from Lundstrom's," she says. "You spent 100 kroner for 100 items. I wish our numbers were always this round!"

How many of each item did you buy?

(Solution on Page 48) □

Barney Lester's quiz

Multiple posts

The U.S. ambassadors to the following countries reside in which other country?

1. Nauru.
2. Dominica and Saint Lucia.
3. Sao Tome and Principe.
4. Kiribati, Tonga and Tuvalu.
5. Western Samoa.

(Answers on Page 48) □

—(Continued from preceding page)

cign Service teens—9 a.m.—1 p.m., September 16.

—College admissions for the Foreign Service child—9:15 a.m.—3 p.m., November 1.

—Parenting Foreign Service high school and college-bound students through re-entry—9:15 a.m.—3 p.m., November 2.

—Educating the Foreign Service child while abroad—9 a.m.—3 p.m., May 23.

—Encouraging resilience in the Foreign Service child—9 a.m.—3 p.m., May 24.

To register, send your name, address, agency and social security number to 1400 Key Boulevard, Room 400, SA-3, Arlington, Va. 22209. □

Speaking and listening

An 18-hour course in effective speaking and listening skills begins March 6 at the Foreign Service Institute and runs

—(Continued from preceding page)

Program	Mar.	Apr.	May	Length
Parenting: encouraging resiliency	—	—	24	1 day
Regulations, allowances and finances	—	12	—	3 days
Teaching English	—	—	15	5 days
Coping with violence abroad	6	3	1	2 days
	20	24	15	2 days
Consular training				
ConGenRossllyn basic consular course	Registration required for:			26 days
Consular functional intensive	Continuous enrollment			3 weeks
Consular orientation program	Continuous enrollment			6 days
Immigration law and visa operations	Correspondence course			
Nationality law and consular procedures	Correspondence course			
Overseas citizens services	Correspondence course			
Passport examiners	Correspondence course			
Executive development				
Effective management	—	—	16	3 days
EEO awareness for managers and supervisors	—	24	—	2 days
Executive media training	—	12	—	1 day
*Executive seminar: making meetings work	*	—	—	1 day
Foreign affairs leadership seminar	—	16	—	11 days
Program directors' management seminar	—	12	—	3 days
Washington tradecraft	27	—	8	10 days
	*To be announced			
Political training				
Executive-congressional relations	—	17	—	1 week
Foreign affairs interdepartmental seminar	13	—	15	2 weeks
Intelligence and foreign policy	6	—	—	1 week
Negotiation arts and skills	—	—	8	1 week
Political tradecraft	—	24	—	3 weeks
Orientation				
Orientation for Department officers	—	18	—	2 days
Orientation for Foreign Service officers	—	—	8	9 weeks
Orientation for Foreign Service specialists	13	—	8	1 week
Orientation for Soviet and East European posts	—	19	—	8 days
Communication courses				
Advanced word-processing	—	18	—	3 days
Advanced WP Plus	24	—	—	2 days
Decision processing	—	—	17	1 day
Department clerical orientation	13	—	—	5 days
Drafting correspondence	—	24	—	5 days
Effective speaking and listening	—	—	1	
Written communication	—	17	—	40 hours
Oral communication	7	—	—	30 hours
Foreign Service secretarial training	—	10	—	8 days
Supervisory studies seminar	8	—	31	2 days
Supervision for experienced employees	—	—	17	3 days
Telephone techniques	—	—	9	5 days
Writing effective letters and memos	—	3	—	40 hours
Information resources management				
Systems specialist training	6	—	—	12 weeks
Systems operations training	6	10	—	4 weeks □

through March 17, on Mondays, Wednesdays and Friday mornings. It will be repeated, May 1–12. Employees at the GS–5 through 12 levels and the Foreign Service equivalents are eligible to participate. Call 875-7325 for information. □

4 new incentive languages

Four new languages—Serbo-Croatian, Greek, Pashtu and Sinhala—have been added to the incentive language list, making possible within-grade salary increases for those who test at the 3/3 level or higher. ■

Diplo-Croctic No. 51

BY CAROL BECKER

Office of Foreign Buildings Operations

DIRECTIONS

To solve this puzzle, write the words that you can guess from the definitions in the numbered blanks provided, and then transfer the letters to the corresponding numbered squares in the diagram. Working back and forth, a quotation will appear in the diagram reading left to right. When all the words have been filled in, the author and title of the book from which the quote was taken will appear as the first letter of each word reading down. The solution will be published in next month's STATE magazine. ("Diplo-Croctic No. 50" appeared in January; the solution was in the February STATE.)

1M	2C		3N	4I		5L	6F	7K	8Y	9Z	10W		11X	12Z	13V	14R	15U	16G	17O
18L	19F	20M	21E		22P	23C		24R	25S	26O	27N	28J	29O	30V	31A	32P		33M	34K
35S		36I	37S	38C	39G	40R	41M	42J	43Q		44O	45N	46P	47I	48W	49Y	50F	51Z	52T
53E		54V	55N		56V	57X	58A	59Y	60C	61P	62O	63G		64S	65I	66F		67M	68E
69L	70K		71T	72U	73M	74R	75N	76S	77C	78G	79H	80B	81N		82X	83Z	84H	85I	86K
87Y	88L	89O		90J	91B	92R		93N	94O	95V	96F	97G	98E	99B		100J	101O	102V	103B
104Z	105F	106X	107R		108S	109U	110I		111K	112N	113P	114I	115R	116S		117O	118I	119S	120P
121R	122V	123Y	124U		125S	126C	127O		128A	129E	130U	131W	132V	133O	134G	135T	136O	137J	
138K	139J	140B		141F	142H	143J	144G	145V		146N	147K	148S	149G		150K	151Z	152O		153J
154C	155K	156M	157W	158Z	159A		160R	161B	162C	163I	164P	165O	166X	167T	168M		169U	170R	171V
	172U	173Z	174I		175H	176C	177Y	178S	179V		180E	181S	182N	183H	184V	185O	186R		187W
188V	189S	190B	191O	192F	193X	194N		195X	196R	197U		198V	199G	200Y	201F	202C	203O	204D	205A
206B		207Z	208K		209Z	210R	211B	212X	213Y	214W	215N	216U	217H	218L	219T		220N	221R	222K
223O	224B	225V																	

CLUES	WORDS	CLUES	WORDS
A. "I am dying, _____, dying" (<i>Antony and Cleopatra</i>)	205 58 159 128 31	P. Paper money (slang)	164 113 22 61 120 46 32
B. Made less	140 103 224 190 80 161 99 91 211 206	Q. "Open my heart and you will see graved inside of it: _____" (<i>Browning</i>)	133 191 223 165 43
C. East River bridge	38 126 176 2 154 60 162 23 77 202	R. Peter Pan's place	221 92 160 74 196 186 24 210 14 40
D. Poisonous salt	101 29 89 152 204 185 136 127		115 107 170 121
E. "All _____ is in our orchard" (<i>The Cherry Orchard</i>)	129 98 21 53 180 68	S. "The analysis of character is the highest human _____" (<i>I. B. Singer</i>)	116 25 64 76 148 125 119 178 37 189
F. Savory	201 66 6 192 141 96 19 105 50		35 181 108
G. Spinach plant family	134 39 97 83 144 16 149 199 78	T. Foretell	135 167 219 71 52
H. Hollywood Bowl pianist/conductor	217 175 183 142 84 79	U. I.e., New England	72 130 15 172 109 197 169 124 216
I. Roquefort	114 118 36 110 47 65 163 174 4 85	V. Philander Knox's philosophy	179 188 102 132 30 95 171 122 13 145
J. Chewing gum brand	153 137 28 100 42 139 143 90		54 184 56 198 225
K. Not striking the point aimed at	208 111 222 150 34 147 7 155 86 70	W. Biblical calf	131 214 10 157 48 127
L. Micronesian nation	218 5 18 69 88	X. 1988 bicentennial celebrant	193 57 11 82 212 138 106 166 195
M. "Here all _____ must be left behind" (<i>Divine Comedy</i>)	67 1 156 41 73 20 168 33	Y. Translucent	213 123 177 87 200 8 59 49
N. Breakfast food	112 194 81 75 3 215 182 27 45 93	Z. "Is this indeed the _____ top I see?" (<i>Ancient Mariner</i>)	158 83 104 151 207 173 51 12 9 209
	55 220 146		
O. Cloud form	117 62 203 26 17 94 44		

Personnel: Civil Service

Promotions

GG-13

Hunter, Jimmy D., International Joint Commission

GM-13

Alba, Joann G., Bureau of Personnel

Durocher, Michele L., Intelligence and Research, Arab-Israeli States

Wills, James Harvey, Diplomatic Security, Professional Development

GM-14

Carter, Nancy O., Economic and Business Affairs

Gawthrop, Richard C., Office of Inspector General, Investigations

Harris, Kenneth J., Office of Comptroller, Domestic Accounting and Control

Hartman, Steven G., Bureau of Administration

McGirr, Doreen F., International Communications and Information Policy

Shells, Peter M., Foreign Affairs Information Management Center, Information Access Branch

GM-15

Bodansky, Daniel M., Office of Legal Adviser, Oceans, International Environmental Scientific Affairs

Mullican, William R., Bureau of Personnel, Position and Pay Management

Raether, Carl Noble, Legislative Affairs

GS-3

Benczkowski, Brian A., Medical Services

Holmes, Kimberly N., International Organization Affairs, Administrative

Scott, David D., Consular Affairs, Automated Records

GS-4

Coghill, Sacaguwier E., Office of

Internal Revenue Service tax tip

Job-related educational expenses may be tax deductible, says the Internal Revenue Service, see Publication 508, "Educational Expenses," available by calling 1-800-424-3676. □

Selections under State's Merit Promotion Program

The following persons have been selected under the Merit Promotion Program for the positions indicated:

Selectee	Announcement No.	Position title	Series/grade	Bureau or office
Veda H. Grimes-Barton	88-424A	Payroll clerk	GS-544-4	Office of Comptroller
Terri C. Parker	88-905	Management analyst	GS-343-7	Diplomatic Security, Personnel Management
Laverne Snead	88-1111	Budget analyst	GS-560-12	Office of Foreign Buildings
Deborah Guido-O'Grady	88-1200	Public affairs specialist	GS-1035-12	Bureau of Public Affairs, Office of Opinion Analysis and Plans
Angela L. Jeffries	88-1253	Secretary (typing)	GS-318-7	Under Secretary for Management, Planning Staff
Sharon Y. Alexander	88-1313	Management assistant (typing)	GS-344-6	Near Eastern and South Asian Affairs, Office of Executive Director
Susan M. Maggio	88-1323	Public affairs specialist	GS-1035-11	Bureau of Public Affairs, Office of Public Programs
Catherine McDermott	88-1323	Public affairs specialist	GS-1035-9	Bureau of Public Affairs, Office of Public Programs
Lynn L. Sweeney	88-1358	Computer operator	GS-332-7	Executive Secretariat, Systems Management
Willie D. Poindexter	88-1365	Management analyst	GS-343-11	Bureau of Personnel, Office of Executive Director
Meta R. Fitzgerald	88-1400	Secretary (typing)	GS-318-8	Diplomatic Security, Physical Directorate
Maria Melchiorre	88-1428	Program analyst	GS-345-13	Medical Services
Herbert Zobell	88-1100	Administrative officer	GS-341-10	Bureau of Personnel, Recruitment
Ruby Berry	88-1241	Secretary (typing)	GS-318-8	Office of Management Policy
Paula Lynch	88-1250	Program analyst	GS-345-13	Refugee Programs, Policy Program Coordination
William Mullican	88-1254	Program analysis officer	GM-345-15	Bureau of Personnel, Resource Management
Nils Swanson	88-1474	Management analyst	GS-343-12	Medical Services
Elisabeth Rodriguez	88-1184	Passport information clerk	GS-303-4	Seattle Passport Agency
David Johnson	88-1343	Visa examiner	GS-130-12	Consular Affairs, Communication and Records □

Comptroller, Consolidated American Payroll Division

Jones, Deborah P., Office of Historian

Lum, Aurora L., Los Angeles Passport Agency

Martin, Janice E., Office of Comptroller, Vendor Claims

Stiff, Barbara D., Consular Affairs, Manual Records

GS-5

Cushman, Dan M., Bureau of

Administration

Davis, Veda Lynette, International Organization Affairs, Administrative

Hall, Russell Eugene, Foreign Affairs Data Processing Center, Equipment Operations

Herbert, Michael Darrell, Diplomatic Security, Investigations

Howard, Norita Elaine, Bureau of Administration

McGlen, Pamela E., Foreign Service Institute, Professional

Studies

Mills, Hester V., Diplomatic Security, Investigations

Quirion, Maureen L., Bureau of Administration

Rogers, Cora M., Consular Affairs, Automated Records

Sirota, Susan G., Western European Affairs

Soma, Paul Thomas, Office of Comptroller, Cashier

Wolk, Evan L., Intelligence and Research, Office of Executive

- Director
- GS-6**
Coakley, Linda C., Northeast Passport Processing Center
Diemer, Antoinette Petruso, Politico-Military Affairs, Arms Licensing
Duncan, Darryl M., Foreign Affairs Data Processing Center, Equipment Operations
Shields, Shirley C., Politico-Military Affairs, Arms Licensing
- GS-7**
Castro, Iris Yolanda, Northeast Passport Processing Center
Griggs, Lenetta M., Office of Comptroller
Johnson, Mary E., Bureau of Personnel, Assignments
Martinez, Sonia R., Northeast Passport Processing Center
Miles, Tommie L., Bureau of Administration
Norris, Emma M., Diplomatic Security, Investigations
Sweeney, Lynn L., Executive Secretariat, Systems Management
Turner, Joyce A., Consular Affairs, Legislation and Regulations
- GS-8**
Grant, Lorraine R., Office of Legal Adviser, Management
Blue, Benjamin Thomas, Office of Comptroller, Travel Advance Section
- GS-9**
Davis, Barbara D., Office of Comptroller, Consolidated American Payroll Division
Dinkel, Nicholas, Bureau of Administration
Johnson, Jessie L., Office of Protocol
Kokal, John J., Intelligence and Research
Page, Willistine D., Office of Legal Adviser, Office of Executive Director
Parisek, Lisa P., Executive Secretariat
Porter, Shirley A., Office of Comptroller, Domestic Accounting
Tapley, Hattie N., Consular Affairs, Diplomatic Liaison
Williams, Gloria J., International Organization Affairs, Budgetary Presentations/Payments
Winchester, Ellen S., Office of Comptroller, Consolidated American Payroll Division
- GS-10**
Battle, Gladys T. L., Office of Communications
- GS-11**
Anderson, Roger William, Office of Comptroller, Domestic Accounting
Evans, Rachelle Y., Foreign Affairs Information Management Center, Information Access
Gilligan, Brian A., Office of Comptroller, Domestic Accounting
Gray, Vicki K., Bureau of Personnel, Civil Service
Herman, Daniel A., Diplomatic Security, Investigations
Jackson, Sheila J., Foreign Affairs Information Management Center, Information Access
Johnson, Ermine Milton, Bureau of Administration, Exhibits and Electronics Section
Jones, William L., Office of Comptroller, Consolidated American Payroll Division
Kaplan, Karla Marie, Foreign Affairs Information Management Center, Information Access
Karr Jr., Robert N., Bureau of Administration, Systems Design and Programming
Merrigan, Sandra E., Foreign Affairs Information Management Center, Information Access
Moss, Donna M., Office of Comptroller, Resources Control
Moss, Dorothy L., Bureau of Personnel
Niblock, Susan Butler, African Affairs, Office of Executive Director
Poindexter, Willie Donald, Bureau of Personnel
- GS-12**
Evon, Flora M., International Organization Affairs, Administrative Services
Frech, David A., Office of Inspector General, Audits
Galovich, Alex, Foreign Affairs Information Management Center, Information Access
Gorelick, Marc, Consular Affairs, Fraud Prevention Program
Hamilton, Sally G., Office of Inspector General, Audits
Jones, Hiram S., Office of Comptroller, Retirement Accounts
Kaufman, Adam E., Bureau of Executive Director
- Nelson, Amy B.**, Refugee Programs, Budget
Overstrom, Kevin Karl, Consular Affairs, Fraud Prevention Programs
Ruffin, Delois L., Foreign Affairs Information Management Center, Information Access
Snead, Laverne, Office of Foreign Buildings, Financial Management
- GS-13**
Bostwick, Anna, Bureau of Administration
Bush Jr., William C., Office of Communications, Technical Support Facility
Dwyer, Veda R.L., Refugee Programs, Budget
Gorsky, Jeffrey H., Consular Affairs, Advisory Opinions
Lee, Joan Marie, Diplomatic Security, Information Security Branch
Sartain, Richard J., Diplomatic Security, Industrial Security Branch
- GS-14**
Wolter, Mary-Carol, Language Services, Interpreting
- Appointments**
Allison, Barbara Joyce, Seattle Passport Agency
Angle, Eileen, Office of Inspector General, Audits
Balakit, Florencia L., Bureau of Administration
Banta, S. Ann, Office of the Secretary
Bass, Leasa K., Consular Affairs, Automated Records
Berenson, Alan W., Office of Inspector General
Booth, Angela Patrice, Diplomatic Courier Service
Brennan Jr., William A., Bureau of Administration
Brown, Lashon E., Consular Affairs, Manual Records
Butcher, Laura H., Bureau of Personnel, Summer Clerical Program
Butler, Donna Maria, Consular Affairs, Passport Field Coordination
Campbell, Darcey E., Bureau of Public Affairs
Carpendale, Andrew M., Office of the Secretary, Transition Team
Castleman, Karen G., Office of the Secretary
Cencetti, Mary Reed, Office of European and Canadian Affairs, Executive Director
- Clark, Sherry D.**, Bureau of Administration
Cole, Judith K., Office of Legal Adviser, International Claims and Investment Disputes
Coley, Betty J., Bureau of Personnel, Pre-Assignment Training
Cook, Lavera C., Bureau of Administration, Acquisitions Division
Cooper, Tonya R., Bureau of Personnel, Pre-Assignment Training
Creesser, Gregory J., Bureau of Administration, Personnel Management
Crockett, Marlon Jose, Consular Affairs, Automated Records
Curtis, Veronica L., East Asian and Pacific Affairs, Office of Executive Director
Davis, Tracy, Bureau of Administration
Dickie, Joseph R., Bureau of Administration, Office of Executive Director
Doll, Patricia J., Diplomatic Security, Countermeasures Program
Doolan, Kenneth F., Bureau of Administration, Safety Program
Dozier, Crystal I., Consular Affairs, Automated Records
Dugstad, Richard A., Classification/Declassification Center
Dustin, Eben H., Office of Medical Director
Ernst, Daniel F., Diplomatic Security, Management Systems
Esper, Richard M., Bureau of Personnel, Pre-Assignment Training
Esposito, Dina M., Refugee Programs
Fairbanks, Dolores, Library, Acquisition and Cataloging
Fitzgerald, Jennifer Ann, Office of Protocol
Ford, Paige T., Bureau of Personnel, Pre-Assignment Training
Frye, Carol Y., Bureau of Personnel, Pre-Assignment Training
Garvin, Emma, International Organization Affairs, Personnel
Goetz, Teresa L., Bureau of Personnel, Pre-Assignment Training
Graham, Richard C., International Organization Affairs
Grieffy, Cecilia P., Seattle Passport Agency
Grimes-Barton, Veda H., Office of Comptroller, Consolidated American Payroll Division

PERSONNEL: CIVIL SERVICE

- Grimes, Donna T.**, Bureau of Administration
- Guido-O, Grady, Deborah L.**, Bureau of Public Affairs, Public Opinion Analysis
- Hardy, Howard W.**, Bureau of Personnel, Examination Division
- Harms, John C.**, Bureau of Personnel, Pre-Assignment Training
- Harrington, Thomas J.**, Office of Inspector General
- Hayward, Lavonya M.**, Diplomatic Security, Chicago Field Office
- Henderson, Michael A.**, Bureau of Personnel, Pre-Assignment Training
- Hensel, Irene B.**, Bureau of Personnel, Pre-Assignment Training
- Henson, Carla R.**, Office of Comptroller, Pre-Assignment Training
- Ho, Le L.**, Office of Comptroller, Pre-Assignment Training
- Hoggard, Virginia Kim**, Bureau of Public Affairs
- Hoghaug, Erik M.**, Office of the Secretary
- Holt, Carmen R.**, Diplomatic Security, Technology Operations
- Jackson, Caron Suzanne**, Office of the Secretary
- Johnson, Sarah Louise**, Office of Comptroller, Domestic Accounting
- Jones, Monyetta R.**, Politico-Military Affairs, Theater Military Policy
- Kefauver, Barry A.**, Bureau of Administration, General Services
- Klein, Michele I.**, Office of Legal Adviser, International Claims and Investment Disputes
- Kozak, Gertraude T.**, East Asian and Pacific Affairs, Office of Executive Director
- Leimanis, John J.**, Office of Foreign Buildings, Engineering Support
- Lyles, Cheryl J.**, Economic and Business Affairs, Office of Executive Director
- Macadam, Susan C.**, Office of Comptroller, Pre-Assignment Training
- Mack, Robert J.**, Bureau of Administration, Public Building Projects and Real Property
- Mar, May T.**, Seattle Passport Agency
- Masterman, Frances L.**, Office of Communications, Temporary Duty Support
- McIntosh, Kathleen J.**, Bureau of Personnel, Pre-Assignment Training
- Merced, Arthur M.**, Seattle Passport Agency
- Milano, Carol Lancaster**, Office of the Secretary
- Moffat, Jay P.**, Office of Management Policy
- Moore, Brenda G.**, Bureau of Personnel, Pre-Assignment Training
- Moore, Earl Edward**, Office of Comptroller, Working Capital Funds
- Morris, April L.**, Bureau of Personnel, Summer Clerical Program
- Mullins, Janet Gardner**, Office of the Secretary, Transition Team
- Myers, Bertha J.**, Consular Affairs, Automated Records
- Nauman, Eric L.**, Foreign Service Institute, Office of Registrar
- Nelson, James C.**, Bureau of Personnel, Examination Division
- Nidhan, Sonia M.**, International Organization Affairs, Budget and Fiscal Section
- Oakcrum, Robbie J.**, Consular Affairs, Automated Records
- O'Connor, Brian J.**, Office of Eastern European Affairs
- Olewnik, Ryszard S.**, Bureau of Personnel, Pre-Assignment Training
- Parker, Terri C.**, Diplomatic Security, Personnel Management
- Patrick, Arthur V.**, Equal Employment and Civil Rights
- Patterson, Patricia Ann**, Consular Affairs, Automated Records
- Piwowar, Michael S.**, Bureau of Personnel, Summer Clerical Program
- Reaves, Stacey A.**, Bureau of Personnel, Pre-Assignment Training
- Roberts, Timothy D.**, Bureau of Personnel, Pre-Assignment Training
- Robinson, Mary H.**, International Organization Affairs, International Institutions Policy Staff
- Rojahn, Christopher C.**, Bureau of Administration, Personnel Management
- Ross, Dennis B.**, Policy Planning Staff
- Ross, Russell R.**, Diplomatic Security, Threat Analysis
- Sanders, Phyllis A.**, Office of Legal Adviser, Management
- Sauls, Barbara A.**, Office of Inspector General Audits
- Savoy, Tammi F.**, Bureau of Personnel, Pre-Assignment Training
- Semakis, Florence M.**, Foreign Affairs Information Management Center, Library
- Shell, Gayle Maria**, Consular Affairs, Automated Records
- Skinner, Tonya D.**, Bureau of Personnel, Pre-Assignment Training
- Slott, Richard J.**, Classification/Declassification Center
- Spikes, Janet L.**, Foreign Affairs Information Management Center, Information Access
- Spriggs, Brian Dewitt**, Consular Affairs, Automated Records
- Sprouse, Judith A.**, Bureau of Personnel, Pre-Assignment Training
- Starker, Gabriella**, Foreign Service Institute
- Stevenson, Michael J.**, Bureau of Personnel, Pre-Assignment Training
- Stuckey, Robert W.**, Bureau of Administration
- Tate, Ronald T.**, Bureau of Administration
- Thomas, Jewell C.**, Office of African Affairs, Executive Director
- Titpton, Marian L.**, Bureau of Personnel, Examination Division
- Turner, Brian R.**, Office of Comptroller, Pre-Assignment Training
- Tutwiler, Margaret**, Office of the Secretary, Transition Team
- Tyree, Shawna A.**, East Asian and Pacific Affairs, Office of Executive Director
- Vandivier, Maryellen E.**, East Asian and Pacific Affairs, Office of Executive Director
- Wang, Patricia H.L.**, Seattle Passport Agency
- Ware, Tanya A.**, Bureau of Personnel, Pre-Assignment Training
- Warfield, Agnes C.**, Office of Protocol
- White Jr., Leon**, Office of Comptroller, Pre-Assignment Training
- White, Maureen T.**, Inter-American Affairs, Office of Executive Director
- Womack, Rosemary**, Office of Comptroller, Pre-Assignment Training
- Zafar, Mohammed M.**, Office of Comptroller, Pre-Assignment Training
- Zoellick, Robert Bruce**, Office of Secretary, Transition Team □
- to Consular Affairs, Research and Liaison**
- Barnes, Gracie L.**, Bureau of Personnel to Office of Comptroller, Consolidated American Payroll Division
- Brown, Carol A.**, Foreign Service Institute, Personnel Office to African Affairs, Office of Executive Director
- Davis, Terry Vanessa**, Office of Under Secretary for Management, Personnel Management to Bureau of Personnel
- Hayes, Linda C.**, Bureau of Personnel, Pre-Assignment Training to Human Rights and Humanitarian Affairs
- Herring, Kay R.**, Office of Historian to International Organization Affairs, Human Rights and Women's Affairs
- Hill, Jacqueline D.**, Foreign Service Institute, Personnel to Bureau of Personnel
- Holloway, Wendy A.**, Office of Under Secretary for Management, Personnel Management to African Affairs
- Johnson, Joyce L.**, Office of Management Policy to Refugee Programs
- Monroe, Frederick F.**, Intelligence and Research, Office of Politico-Military Analysis to Intelligence and Research, Office of Geographer
- Morton, Elaine L.**, Office of Legal Adviser, Management to Office of Legal Adviser, Special Functional Problems
- Neve, Nina Jean**, International Affairs, Administrative Services, to International Organization Affairs, Office of Assistant Secretary
- Norfles, Angelique Y.**, Office of Medical Director, Clinical Branch to International Organization Affairs, Administrative Services
- Richardson, Tawanna M.**, Bureau of Personnel, Pre-Assignment Training to Diplomatic Security, Counterterrorism Section
- Schwab, Carol M.**, Office of Legal Adviser, Oceans, International Environmental and Scientific Affairs to Office of Legal Adviser, Nuclear Affairs
- Schwartz, Jonathan B.**, Office of Legal Adviser, Oceans, International Environmental and Scientific Affairs to Office of Legal Adviser, Nuclear Affairs
- Wright, Elizabeth B.**, Office of Comptroller to Office of Legal

Reassignments

- Allen, Carrie**, Bureau of Personnel, Pre-Assignment Training

Adviser, East Asian and Pacific Affairs

Resignations

- Anderson, Elizabeth Berger**, Bureau of Personnel, Office of Civil Service Personnel Management
- Anderson, Gail S.**, Consular Affairs, Personnel Branch
- Anderson, Robin A.**, Bureau of Personnel, Pre-Assignment Training
- Bagley, Kimberly M.**, Bureau of Personnel, Pre-Assignment Training
- Baker, Victoria V.**, Office of Legal Adviser, International Claims and Investment Disputes
- Belasco, Curtina**, Office of Comptroller, Pre-Assignment Training
- Bobby, Joanne A.**, Bureau of Administration, Personnel Management
- Briscoe, Kim L.**, Consular Affairs, Automated Records
- Browning, Debra Elise**, Consular Affairs, Automated Records
- Burr, Jewett Millard**, Intelligence and Research, Office of Geographer
- Buski, Stephen J.**, Bureau of Administration
- Butcher, Laura H.**, Bureau of Personnel, Summer Clerical Program
- Cagonot, Eileen A.**, San Francisco Passport Agency
- Claxton, Sharon P.**, Bureau of Public Affairs
- Current, Lynette M.**, Seattle Passport Agency
- Downen, Robert Lynn**, East Asian and Pacific Affairs
- Drago, Brandi B.**, Bureau of Personnel, Pre-Assignment Training
- Dupre, Harry A.**, Consular Affairs, Automated Records
- Flatin, Paul E.**, Inter-American Affairs, Office of Executive Director
- Handley, Jr., Frank Gray**, International Organization Affairs, Technical Specialized Agencies
- Howard, Jean M.**, San Francisco Passport Agency
- Ivey, Christine D.**, Consular Affairs, Citizenship Appeals and Legal Assistance
- Johnson, Dorothy L.**, Consular Affairs, Automated Records
- Johnson, Lolita L.**, Passport Operations, Public Issuance Division
- Johnson, Rhonda L.**, Bureau of Personnel, Pre-Assignment Training
- Kamae, Celeste L.**, Los Angeles Passport Agency
- Karasz, Ilonka Lieselotte**, Consular Affairs, Citizenship Appeals and Legal Assistance
- Kariya, Cheryl Sue**, Foreign Service Institute, Language Studies
- Lane, Mirinda M.**, Office of Inspector General
- Leach, Dale E.**, International Organization Affairs
- Leonard, Eunice M.**, Office of Historian
- Lowrie, Michael W.**, San Francisco Passport Agency
- Lyles, Cheryl J.**, Economic and Business Affairs, Office of Executive Director
- Maslanka, Richard Stanley**, Berlin
- Piwowar, Michael S.**, Bureau of Personnel, Summer Clerical Program
- Proctor, Lafaye M.**, Passport Operations, Public Issuance Division
- Ruiz, Jeannette C.**, Los Angeles Passport Agency
- Simms, Angela Rena**, Foreign Affairs Information Management Center, Authentication Staff
- Smith, Cynthia E.**, Philadelphia Passport Agency
- Talarico, Kathryn M.**, Foreign Service Institute, Language Studies
- Townsend, Tonya D.**, Consular Affairs, Manual Records
- Weakley, Stephanie F.**, Foreign Service Institute, Office of Registrar
- Witzel, Michelle L.**, Bureau of Public Affairs, Press Relations
- Louis, Margaret M.**, European and Canadian Affairs, Budget Branch
- Lowery, Isabel B.**, Foreign Service Institute, Language Studies
- Quill, Arthur S.**, International Organization Affairs, Communication Section
- Shorb, Yolanda E.**, Office of Medical Director
- Shultz, George P.**, Office of the Secretary
- White, Robert E.**, International Joint Commission ■

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Post of the Month: Brazzaville

THIS TROPICAL POST is in the capital of Congo, the nation in central Africa, between Zaire and Gabon, below the equator. Foreign Service people there are featured as part of STATE's continuing series.



From left: Ambassador *Leonard G. Shurtleff*, Marines *Tony Wilson* and *Ken Oakley*, deputy chief of mission *Joe Wilson*.



The Hydro Congo building.



Secretary Sheila Dumas.



A village near Loubomo.

POST OF THE MONTH: BRAZZAVILLE



Jacky Wilson, left, and Christine Shurtleff, standing, with a handicraft group at the residence.



Don Simmons III and Nikki Brajevich.



Consular assistant Doni Simmons III, with communications officer Larry Roberts.



Commercial officer *Nikki Brajevich*.



Secretary *Alison Roberts*.



Receiving awards, from left: *Jean Claude Ouamba*, *Miriam Guichardf*, *Jean Jacques Ngangu*.

POST OF THE MONTH: BRAZZAVILLE

Noelle Olivola, with Kane and Aaron Bajek.



Librarian Marie Leontine Tsibinda.



Makabana village women at a celebration.



St. Anne's Catholic Church.



Tanya Perkins and Reine Razafindrakaka.

Maintenance foremen *Hilaire Nzambi* and *Andre Nzaba*, with general services officer *Janet Kessler*. ■

Personnel: Foreign Service

Appointments

Adkins, Patricia A., Mexico
Alpine, Rosario F. T., Prague
Ayuso, Doris, Nassau
Bart, Gerda M., Moscow
Bell, Sallie Turner, Beijing
Bernier, Lana M., Specialist
Intake
Brunetti, Georgia A., Bucharest
Butler, Debra M., Seoul
Carr, Jennifer L., Paris
Christensen, Kirsten Marie,
Berlin
Churchill, Susan C., Guatemala
Clark, Judith, Budapest
Constantine, Constance R., Spe-
cialist Intake
Cooney, Romelia, Mexico
Copenhagen, Scott W., Bonn
Corley, Jane C., Specialist Intake
Cornell, Ruth Ann, Panama
Cunningham, Candis L., Interna-
tional Narcotics Matters
David, Leslie W., Specialist Intake
Davis-Jones, Mary Grace, Bogota
Day, Marcelle Y., Specialist Intake
Del Monego, Claire D., Prague
Dibble, Hazel, Khartoum
Dickinson, Leona Jane, Managua
Dodman, Joan P., Warsaw
Downing, Wendy Rogers, Moscow
Duchateau, Gulnar S., Jerusalem
Dupuis, Christa Angelika, Brasilia
Emad, Alphonse, Ottawa
Engel, Mary C., Specialist Intake
Espada-Platet, Aida V., Santo
Domingo
Fanning, Patricia A., Bern
Fickling, Susan Carol, Montevideo
Freeman, Cecilia B., Moscow
Frost, Susan H., Conakry
Gamble, Janelle F., Monrovia
Gilbert, Jennifer Louise, Moscow
Gilmer, Mary Kay, Adana
Halle, Patricia A., Specialist
Intake
Hargrove, Stacey Lynn, Bangkok
Harrison, Janet, Moscow
Hildreth, Elizabeth Kafati,
Copenhagen
Hiner, Ronald C., Lima
Hood, Jacqueline, Cairo
Ingles, Nancy J., Tel Aviv

FOREIGN SERVICE FAMILY—

Dolores O. Myers, secretary assigned to Panama, with her son, *Robert*, of the Washington Field Office, Bureau of Diplomatic Security, and husband, *Emmett*, a retired Foreign Service officer. Mrs. Myers was a secretary in Tokyo in the late 1950s, where she met her husband, a Marine security guard there. She resigned from the Service, returning only last January. (Photo by *Ann Thomas*)



Jackovich, Radmila, Moscow
 Jacks, Karen R., Specialist Intake
 James, Marilyn R., Brussels
 Jenks, Lucienne R., Lima
 Jones, Sharon D., Islamabad
 King, Mary Alice, Specialist Intake
 Krause, Michelle D., Prague
 Lansing, Kristine R., Beijing
 Laven, Harlee Cass, Belgrade
 Limbaugh, Hazima M., Karachi
 Lopez, Linda, Specialist Intake
 Lugers, David K., Santiago
 Lynn, George W., Bangkok
 McCray, Deborah Ann, Baghdad
 McManus, Loretta J., Moscow
 McMillian, Sharmaine G., Karachi
 McMullen, Laurel A., Managua
 Meade, Judy K., Monrovia
 Morgan, Joline Rae, Lisbon
 Morgret, Irene H., Warsaw
 Morin, Julie Anne, Tijuana
 Myers, Dolores O., Specialist Intake
 Ned, Jacinta M., Oslo
 Nelson, Nancy Jeanne, Brasilia
 Nesvig, Maurya, Paris
 Painter, Birgitte, Dublin
 Pate, Patricia C., Mexico
 Phillips, Marylee F., Specialist Intake
 Rambaut, Paul Christopher, NATO
 Rickard, Lara T., Bamako
 Rida, Said A., London
 Rivera, Milagros M., Santo Domingo
 Robinson, Joel M., Moscow
 Saccheri, Ellen E., Cairo
 Salazar, Norma I.G., Merida
 Scharf, Lynne G., Quito
 Simmons, Lillian M., Kaduna
 Sloan, Amy Cynthia L., Budapest
 Smith, Mary Ellen, European and Canadian Affairs, Post Management
 Stephens, Daniel L., Moscow
 Tanner, Linda L., Belgrade
 Thomas, Randall Wade, Moscow
 Torres, Frances, Mexico
 Treharne, Barbara M., Specialist Intake
 Velt, Joan Lentz, Amman
 Washington, Tracy L., Moscow
 Watts, Dorothy W., Mexico
 Weislo, Maria F., Mexico
 Webb, Jean F., Athens
 Whiting, Susan P., Specialist Intake
 Wimbish, Theresa M., Jakarta
 Zamora, Mary R., Mexico

Transfers

Adams, Robert N., Afghanistan to Near Eastern and South Asian Affairs

Ahern, Brian James, Office of Communications to Algiers
 Amaral, Mary H., Pakistan to Cebu
 Archer, James M., Luxembourg to London
 Blair, Donna M., Intelligence and Research, Current Intelligence Staff to Foreign Service Institute
 Bowers, Charles R., Administration and Information Management to Office of Management Policy
 Brown, Rickey Kay, Cote d'Ivoire to Office of Communications
 Brunelle, Deanna L., Kenya to African Affairs
 Cella, Micaela A., Fiji to Montreal
 Clark, Howard Dean, Soviet Union to Foreign Service Institute, Functional Training, Economic-Commercial
 Crook-Castan, Clark Harris, Spain to Mexico
 Crossland Jr., Maurice C., Specialist Intake to San Salvador
 Curtain, Lynn Wilson, Manila to Madrid
 Daharb, Darryl D., Diplomatic Security, System Engineering to Diplomatic Security, Overseas Support Services
 Davis, Suzanne M., Costa Rica to Nicosia
 Dearborn, Douglas B., Office of Science and Technology Affairs to Economic and Business Affairs, East-West Trade
 Delair Jr., Louis, Jamaica to Inter-American Affairs
 Derse, Anne E., Singapore to East Asian and Pacific Affairs
 Dicarolo, John S., Egypt to Baghdad
 Evan, Paul J., India to Office of Communications
 Fieser, Vianna Genell, Thailand to San Salvador
 Frese, John Herbert, Guatemala to Bamako
 Frisbie, Russell Louis, Germany to Mexico
 Fuhrer, Mary Jo, Specialist Intake
 Garrity, Mary Kay, Career Development and Counseling to Canberra
 Gregoire, J. Philippe, Sudan to Brussels
 Halloran, Nancee Terese, Diplomatic Security, Secretary's Detail to Diplomatic Security, Mobile Training
 Harger, Raymond H., Australia to Leningrad
 Heidel, Lewis J., Philippines to Office of Communications

Hendrickson Jr., E. Mason, Singapore to East Asian and Pacific Affairs
 Hernandez, Carmen M., Inter-American Affairs to Bogota
 Herrmann, George S., Diplomatic Security, Technology Operations, Overseas Support to Diplomatic Security, Countermeasures
 Hill, Barbara J., Refugee Programs to Near Eastern and South Asian Affairs
 Holbrook, Carol Natwick, African Affairs to Maseru
 Holloman, Ann Elizabeth, Career Mobility Program to Beijing
 Hooper, Margaret J., India to Bogota
 Johnson, Patricia J., Iceland to Tokyo
 Josephson, Lenore, South Africa to Vienna
 Justesen II, Benjamin R., Office of Historian to Paramaribo
 Kelly, John H., Beirut to Policy Planning Staff
 Knotts, Bruce Fred, Zambia to African Affairs
 Lewis, Daris V., Costa Rica to Bogota
 Lowe, Richard S., France to Office of Communications
 Lueders, Gerald Richard, Special Domestic Assignment Program to Foreign Service Institute, Professional Studies
 Martin, Joanne M., Pre-Assignment Training to Seoul
 McCreary, Patrick Michael, Indonesia to Beirut
 McDaniel, Anmaree, Philippines to East Asian and Pacific Affairs
 McNeely, Randolph A., European and Canadian Affairs to Vienna
 Miska, Wanda M., Central African Republic to African Affairs
 Moretti, Mark E., Diplomatic Security to Tunis
 Moser, William H., Germany to Cairo
 Mummaw, Karen E., Specialist Intake to Dakar
 Nye, Marcia Louise, Kuwait to Muscat
 Oba, Gary Glenn, Pre-Assignment Training to Bissau
 Ozeta, Delia, Uruguay to Athens
 Payne, Suzanne P., Greece to Ciudad Juarez
 Peck, Robert A., Near Eastern and South Asian Affairs to Office of Management Policy
 Peet, Eileen E., Zaire to Bujumbura
 Pham, Peter Phuong, Diplomatic

Security to Manila
 Porter, Gary Lee, France to Bangkok
 Porter, James H., Sudan to Lima
 Rice, Kurt R., Diplomatic Security, Washington Field Office to Diplomatic Security, Emergency Action Planning
 Robinson, Raymond G., International Narcotics Matters to Recruitment, Exams and Employment
 Robinson, Todd D., Colombia to San Salvador
 Rondon, Fernando E., Inter-American Affairs to Office of Inspector General
 Rusterucci, Robert J., Diplomatic Security, Washington Field Office to New York Field Office
 Sands, Debra S., Venezuela to Inter-American Affairs
 Sapsford, Brian M., European and Canadian Affairs to Vienna
 Saucedo, Alicia, Germany to Dhaka
 Semmes III, Raphael, Pre-Assignment Training to Guayaquil
 Shafer, Franklin E., Panama to Sofia
 Shelby, Diane W., Korea to Oran
 Simpson, David A., Niger to Office of Communications
 Simpson, Stewart A., Guyana to Inter-American Affairs
 Skelly, Mary Ann Frances, Office of Protocol to New Delhi
 Staniger, Josephine M., Niger to Cape Town
 Stewart, David C., Consular Affairs, Post Liaison to Consular Affairs, Policy and Coordination
 Stidham, Alicia L., Office of Communications, Beltsville Communication Center to Bridgetown
 Styles, N. Matusik, Panama to Inter-American Affairs
 Taylor, Clyde Donald, Paraguay to Politico-Military Affairs
 Tracy, Marlin, Tanzania to Conakry
 Vernon, Beverly Edna, Tanzania to Berlin
 Von Briesen, Mary, Foreign Service Institute to Bureau of Human Rights and Humanitarian Affairs
 Willems, John Leonard, Jamaica to Beijing
 Willis, Mark W., Intelligence and Research, Arab-Israel States Division to Oceans and International Environmental and Scientific Affairs, Office of

PERSONNEL: FOREIGN SERVICE

Ecology and Natural Resources
Woolston, Paul D., Near Eastern and South Asian Affairs to Department of Commerce
Wycoff, Karl E., Office of Under Secretary for Management to Foreign Service Institute, Language Training
Youngblood, Gloria J., Mozambique to African Affairs
Zerrusen, Kevin A., Sofia to European and Canadian Affairs

Resignations

Anmirati, Christopher A., Diplomatic Security, New York Field Office
Appleton, Cleo Kyin, Prague
Archer, James M., London
Auble, Marlene M., Bonn
Balderas, Diana M., Karachi
Beigel, Edward A., Office of Communications, Courier Operations
Blakemore, Kim Anna, Lagos
Bosseler, Steven J., Diplomatic Security, Mobile Training
Costacamps, Lourdes M., Conakry
Currier, Marion E., Beijing
Downing, Wendy Rogers, Moscow
Dunkelberg, Susan L., Moscow

Dyke, Eva J., Brasilia
Edwards, Ruth B., Amman
Fischer, Mark C., Munich
Glover, Brenda E., Frankfurt
Gorin, Jane W., Tunis
Homer, Kenneth S., Diplomatic Security, Miami Field Office
Howe, William Robert, Moscow
Howerth, Evelyn J., Cairo
Jenkins, Mary A., Near Eastern and South Asian Affairs
Jurack, Roger A., Islamabad
Kline, Gladys, Shenyang
Law, Patricia J., Beijing
Leahey, John G., Diplomatic Security, New York Field Office
Lewandoski-Heidt, Frances, Warsaw
Lucas, Georgia H., Bamako
Maestas, Eric Manuel, London
Marcus, Leslie A., Nouakchott
Martin, Charles Michael, Manila
McFerrin, Brenda S., Prague
McKee, Patricia B., Kingston
Montgomery, Frederick L., Geneva
Nealon, Kristin F., Montevideo
Norvell, Daniel R., Managua
Perrolle, Pierre M., Oceans and International Environmental and Scientific Affairs
Reilly, Cynthia E.H., London

Richardson, Bertha, Monrovia
Robinson, Joel M., Moscow
Schmidt Jr., Fred A., Bureau of Personnel
Seagle, Deborah Craig, Muscat
Shea-O'Connor, Stephanie A., London
Stacey, Michelle Andrea, Moscow
Stettenbauer, Colleen, Shanghai
Stone, Eileen A., Port-of-Spain
Taggett, Keri L., Cairo
Tagliani, William R., Foreign Service Institute, Language Training
Thomas, Randall Wade, Moscow
Thompson, Dorothy D., Prague
Vandivier, Maryellen E., Office of Protocol
Wallington, Nicole G., Frankfurt

Retirements

Bailey, Raymond M., USIA
Blaney III, Harry C., Foreign Service Institute, Center for the Study of Foreign Affairs
Bort, Walter F., Paris
Burley, L. Audrey, Administration and Information Management
Cahill, Jacklyn Anne, Oporto
Cavallaro, John F., Office of International Conference Administration
Cencetti, Mary Reed, Rome

Claish, Andrew L., Office of Communications, Telephone Support
Declercq, Wilfred F., Bureau of Personnel, Faculty Advisers
Dustin, Eben H., Medical Director
Gregorio, Gertrude N., Diplomatic Security
Hale, James E., Lisbon
Hayashida, Robert Y., Bureau of Personnel, Faculty Advisers
Herndon, Milton Lee, Ciudad Juarez
Kahn, Louis E., Vienna
Leonard, James R., Office of Communications, Installation Branch
Maguire, Charles G., Inter-American Affairs
Masters, Richard E., Paris
Moffat, Jay P., Politico-Military Affairs
Murphy, James P., Manila
Nurnberger, Elsie Marie, Abidjan
Shirley, Frederick G., Brussels
Stuckey, Robert, W., Diplomatic Security, Engineering Services
Tipton, Marian L., Bureau of Personnel, Examination Division
Vrebalovich, Thomas, Belgrade
Walker, Byron P., Kinshasa
Wolf, Stanley J., Moscow ■



NEW DELHI, India—At regional consular workshop for Foreign Service officers, first row, from left: *Les Hickman* (Bombay), *Alcy Frelick* (Kathmandu), *Mary Ellen Hicky* (Kuwait), *Catherine Drucker* (Manama), *Greta*

Holtz (Sanaa), *Patricia Johnson* (Madras), *Dan Larsen* (Peshawar). Second row: *Karla Reed* (Washington), *Douglas Kelly* (New Delhi), *Phillip Min* (Karachi), *Richard Haynes* (Calcutta), *Betsy Malpass* (Dhaka), *Susan*

Alexander (Lahore), *Robert Murphy* (Abu Dhabi). Last row: *Kevin Herbert* and *James Ritchie* (Washington).

Bureau Notes

The Seventh Floor

Secretary's Office

As one of his last acts before departing the Department, SECRETARY SHULTZ traveled to Vienna, to participate in the closing ceremonies of the Conference on Security and Cooperation in Europe, January 15-17. Accompanying him were special assistants to the Secretary DAVID CREAGAN and MARY HAINES, and personal assistant JO McCLENNY; deputy executive secretary JAMES COLLINS; PATRICK F. KENNEDY, executive director, Executive Secretariat; JOHN BENTEL, computer systems specialist, Executive Secretariat; Secretariat Staff advance team members JOHN BEYRLE, staff officer, and JACKIE CARTER, line assistant; and plane team members BLAIR HALL, staff officer, and line assistant CINDY TRODDEN; counselor MAX KAMPLEMAN; the assistant secretary for European and Canadian affairs, ROZANNE RIDGWAY; the assistant secretary for human rights and humanitarian affairs, RICHARD SCHIFTER; the assistant secretary for public affairs, CHARLES REDMAN; the assistant secretary for politico-military affairs, ALLEN HOLMES; National Security Council staff member RUDOLF PERINA; Congressman STENY HOYER (D.-Md.); LOUIS LAUN, Commerce Department; and JAMES HINDS, Department of Defense. □

Office of the Under Secretary for Political Affairs

Under Secretary MICHAEL ARMACOST traveled to New York, to attend the Council on Foreign Relations seminar on Korea, January 10-11. □

Protocol Office

SELWA ROOSEVELT, in her last official act as chief of protocol, escorted the diplomatic corps to Capitol Hill, to attend the swearing-in of the President of the United States ... RICHARD GOOKIN, associate chief of protocol, led the protocol team assisting the presidential inaugural committee with the planning and execution of the chiefs of diplomatic missions' participation at various events. Assisting were LAWRENCE DUNHAM, LYNNE MILLER, CATHERINE GERARDI, DANNY POWERS, BARBARA ADAMS, APRIL GUICE, SALLIE CLAIBOURN, CHENOPIA CALHOUN, JESSIE JOHNSON, CHRISTINE HATHAWAY, JILL SYKES, JULIE WILLIAMS and ANNE KILLEA ... BENEDICTE VALENTINER, manager of Blair House, organized a luncheon and reception for the diplomatic corps at Blair House, following the inauguration of PRESIDENT BUSH. Assisting Mr. Valentiner were SAM CASTLEMAN, assistant manager, and LYNN HONOR-KEITH, administrative assistant at Blair House.

The ceremonials section coordinated and assisted with a luncheon by SECRETARY SHULTZ in honor of Ambassador and Mrs. MICHAEL MANSFIELD, on his retirement as envoy to Japan, and a reception hosted by SEC-



EXECUTIVE SECRETARIAT—Executive director Patrick F. Kennedy, left, presents Kenneth A. Messner a Meritorious Honor Award. With them is Patricia Messner.

RETARY BAKER and his wife, in honor of members of the State Department press corps and their spouses. Assisting with these functions were JOHNNA WRIGHT, Ms. Guice, KIM MIDDLETON, ERIN WALSH and GEORGIA GUHIN ... The visits section coordinated the private visits of foreign dignitaries from El Salvador, Dominica, Honduras, Lesotho, Micronesia, Uganda and the United Nations. Assisting with these visits were DANNY POWERS, BARBARA KEITH, ANDREA MOONEY, Ms. Johnson, SHELBY SCARBROUGH and LESLIE LAUTENSLAGER ... Departing are Ms. Roosevelt, CATHERINE MURDOCK, JULIE ANDREWS and GAIL ROBERTSON ... JOSEPH VERNER REED is the new chief of protocol, JENNIFER FITZGERALD is deputy chief and AGNES WARFIELD is deputy chief for visits. □

Administration and Information Management

Office of Communications

The following were in Washington on consultation recently: DARIS LEWIS, Bogota; ROSS KLINGER, Mogadishu; RICHARD RIGBY, Monrovia; WILLIAM HYLTON and STANLEY BARANOWSKI, Washington ... Completing courses in the Training Division were N. JANE ABOOD, Belgrade; PATRICIA BARBERA, Abidjan; NANY KIRK, Brasilia; GEOFFREY O'NEILL, Frankfurt; DALE RICE,

Kingston; NICKOLAS SAWKIW, Frankfurt; HERBERT SHRIVER, Geneva; DAVID WAY, Addis Ababa; JOHN YEAGER, Lilongwe; JOSEPH DUFFY, Sydney; TONY BARTON, Conakry; EDWARD JAMES and ROBERT McLERNON, Washington; KAREN MUMMAW, Dakar; TODD ROE, Kinshasa; ALICIA STIDHAM, Bridgetown; LARRY BUCHER, Vientiane; KIMBERLY EGHOLM, Bangui; JOHN BLOOM, Washington; MARY MERTZ, Suva; HUGO MORA, Washington; SHAWN SHAW, New York; ANTHONY BELL, Washington; ROBERT BROWNINGH, Wellington; RICHARD CLAUSELLS, Washington; EDWARD FITZGERALD, London; RICHARD McDONALD, Riyadh; A. WILLIAM MICHAEL, Bangkok; DOUGLAS SPANGER and NORRIS WATTS, Washington; JUDY BRANDON and PHILLIP BUNCH, Paris; MAURICE CROSSLAND, San Salvador; SUSAN McANNALY, Rome; CHARLES NICHOLSON, Hong Kong; KATHERYN ZIMMERMAN, Rome; ROBIN ADORNO, Guangzhou; ALAN CHRISMON, Washington; JASPER DANIELS, Abidjan; DAVID JESSER, Hong Kong; SHANNON LANKFORD, New Delhi; EDWARD MELNICK, Rio de Janeiro; BRENDA SCARBROUGH, Frankfurt; THOMAS METTEL, Madrid; JANICE METZGER, Riyadh; JAMES STEEVES, Washington; PATRICIA ENDRESEN, Islamabad; STEVEN ENGERT, Panama; SUSAN HULLINGER, Paris; WILLIAM SARGENT, Brussels; PATRICIA BARBERA, Abidjan;



OFFICE OF COMMUNICATIONS—Deputy assistant secretary Robert L. Caffrey inaugurates one of the new bulk-volume postage meter machines. Others, from left, operator Donald Gentry, branch chief Earl Penn, systems automation officer Paul Bialecki and Karen M. Jackson, mail management.

BUREAU NOTES

NANCY KIRK, Brasilia; DALE RICE, Kingston; NICKOLAS SAWKIW, Frankfurt; HERBERT SHRIVER, Geneva; DAVID WAY, Addis Ababa; JOHN YEAGER, Lilongwe; RAYMOND HARGER, Leningrad; ROSS KLINGER, Mogadishu; RICHARD RIGBY, Monrovia; JOHN WILLEMS, Beijing; TONY BARTON, Conakry; WILLIAM PRESPARE, Washington; NANCY KIRK, Brasilia; DAVID JESSER, Hong Kong; WILLIAM SARGET, Geneva; ELEY JOHNSON, Brussels; DARIS LEWIS, Bogota; JEFFREY MYERS, San Jose; GARY PORTER, Bangkok; BRYAN STAHL, Cairo; PETE GOULDMANN, FLOYD HAGOPIAN, STEVE PAWLOWICZ, DAN READ, SCOTT YORK, JUDY LINK, CHRISTOPHER DYE and CHARLES WILLS, Washington. □

Foreign Buildings Office

Deputy assistant secretary RICHARD N. DERTADIAN met with Ambassador DARYL ARNOLD of Singapore, and advised that the Boston architectural and engineering firm of Hugh Stubbins had been selected to design the new office building, ambassador's and deputy chief of mission's residences and Marine quarters. The program planning schedule was reviewed in terms of the funding process and on when each of these construction projects would be coming on line ... Mr. Dertadian met with Ambassador JULIAN M. NIEMCZYK of Prague, to discuss planning/funding of the chancery roof project, repairs to the ambassador's residence facade and an overall review of post-proposed maintenance and repair and minor improvement projects ... The director for program execution, BRYCE M. GERLACH, held meetings/briefing sessions with the following ambassadors: EDWARD DJEREJIAN of Damascus, to review the design and construction of a new embassy annex for the consular section, disposition of the former consulate property in Aleppo and status of the chancery communications project; CHRISTOPHER ROSS of Algiers, to discuss planning and programming for the new office building program, the need for a structural engineer to evaluate the ambassador's residence and maintenance items for the Oran consulate; MICHAEL USSERY of Rabat, to review the status of the new office building, pending maintenance and repair items programmed for the ambassador's residence; T. FRANK CRIGLER of Mogadishu, to discuss the new office building construction and resumption of the ambassador's residence construction ... The director for program planning and post support, HERBERT W. SCHULZ, met with Ambassador JAMES D. PHILLIPS of Bujumbura, for comments on recently-completed access controls and a perimeter wall, relocation of the administrative staff to the general services compound and proposed additions to the ambassador's residence ... Mr. Schulz met with consul general A. DONALD BRAMANTE of Thessaloniki, to discuss prospects of using a local developer to construct an office facility (with housing for two officers) on the outskirts of the city, in exchange for the present consulate office building. □

Office of Operations

Office of Language Services: Director HARRY OBST attended a meeting of the conference committee of the International Cultural and Trade Center, to discuss requirements for installation of simultaneous interpreting equipment and related conference needs ... ALEC TOUMAYAN, BILL HOPKINS and JIM BROWN interpreted for SECRETARY SHULTZ in bilateral meetings in conjunction with the conference on chemical weapons in Paris ... CAROL WOLTER traveled to North Africa for a military assignment ... ELIZA BURNHAM interpreted for munitions talks at Picatinny Arsenal in New Jersey, and ADRIENNE CLARK-OTT traveled there for a separate assignment ... Translators RUTH CLINE, JIM FEENEY, ELIZABETH LICHTER and LAURA MYERS handled a large volume of congratulatory messages from world leaders to PRESIDENT BUSH ... LILLIAN NIGAGLIONI attended a course on Francophone Africa, at the Foreign Service Institute. □

African Affairs

Office of the Assistant Secretary: PRESIDENT REAGAN awarded Assistant Secretary CHESTER A. CROCKER the President's Citizen's Medal, January 18, in the White House ... Mr. Crocker traveled to New York, January 22-25, to attend a meeting of the joint commission established by the Brazzaville protocol, with South Africa, Cuba and Angola as members and the Soviet Union and the United States as observers. Mr. Crocker attended a reception in honor of the Ugandan prime minister, February 1, and hosted a luncheon that same day in honor of the Somali prime minister ... He traveled to New York, February 9, to address the Council on Foreign Relations, on "U.S.-Africa Policy in the 1980s—A Perspective."



LAGOS, Nigeria—"Most Supportive Award" of the Marine detachment goes to Joe and Kay Chippich in communications unit.

Deputy assistant secretary KENNETH L. BROWN attended a reception with Mr. Crocker and SECRETARY SHULTZ, January 18, for Goree Island, Senegal. Private citizens are trying to raise money to rebuild there the U.S. consulate and the building where slaves were held before being sent to the United States ... Deputy assistant secretary ALISON ROSENBERG traveled to Luanda, Angola, February 1-3, to attend the South African Development Coordinating Committee conference ... On January 18 Secretary Shultz awarded Mr. Crocker and the South-



BAMAKO, Mali—Recipients of cash performance awards with Ambassador Robert M. Pringle, right. Left to right: Fatoumata Pam;

Paul Diarra; Job Diarra; Mamadou Diakite; Paulin Coulibaly; Florelle Chan.

western Africa Mediating Team the Secretary's Distinguished Honor Award, for their efforts in mediating the Angola/Namibia settlement ... Special assistant ROBERT CABELLY departed the bureau, January 27, to work on African issues at the National Security Council.

Office of Southern African Affairs: MARK BELLAMY, South Africa desk officer, briefed teachers sponsored by the Close-Up Foundation, February 1, on U.S.-South Africa relations.

Office of Regional Affairs: Director DAVID PASSAGE lectured on guerrilla warfare, counter-insurgency and the role of the ambassador and the country team, at the Air Force Special Operations School, Hurlburt Field, Fla., January 24-25.

Office of Public Affairs: MARY SWANN is to travel to Atlanta, to meet with local sponsors on a trade and investment conference on Africa, April 20-21. □

Consular Affairs

On January 13 SECRETARY SHULTZ and his wife visited the Washington Passport Agency, for a tour of the facility. He followed, step-by-step, the creation of his new courtesy diplomatic passport. He was guided by Assistant Secretary JOAN M. CLARK; HARRY L. COBURN, deputy assistant secretary for passport services; and COLUMBUS GEER, director of the agency. Improvements in consular automation and efficiency were demonstrated.

Overseas Citizens Services: On January 24 MARTHA SARDINAS, chief, Inter-American Division, Citizens Emergency Center, addressed a travel executive seminar, in Philadelphia, on



CURACAO, Netherlands Antilles—Consul general *Martin McLean* and former consul general *Alta Fowler*, right, present Certificate of Service to consular assistant *Berta Mensing* on her retirement after 37 years.



CALGARY, Canada—The consulate staff receives a Meritorious Honor Award for their efforts during the Winter Olympics. Consul general is *Robert Kott* presenting the award. First row: *Nashiban Peermohamed; Pat Calara; Bev Matte; Tina Langston*. Second

row: *Kim Klassen; Sharon Atkins; Joan Hazellon; Eileen Morrissey; Caroline Coughlin; Melvyn Rosario*. Last row: *Eric Richard; Robert Tansey; John Nay; Tom Roesch; Twila Green; Susan Smith; Jim LeBlanc*.

travel safety abroad. On January 28 CONSUELO PACHON, Citizens Consular Services, addressed the Pennsylvania Bar Association, in Philadelphia, on the Hague convention on the civil aspects of international child abduction.

Visa Services: DAVID HUSAR, Field Support and Liaison Division, and GENE SHUMAN, Systems Staff, visited Santo Domingo, in January, to discuss implementation of the machine-readable visa. Santo Domingo will be the pilot post of the machine-readable program. □

East Asian and Pacific Affairs

Principal deputy assistant secretary WILLIAM CLARK JR. traveled to Japan, China, Korea and Canada, January 29-February 3, as a member of the pre-advance team for the President's upcoming trip to Asia ... Deputy assistant secretary DAVID LAMBERTSON took part in a hearing before a House subcommittee on human rights in Southeast Asia, February 7, and a hearing of a House Foreign Affairs subcommittee, chaired by Congressman Stephen Solarz (D.-N.Y.), regarding refugees in Southeast Asia, February 8 ... Deputy assistant secretary J. STAPLETON ROY traveled, January 22-February 3, to Koror, Palau; Kolonia, Micronesia; Kwajalein

and Majuro, Marshall Islands; Guam; and Honolulu, Hawaii. In Palau, he attended the presidential inauguration and met with U.S. and foreign officials the remainder of his trip ... MATTIE GOODWIN-MILLS, secretary to Mr. Roy, resigned from the Department, November 9, to return in the private sector.

In the Office of Japanese Affairs, the entire staff helped bring about what was seen as a successful visit by the prime minister, February 1-3. While here, the prime minister presented former U.S. Ambassador MIKE MANSFIELD the Grand Cordon of the Order of the Rising Sun, with Paulownia Flowers, at a February 2 ceremony at the Japanese ambassador's residence ... KENNETH CHERN, country officer, economic section, was in Tokyo, January 15-21, to participate in a meeting of the Japan High-Level Joint Committee's advisory panel, a group established under the bilateral science and technology agreement. He also held consultations with personnel in Embassy Tokyo.

On January 26 CHARLES B. SALMON JR., director, Office of Philippines Affairs, visited Chicago. He participated in a National Public Radio foreign affairs talk show, met with the editorial board of the Chicago Tribune and addressed a meeting of the Chicago Council on Foreign Relations ... GERTRAUDE KOZAK, secretary, recently from Embassy Accra, joined the office, January 17.

THOMAS P.H. DUNLOP, director, Office



SINGAPORE—At awards ceremony, from left: Daleen (Dee) Richmond, Ambassador Daryl Arnold, John W. Davison.

of Korean Affairs, departed the United States, January 29, for consultations on Korean issues in Seoul, Budapest, Belgrade, Moscow and Beijing. He was to return to Washington, February 17 ... EUNHEE ARVIZU joined the office, November 7; she replaced HERVY WOLFF, who left the Korea desk to work in the Executive Office of the Bureau of African Affairs ... NEIL E. SILVER, deputy director, Korean affairs, spoke to the U.S.-Korean Business Council, January 10, in Washington, on Korean political trends and bilateral relations. □

Economic and Business Affairs

Assistant Secretary EUGENE McALLISTER shared the rostrum, January 13, with Sir ROY DENMAN, European Community delegate to the United States, at a Commerce Department conference in Washington, on the effects of the European single market integration in 1992 ... JEFFREY N. SHANE, deputy assistant secretary for transportation affairs, traveled to Rome, January 24-26, for informal civil aviation talks ... The special negotiator for transportation affairs, CHARLES ANGEVINE, traveled to Saudi Arabia, for consultations on a permanent bilateral aviation agreement, January 8-10 ... He traveled to Beijing, to chair bilateral civil aviation negotiations with the Chinese, January 21-24 ... WILLIAM H. CRANE, Office of Aviation Negotiations, participated in the China talks ... JANICE BAY, director, of the office, chaired the U.S. delegation in talks with the United Kingdom, on air service to Manchester, November 28-29, in Washington, and, January 4-6, in

London ... MIKE GOLDMAN, deputy director of the office, led the U.S. negotiating team in concluding a new air transport agreement with Brazil. The agreement provides for new carriers, service to additional U.S. and Brazilian cities, increased frequency of service, a new, more liberal pricing regime and a reciprocal waiver of each other's cargo preference laws ... DEBORAH SCHWARTZ and CHRIS KAUTH, Office of Aviation Programs and Policy, participated in the talks ... Mr. Goldman also chaired consultations with El Salvador, regarding the possibility of greater access to the United States for the Salvadoran flag carrier, TACA ... Ms. Schwartz has participated in a series of meetings, in London, January 26-27, and in Washington, February 9-10, to launch the U.S.-United Kingdom arbitration on British Airports Authority user charges ... THOMAS WINDMULLER, Office of Aviation Programs and Policy, traveled to Bonn, January 12-13 and 26-31, for talks with the United Kingdom and France, on management of the Berlin air regime.

CHRISTOPHER G. HANKIN, deputy assistant secretary for international trade controls, traveled to Ottawa, Canada, January 30-31, for consultations with Canadian government officials regarding export control issues ... ROBERT L. PRICE accompanied ALLAN WENDT to Zurich, Switzerland, January 27, for bilateral consultations with Swiss officials on export control issues ... Mr. Price continued on to Paris, France, January 28-February 2, where he led the U.S. delegation to the Coordinating Committee on Multilateral Export Controls meeting on communications satellites ... Deputy director MARK L. WIZNITZER led a U.S. delegation to working group meetings on the common standard and license-free trade, January 23-26, in Paris ... ROBERT GODEC, Security Trade Controls Division, chaired a U.S. delegation to an ad hoc negotiating session with other governments, in Paris, to revise the strategic trade controls over

advanced machine tools ... SCOTT LONEY, Security Enforcement and Licensing Division, accompanied deputy assistant secretary CHRIS HANKIN to Ottawa, in January, to discuss export control cooperation with officials of the ministry of external affairs.

RICHARD A. MORFORD, deputy director, Office of Business Practices, headed the U.S. delegation to the biennial meeting of a committee on transfer of technology, January 23-31, in Geneva ... ROBERT WINSHIP, same office, attended the plenary and working party meetings of a committee on competition law and policy, in Paris, January 9-13 ... BOB KONRATH, same office, traveled to Santiago, for consultations on Chilean intellectual property rights protection, January 18-20.

Recent arrivals in the bureau include LARRY BUTCHER, Office of Development Finance. □

European and Canadian Affairs

Front Office: Assistant Secretary ROZANNE L. RIDGWAY accompanied SECRETARY SHULTZ to Paris, January 5-8, for an international conference on chemical weapons. Supporting her were deputy assistant secretary THOMAS W. SIMONS; office directors AVIS BOHLEN, EDWARD A. CASEY and ALEXANDER VERSHBOW; special assistant SCOTT KILNER; and bureau officer MARK STOR-ELLA ... Ms. Ridgway accompanied the Secretary to Vienna, January 15-17, for the conclusion

VIENNA, Austria—Ambassador Henry A. Grunwald opens the new Marine house. From left: Robert F. Decker, John L. Yochum, Jose E. Gonzales, Steven L. Clark. Second row: Michael J. Habib, Kerry D. Phillips, Patrick J. Lawson, Terence L. Brister.





ANKARA, Turkey—Ambassador *Robert Strausz-Hupe* (right) presents Meritorious Honor Award to *Jale Obenik*, telephone supervisor.

of the follow-up meeting on the Conference on Security and Cooperation in Europe. Principal deputy assistant secretary CHARLES H. THOMAS, Mr. Simons, Ms. Bohlen, Mr. Kilner and Office of European Security and Political Affairs section chief RICHARD BOUCHER attended the meeting.

Awards: At a Front Office ceremony, January 27, Ms. Ridgway presented the following awards: MATTHEW J. BURNS, Superior Honor Award, for his performance at Leningrad following the withdrawal of Soviet national employees; EDWARD A. CASEY, Superior Honor Award, for work on the European Single Market while director of the Office of Regional Political-Economic Affairs; JOHN O. COOK, Meritorious Honor Award, for implementation of the U.S.-Canadian agreement on Arctic cooperation; SCOTT F. KILNER, Superior Honor Award, for reporting on southeastern Turkey while at Consulate Adana; DIANE G. SIMPSON, Superior Honor Award, for work on the intermediate-range nuclear forces treaty; JAMES W. SWIGERT, Superior Honor Award, for efforts leading to the conclusion of a Spanish bases agreement; JAMES W. SWIHART, Superior Honor Award, for reporting and leadership as consul general at Zagreb, Yugoslavia ... Receiving group Superior Honor Awards for achievements, 1986-88, were the economic affairs, multilateral and security affairs, and bilateral affairs sections of the Office of Soviet Union Affairs ... The political affairs section, Office of

European Security and Political Affairs, received a Superior Honor Award for its work on the Vienna review meeting of the Conference on Security and Cooperation in Europe ... Ms. Ridgway presented length-of-service awards to WILLIAM BODDE (30 years), TIMOTHY E. DEAL (25), JACK M. SEYMOUR (25), THOMAS W. SIMONS (25), MARY E. DALY (10), KAREN L. HARDTKE (10), DIANE G. SIMPSON (10), GLADYS E. WILLIAMS (10).

Office of Canadian Affairs: GABRIEL MIGNELLA, a student at Cornell, joined the office for the spring semester, to help assemble documents related to the U.S.-Canada free trade agreement.

Office of Central European Affairs: HARRY J. GILMORE, U.S. minister, Mission Berlin, visited Washington, February 6-8 ... EDOUARD BRUNNER, new ambassador of Switzerland to the United States, arrived in Washington, February 2.

Office of Northern European Affairs: Ambassadors GREGORY J. NEWELL (Stockholm), CHARLES H. PRICE (London), JEAN B. S. GERARD (Luxembourg), ROCKWELL A. SCHNABEL (Helsinki), ROBERT D. STUART (Oslo), MARGARET M. HECKLER (Dublin) and L. NICHOLAS RUWE (Reykjavik) were in Washington, in mid-January, for consultations and to attend inaugural events ... EILEEN M. HEAPHY arrived from Embassy Copenhagen to assume duties as deputy director, following consultations in Reykjavik, Stockholm, Oslo and Brussels.

Office of Regional Political-Economic Affairs: Director FELIX BLOCH spoke to the World Affairs Council of Philadelphia, January 30, on "The European Community in 1992 and

its Political Ramifications" ... ED SMITH departed the office for Italian language training, in preparation for his assignment to Rome ... FRANK KERBER attended a meeting of the Economic Commission for Europe, in Geneva, and traveled on to Paris for consultations.

Office of European Security and Political Affairs: WILLIAM A. MOFFITT, deputy director for defense policy and military/security affairs, attended a November 30 Brussels meeting of NATO's high-level task force on conventional arms control ... He then served as the Department's representative on the U.S. delegation to the semiannual meeting of NATO defense ministers, in Brussels, December 1-2 ... Defense Secretary FRANK CARLUCCI led the delegation ... From January 16-19 Mr. Moffitt attended the annual NATO defense planning symposium, in Oberammergau, West Germany ... GRAY McCALLEY, defense policy and military/security affairs section, attended a December 7 meeting of NATO's high-level task force, in Brussels, staying on to support Secretary Shultz's participation in the December 8-9 meeting of NATO foreign ministers.

Office of Soviet Union Affairs: JOHN HERBST, deputy director for economic affairs, participated in a UN-sponsored conference on U.S.-Soviet trade, in New York, January 17-18 ... Desk officer RICHARD JOHNSON traveled to Brussels, to participate in the NATO reinforced economic meeting on Soviet regional economic development, January 12-13 ... HOWARD STOFFER, desk officer, multilateral and security affairs section, traveled to Missoula, Mont., January 21-23, to speak at the University of Montana on U.S.-Soviet relations. He also met with local media representatives and addressed the Rotary Club of Missoula ... KAREN PUSCHEL returned to the office after completing a year-long fellowship with the Council on Foreign Relations, in New York ... ETHAN GOLDRICH, an employee in the bilateral affairs section, left, January 31, to join the February class of new Foreign Service officers, at the Foreign Service Institute.

Office of Western European Affairs: Director EDWARD A. CASEY participated in the Secretary's bilateral meetings at the Paris chemical weapons conference, January 6-8, and subsequently consulted at Embassy Paris ... Ambassador JOE M. RODGERS was in the Department, from Paris, for end-of-tour consultations, January 9-12 ... Ambassador EDWARD M. ROWELL consulted in the Department, January 13, before returning to Lisbon ... WILLIAM H. EDGAR, minister-counselor, Embassy Paris, addressed the U.S.-France Chamber of Commerce, in Washington, January 24, and conducted consultations in the Department thereafter ... JOHN D. CASWELL, Portuguese desk officer, spoke to a January 26 meeting on Portugal, in Boston, under the auspices of the Boston World Affairs Council ... Ambassador REGINALD BARTHOLOMEW, Embassy Madrid, consulted in the Department, January 30-February 3. □

Foreign Service Institute

MARGARET SARLES, Latin America chairwoman in the School of Area Studies, presented a paper, "Impact of Agricultural Universities on Brazilian Development," January 17, at the American Association for the Advancement of Science's annual meeting in San Francisco ... From the Information Management Training Division, deputy director RAY PEPPER and computer specialist RANDY CLARK visited Kinshasa, January 17-February 2, and delivered pilot presentations of two new courses on management of the personal computer ... On February 9 division director DAVID WOOLF and education specialist MARK WHEATLEY attended the graduation for the seventh class of the information systems management program. Completing the intensive 22-week program were LUIS ACOSTA, HAZEL BOONE, DAVID FLEMING, JOHN GIESEKE, ELIZABETH GELDERLOOS, LARRY KOZAK, THOMAS PHALEN, DON REK, BRAD ROHRER, JAMES RUBINO, DAVID SUMMERS and STEVE VALDEZ.

Thai language and culture instructor PRAWET JANTHARAT gave a talk, "Thailand: People, Language, and Culture," as part of the Smithsonian Resident Associate Program on Thailand, January 19 ... FREDERICK JACKSON, language training supervisor with the Department of Asian and African Languages, and THEA C. BRUHN, head of the language testing unit, were participants in an interagency language roundtable three-day workshop, on the proposed establishment of reference standard texts for the evaluation of reading proficiency ... PETER SKAER, GARY ESAREY, SOUKSOMBON SAYASITHSENA, Prawet Jantharat, WIJESINGHE KARUN NOUR ZAIBACK and Mr. Jackson of the Department of Asian and African Languages attended a two-day seminar on advanced uses of the Macintosh computer ... TSUNG-MI LI, senior instructor in the Chinese section, attended on a private basis the second international conference on teaching Chinese as a second language, in Taipei, December 27-January 1. He presented a paper, "The Four Basic Chinese Sentence Patterns: A Semantic Approach." ... CHRISTINA HOFFMAN, Department of North and East European Languages, has published a Romanian reference grammar ... MADELINE EHRMAN, director of research, evaluation and development, has published an article in the *Journal of Psychological Type* #16, January, entitled "Psychological Type and Adult Language Learning: A Pilot Study."

New staff members at the School of Language Studies include THOMAS GARZA, language training supervisor for Serbo-Croatian, who comes to the institute from the National Foreign Language Center and Harvard University, and GABRIELLA STARKER, language training supervisor for Spanish, from Indiana University ... STEPHEN STRYKER, head of Spanish language training, gave a presentation, January 17,

"The Nature of Cross-Cultural Conflict," for Washington area teachers of English as a second language ... He attended two meetings of the citizens advisory board of the Arlington County school district, to advise on problems with limited English-speaking students in the Arlington schools. □

Inspector General's Office

Inspector general SHERMAN FUNK was co-host and keynote speaker, November 30, at a special conference convened by the President's Council on Integrity and Efficiency. The purpose of the conference was to provide guidance to the 33 "designated federal entities," required by the 1988 amendments to the Inspector General Act of 1978 to establish Offices of Inspectors General consolidating the various audit, inspection and investigative units previously existing in these smaller agencies. JAMES K. BLUBAUGH, deputy assistant inspector general for inspections, also spoke to the group, on management and resource issues.

Office of Inspections: Since November, inspectors conducted on-site reviews of Embassies Paris, Brazzaville, Yaounde, Libreville, Malabo, Banjul, Conakry, Bissau and Freetown ... During this period, the Office of Inspector General also evaluated the Policy Planning Staff and the Bureau of East Asian and Pacific Affairs. An Office of Inspector General functional inspection report was prepared on the process for selection of presidential appointees ... Compliance follow-up reviews were conducted in Madrid, Bern, Tokyo, Georgetown, Paramaribo, Bridgetown and St. George's.

New appointments: **Office of Audits:** EILEEN ANGLE, who came from the Panama Canal Commission; she is an auditor in the Consular Affairs and International Programs Division ... MARTIN JORDAN, previously of the Pension Benefit Guaranty Corp., an auditor assigned to the Property Management and Procurement Division ... BARBARA SAULS, from the Department of Defense's Office of Inspector General, in the Real Property and Procurement Division ... MICHELLE STEFANICK, from the Defense Contract Audit Agency, an auditor assigned to the Financial Management Division ... AUGUST Van DESSELL, assigned to the Property Management and Procurement Division, from the Department of Interior ... **Office of Inspections:** JAMES GOODY who has joined the staff to lead the first inspection of the Arms Control and Disarmament Agency (the State Department inspector general serves concurrently, by law, as the arms agency inspector general) ... HELAINE KLASKY, selected as a presidential management intern, from Senator Dennis DeConcini's (D.-Ariz.) office ... GERALD SUTTON, appointed a political/economic inspector, from the Bureau of Intelligence and Research ... THOMAS ZSAKANY, senior auditor with the Peace Corp, 1974-88 ... **Office of Investigations:** SUE ELLIS, presidential management intern, who was an intern in the

U.S. Attorney's Office in Washington ... STELLA PETRIC, secretary for assistant inspector general for investigations; she had worked for the Department of Justice ... MICHAEL WOLFSON, criminal investigator, who was director of inspections and investigations for the Peace Corps ... **Office of Policy, Planning and Management:** JAMES L. MILLETTE, from the Comptroller's Office budget and planning unit, now heading the Compliance and Analysis Branch ... RICHARD MOON, selected as director of the Plans, Reports and Compliance Division, from the Office of Inspections ... JANIE PETERSON, who was appointed program analyst for the Plans, Reports and Compliance Division; she will be the coordinator for the President's Council on Integrity and Efficiency ... LEWIS PRUITT, who has joined the Plans, Reports and Compliance Division as a compliance officer; his previous assignment was to Embassy Brasilia ... CYNTHIA SABOE, appointed writer/editor for the Plans, Reports and Compliance Division; she came from the Bureau of Public Affairs. □

Inter-American Affairs

Caribbean affairs director DAVID ZWEIFEL returned from a swing through the Leeward Islands, Curacao/Aruba and French Guiana, including a visit to the European Space Center at Kourou ... Caribbean Affairs welcomed AVON WILLIAMS, from the political section at Martinique, who took the Antigua desk vacated when VONDA DELAWIE moved to the eastern Caribbean desk in December ... The latter took a January orientation swing by Embassy Grenada and went on to Embassy Bridgetown, where she also attended the Caribbean police commissioners conference.

SAO PAULO, Brazil—Consul general Myles R. Frechette presents Meritorious Honor Award to Elizabeth Frisoni, political specialist.





BOGOTA, Colombia—At award ceremony, left to right, front row: *Marina Quijano, Yolanda de Blanco, Maura Harty, Liliana de Zambrano, Consuelo Garcia.* Back row: *Gloria de Parra, Jairo Corredor, Maria Clara Carreño, Ambassador Thomas E. McNamara, Maria Victoria de Martínez, David L. Hobbs, Consuelo de Hurtado, Paul W. Davis-Jones.*

The deputy U.S. permanent representative to the Organization of American States, WILLIAM T. PRYCE, spoke on U.S.-Latin American policy before a meeting of chief executive officers of hotel and motels, in Phoenix, January 13. □

International Communications and Information Policy

The U.S. coordinator and director of international communications and information policy, SONIA LANDAU, and bureau special assistant BOHDAN BULAWKA traveled to Geneva and Belgrade, the week of January 23, for consultations on telecommunications policy issues ... In Geneva Ms. Landau met with Ambassador JOSEPH PETRONE and staff ... At the International Telecommunication Union, she met with secretary general RICHARD BUTLER; the director of the International Radio Consultative Committee, RICHARD KIRBY; and other officials, on preparations for the International Telecommunication Union's plenipotentiary conference ... In Belgrade, she met with U.S. embassy officers and Yugoslav officials on conference issues.

EARL BARBELY, director, Office of Technical and Information Standards, represented the United States at the meeting of the administrative

council of the International Telecommunication Union, in Geneva, January 30-February 3 ... RICHARD SHRUM, director, Office of Radio Spectrum Policy, and DAN CLARE, executive director, U.S. delegation to the plenipotentiary conference, also attended.

The U.S. deputy coordinator and deputy director, RICHARD C. BEAIRD, and GARY FERENO, deputy director, Office of Technical and Information Standards, traveled to San Diego, January 23, for the opening meeting of the International Telegraph and Telephone Consultative Committee's study group 18, on integrated services digital network standards ... RANDOLPH C. EARNEST, director, Office of Satellite and Cable Policy, and HILLARY CUNNINGHAM, deputy director, traveled to London for the sixth assembly of parties of the International Maritime Satellite Organization, January 17-19. □

International Narcotics Matters

The ambassador to Thailand, DAN O'DONOHUE, visited the bureau, January 4, for consultations with Assistant Secretary ANN B. WROBLESKI.

Attending the meeting with him were deputy assistant secretary JERROLD MARK DION and bureau executive director JAMES VAN WERT ... Mr. Dion was in Vienna, Austria, February 1-18, in connection with meetings of the UN Commission on Narcotic Drugs, 11th session, and UN Fund for Drug Abuse Control major donors. He was accompanied by program officer DIANNE GRAHAM ... Program officer ALLEN NUGENT traveled to Laos, December 30-January 6, as a

member of a delegation for talks with the Laotian government. The delegation was led by the National Security Council director for Southeast Asian affairs, RICHARD CHILDRESS ... CANDIS CUNNINGHAM, a former USIA officer, joined the bureau as program officer for the Caribbean ... Budget analyst SCOTT McADOO traveled to Colombia, Brazil, Paraguay and Argentina, December 5-20, to conduct a field assistance review of narcotics control projects, and to assist in establishing accounting guidelines in the two latter countries. □

International Organization Affairs

CHARLOTTE PONTICELLI, director of policy and planning for the bureau, traveled to Geneva, Switzerland, November 30-December 7, as a member of the U.S. delegation to the UN Human Rights Commission's working group on the convention of the rights of the child ... While there, she also served as U.S. participant at the international seminar on the teaching of human rights, which was sponsored by the UN Center for Human Rights to commemorate the 40th anniversary of the Universal Declaration of Human Rights ... LEE ANN HOWDERSHELL served on the U.S. delegation to the 33rd meeting of the UN Commission on Narcotic Drugs, in Vienna, February 6-17 ... She has transferred to the Office of Technical Specialized Agencies from the Office of UN System Budgets, replacing F. GRAY HANDLEY, who has accepted a position with the National Institutes of Health ... GEORGE SALVATIERRA, deputy director, Office of UN System Recruitment, was in Rome, the week of February 13, to meet with the Food

BUREAU NOTES

and Agriculture Organization and other UN agencies, to discuss ways to enhance employment opportunities for U.S. citizens ...

People: KAY K. HERRING transferred from the Bureau of Public Affairs to the Office of Human Rights and Women's Affairs ... MARY JEANNE MARTZ transferred from the Bureau of International Narcotic Matters to the Office of Multilateral Program Coordination ... CYNTHIA KRUCELYAK PIPAN transferred from the Office of UN System Budgets to the Bureau of Consular Affairs. □

Legal Adviser's Office

ABRAHAM D. SOFAER, the legal adviser, traveled to Cairo and Tel Aviv, on Taba negotiations. Accompanying him were PATRICK M. NORTON, assistant legal adviser for Near Eastern and South Asian affairs, and PATSY B. SCHAUBEL, senior staff assistant ... ALAN J. KRECZKO, deputy legal adviser, also traveled to Tel Aviv for continuing Taba negotiations ... The legal adviser, accompanied by MICHAEL J. MATHESON, deputy legal adviser, and MELINDA P. CHANDLER, SEAN D. MURPHY and DOROTHY L. WOOSLEY, Office of International Claims and Investment Disputes, traveled to The Hague, to represent the United States in the Elsi arbitration case with the government of Italy ... DAVID P. STEWART, assistant legal adviser for law enforcement and intelligence, traveled to Berlin, for consultations with the embassy legal adviser regarding long-standing intelligence matters; and to Strasbourg, to attend the 14th meeting of the Council of Europe's select committee of experts on international cooperation ... BRUCE C. RASHKOW, assistant legal adviser for UN affairs, traveled to New York, concerning negotiations on host-country issues and consultations on the upcoming

New shuttle bus to Clarendon, Va.

A new shuttle bus to Department annexes in Clarendon, Va., is in service. The first stop, for State Annex 30, is at Washington Boulevard and Kirkwood Road. The second, for Annex 29, is at 3100 Clarendon Boulevard. The schedule:

Leave State	Arrive SA 30	Leave SA 30	Arrive SA 29	Leave SA 29	Arrive State
		7:45	7:47	7:50	8:06
8:10	8:24	8:30	8:32	8:35	8:51
8:55	9:09	9:15	9:17	9:20	9:36
9:40	9:54	10:00	10:02	10:05	10:21
10:25	10:39	10:45	10:47	10:50	11:03
11:10	11:24	11:30	11:32	11:35	11:48
11:55	12:09	12:15	12:17	12:20	12:33
12:40	12:54	1:00	1:02	1:05	1:18
1:25	1:39	1:45	1:47	1:50	2:03
2:10	2:24	2:30	2:32	2:35	2:48
2:55	3:09	3:15	3:17	3:20	3:33
3:40	3:57	4:00	4:02	4:05	4:18
4:25	4:42	4:45	4:47	4:50	5:03
5:10	5:37	5:30	5:32		□

session of the UN Committee on the Peaceful Uses of Outer Space, legal subcommittee.

MELINDA P. CHANDLER, attorney-adviser, Office of International Claims and Investment Disputes, traveled to Boston, to meet with current and former employees of the Raytheon Co., in preparation of oral hearings in the Elsi case ... MARY W. ENNIS, attorney-adviser, same office, traveled to The Hague, to argue a small claims case ... SEAN D. MURPHY, attorney-adviser, same office, traveled to Rome, to meet with Italian legal experts on matters of Italian law.

People: Joining the bureau were ELIZABETH WRIGHT, secretary, Office of East Asian and Pacific Affairs; BARBARA BLACK, secretary, Office of International Claims and Investment Disputes; PHYLLIS SANDERS, secretary, Office of Management; and VANESSA WASHINGTON, secretary, Office of Extradition and Legal Mutual Assistance ... VERA L. SMITH, secretary, Office of African Affairs, and WILLISTINE D. PAGE, personnel management specialist, Office of the Executive Director, received Meritorious Honor Awards. □

Management

Family Liaison Office

The following community liaison office coordinators visited the Family Liaison Office in December: GALE FLAX (Lima), PAMELA BENSON (Abidjan), GINNY WEEKS (Lagos), MARISA ALBERT (Panama), IZABELLA VAN RAALTE (La Paz), NORI FLOWERS (Sofia), D'ANNA HOHE (Suva), JOAN SARLES (Dakar), KAYLA GADDIS (Harare). □

Near Eastern and South Asian Affairs

MARGARET SCOBAY, for the Office of Israel and Arab-Israeli Affairs, addressed members of the Close-Up Foundation, January 10, on U.S.-Israeli relations ... Deputy assistant secretary

EDWARD WALKER spoke to members of B'nai B'rith, January 12, regarding U.S. policy towards Israel ... Press officer MARK STEIN addressed students from George Washington University, January 17, on U.S. policy in the Middle East ... On January 26 he spoke to members of the National Association of Evangelicals on the situation in the Middle East ... GORDON GRAY, country officer for Kuwait, spoke about Middle East issues to the National Conference of Young Leaders, December 9 ... BARBARA K. BODINE spoke to students and alumni of the Fletcher School of Law and Diplomacy, January 10 ... She traveled to Fort Bragg, Fayetteville, N.C., January 19, and delivered a speech on U.S. policy in the Persian Gulf ... W. NATHANIEL HOWELL, ambassador to Kuwait, was in the Department for consultations, January 3 ... SAM ZAKHEM, ambassador to Bahrain, consulted in the Department, January 18-24.

In mid-January, DAVID R. OSTROFF, country officer for Bahrain and Qatar, departed the Office of Arabian Peninsula Affairs for an assignment in the Bureau of Intelligence and Research. He was replaced by JAMES A. McVERRY, whose previous tour was in the Operations Center ... HAYWOOD RANKIN, formerly political counselor in Baghdad, joined the office as country officer for Oman and the United Arab Emirates, February 1 ... The Office of Bhutan, India, Maldives, Nepal and Sri Lanka Affairs' director, W. SCOTT BUTCHER, traveled to Chicago, January 20, where he addressed a Motorola Corp. executives conference, on India ... Deputy director LOUIS WARREN participated in a conference in New Delhi for the memorandum of understanding with India on technology transfer, along with Defense, Commerce and Customs representatives ... He traveled to Kathmandu and Dhaka for consultations.

On January 30 regional affairs director

NEAR EASTERN AND SOUTH ASIAN AFFAIRS—Former assistant secretaries at a recent party, seated, from left: Raymond A. Hare, Richard W. Murphy. Standing: Parker T. Hart, Joseph J. Sisco, Henry A. Byroade, Lucius D. Battle, Harold A. Saunders.





BEIRUT, Lebanon—At presentation of awards, First row: *Edward Paukert, Antone Frangieh, Renee Boulos, Maurice Khoury.* Second row: *Sharif El-Hajj, Hussam Farhat, Abdel-Kader Mehho, Sarkis Khatcharian, Ambassador John T. McCarthy, Sami Mirza, Mouhammed Al-Kurdi.* Third row: *Georges Kanaan, George Mrad, Rafic Ghalayini, Joseph Sweidan, Faysal Rawda, Marwan Khalil, Ghassan Hammoud.* Fourth row: *Ghassan Naddour, Kamal Korkmaz, Jamil Mu'Akkasa, Fadi Courban, Joseph Safar, Abdel-Rahman Kronfol, Michel Abou-Abdallah, Naja Kaban, Nicholas Dagher.* Fifth row: *Raymond Al-Sadde, Jaoudat Marrouche, Moustafa Boutary, Elias Boustany, Pierre Rahme-Saad.*

RICHARD BALTIMORE III and colleagues from other bureaus and agencies briefed members of the Senate Foreign Relations Committee on security assistance proposals and prospective arms sales to countries in the Near East region ... MANUEL BARRERA, deputy director, regional affairs, traveled to Algiers and Tunis as the State member of an agricultural trade and development mission. The missions are mandated by Congress as a means of stimulating U.S. agricultural trade in developing countries ... Political officer MARK SCHELAND visited a session of the foreign policy study group at Clarendon United Methodist Church, Arlington, February 9, where the topic was U.S. policy toward the Persian Gulf. Mr. Scheland will take up the same

subject and other Middle East issues in a visit to Whitworth College, Spokane, Wash., next month ... Regional Affairs has welcomed MATTY JOHNSON to the staff. □

Oceans and International Environmental and Scientific Affairs

SECRETARY BAKER made the opening remarks at the first meeting of the response strategies working group of the intergovernmental panel on climate change, at the Loy Henderson Conference Room, January 30. The meeting was chaired by Assistant Secretary FREDERICK BERNTHAL. The U.S. delegation was led by WILLIAM NITZE, deputy assistant secretary for environment, health and natural resources, and included JOHN FERRITER, deputy assistant secretary for international energy and resources; SANDRA VOGELGESANG, deputy assistant secretary for international organizations; and SUZANNE BUTCHER, deputy director, Office of Environmental Protection. Fourteen U.S. agencies were represented as well as delegations from 32 countries and 11 international organizations. Congressional and private-sector organizations participated as observers. Mr. Bernthal hosted a reception for the conference participants following the first day's session.

Mr. Bernthal traveled to Phoenix, January

13, to speak to the utility chief executives conference of the Edison Electric Institute ... He discussed the global climate change issue and its implications for U.S. electric generating plants ... PETER JON DE VOS, deputy assistant secretary for science and technology, led the U.S. delegation to the Science and Technology Commission meeting with Yugoslavia, in Williamsburg, Va., November 13-14 ... From November 29-December 11 he accompanied Mr. Bernthal for a week's orientation visit to Antarctica, including a stopover at the South Pole ... Mr. de Vos consulted with New Zealand authorities on science and technology matters while en route to Antarctica, and stopped in New Delhi, December 12-17, to head the U.S. delegation negotiating an intellectual property rights accord with the Indian government ... MICHAEL A.G. MICHAUD, director, Office of Advanced Technology, addressed a symposium at the Carnegie Endowment, in Washington, on national security uses of commercial observation satellites, January 9 ... He participated in the annual meeting on the American Association for the Advancement of Science, in San Francisco, January 15-18, and in a meeting of the computer science and technology board of the National Academy of Sciences, in Washington, January 30 ... He consulted with the National Aeronautics and Space Administration's Ames Research Center and the Jet Propulsion Laboratory in California, January 17-20 ... KENNETH HODGKINS, same office, attended the third ad hoc meeting on

BUREAU NOTES

satellite launches, at the Coordinating Committee for Multilateral Export Controls, in Paris, France, January 30-February 1.

Colonel FREDERICH BURKHART, assistant director of the office, traveled to London and Praia, Cape Verde, to discuss emergency landing sites for the U.S. space shuttle ... SHARI LIBICKI, Office of Cooperative Science and Technology Programs, traveled to San Francisco, January 15-19, to attend the annual national meeting of the American Association for the Advancement of Science ... ANDREW D. SENS, director, Office of Environmental Protection, participated at a preparatory meeting in Geneva, January 4-6, for negotiations on a global convention on the control of transboundary movements of hazardous waste ... RICHARD E. BENEDICK, senior fellow at the Conservation Foundation, spoke, January 31, before the Corporate Council of the National Wildlife Fund, on global climate change. □

Personnel

On January 11 SECRETARY SHULTZ was host at a ceremony in the Benjamin Franklin Room in honor of director general GEORGE S. VEST and MRS. VEST. The Secretary presented Mrs. Vest a Tribute of Appreciation, and Mr. Vest the Distinguished Honor and Wilbur J. Carr Awards ... On January 12 Mr. Vest presided at an award presentation and flag ceremony in honor of MICHAEL SMITH and, with Mrs. Vest, escorted Secretary and Mrs. Shultz to the semiannual retirement ceremony. Deputy assistant secretaries IRV HICKS and KENNETH HUNTER attended ... On January 13 Mr. Vest swore in a new class of Foreign Service secretaries ... On January 18 he presented the Wilbur J. Carr Award and ambassadorial flags to two retiring ambassadors: FRANK MEEHAN, who retired after 40 years of service, including tours as ambassador to East Germany, Poland and Czechoslovakia; and JOHN GUNTHER DEAN, retiring after 33 years of service, including tours as ambassador in New Delhi, Bangkok, Beirut, Copenhagen and Phnom Penh ... Mr. Vest presented an award to EDWARD PECK on January 26.

Mr. Hicks joined OUMAROU G. YOUSOUFOU, Nigeria's delegate to the United Nations, and retired U.S. Ambassador ROBERT J. RYAN SR. as guest speakers at the eighth annual Bethune-Cookman College model UN conference, in Daytona Beach, Fla., January 26 ... Mr. Hunter joined fellow State Senior Executive Service members attending PRESIDENT BUSH's January 26 meeting with such employees from State and other agencies ... On January 9, LARRY WILLIAMSON, director, Office of Performance Evaluation, and colleagues BARBARA PRATHER and MARYANNE THOMAS briefed a New Zealand Foreign Service representative on the Department's Foreign Service evaluation process.

PATRICIA PITTARELLI, Office of Civil Service Personnel, traveled to Baltimore, January

10-13, to represent State at an Office of Personnel Management-sponsored symposium on employees and labor relations ... VICKI GRAY, MARGARET MORRISSEY, RUSSELL BOOZER and IRMA LOTFABADI, Office of Civil Service Personnel, attended a conference on "Perspectives on Employment of Persons with Disabilities," January 11-13 ... On January 16 JACKIE HILL, formerly at the Foreign Service Institute, joined the staff of the Office of Resource Management Analysis ... From January 16-20, AL CARROLL, Office of Resource Management Analysis, attended an American Management Association training course on job evaluation and pay administration, in New York ... DOROTHY MOSS joined the Executive Office of the bureau, in early January ... On January 24 LYNNE LAMB replaced DELORES AHO in the Office of Performance Evaluation. □

Politico-Military Affairs

On January 5 Assistant Secretary H. ALLEN HOLMES traveled to Paris with SECRETARY SHULTZ, for the chemical weapons use conference ... Mr. Holmes led the U.S. negotiating team in the conference's committee of the whole ... On January 24 he traveled to Boston, to address members of the World Affairs Ambassador's Council, on arm issues ... On January 30 he addressed the Presidential Classroom, in the Department, also on arms and politico-military issues ... The Office of Theater-Military Policy deputy director, ROBERT DUBOSE, and officer FRED VOGEL, attended the January 7-11 chemical weapons use conference in Paris, France. Mr. Dubose served as the U.S. delegation executive secretary, and Mr. Vogel as deputy executive secretary.

People: Arrivals: CLINTON T. BRASS has

On his retirement, *Arthur Woodruff*, political adviser to the U.S. naval forces in Europe, is presented the Navy's Meritorious Service Medal by Vice Admiral *Edward Martin*. He also received State's Wilbur J. Carr Award.



joined the Office of Security Assistance and Sales, as a spring work-study intern ... LEE J. HIRSCH has joined the Office of Theater Military Policy, as a spring work-study intern ... MICHAEL SCHRIER has joined the Office of Munitions Control, as a spring work-study intern ... WILLIAM THOMAS has joined the Office of Strategic Nuclear Policy, as a spring work-study intern ... CASSANDRA WILSON has joined the Office of International Security Policy, as a spring work-study intern ... CAROL LEWIS has joined the staff of Office of Munitions Control. *Departures:* LYNN ALLISON has departed the Office of International Security Policy for an assignment to Pakistan. □

Public Affairs

Office of Opinion, Analysis and Plans: DOROTHY GREGORY retired after 19 years as chief of the publications distribution unit and 37 years of Government service. SECRETARY SHULTZ presented her the John Jacob Rogers Award at a reception in her honor, January 4. Her replacement, DEBORAH GUIDO-O'GRADY, assumed responsibility for the unit January 17.

Office of Public Diplomacy: The office has arranged for ANN V. BRUNSON, senior from Southwest Texas State University, and ANDREW PAPPAS, junior from George Washington University, to be coordinators for the intern program this term. Both are interns with the Bureau of Inter-American Affairs.

Office of Press Relations: DAVID HOLT joined the Press Office as a press assistant, January 9. He is a recent graduate of the University of Texas.

Office of Public Programs: Media Principals Division chief JANICE SETTLE and Washington Programs Division chief MARY CATHERINE KIRK assisted with arrangements for Secretary Shultz's departing foreign policy address before a dinner hosted by the Citizens Network for Foreign Affairs, in the Diplomatic Reception Rooms, January 9 ... Secretary's coordinator JOYCE NICHOLS advanced Secretary Shultz's January 13 appearance at Bethesda-Chevy Chase High School, in connection with the U.S.-Soviet student exchange program ... Ms. Nichols assisted at a January 18 luncheon tribute for the Secretary, hosted by Senators EDWARD KENNEDY (D.-Mass.) and RICHARD LUGAR (R. Ind.) ... On January 19 KAY HERRING departed the Regional Programs Division, to take up a position in the Bureau of International Organizations ... Two new regional programs officers reported for duty January 23: CATHERINE McDERMOTT, previously in the Bureau of Near Eastern and South Asian Affairs, and SUSAN MAGGIO, from the administration bureau ... On January 30 Regional Programs Division secretary SANDY REYNOLDS was promoted to GS-7 ... Under Secretary EDWARD DERWINSKI addressed the January 13 monthly meeting of nongovernmental organization representatives, in the Loy Henderson



PUBLIC AFFAIRS—Dorothy Gregory receives John Jacob Rogers Award from Secretary Shultz at her retirement ceremony after 37 years, including 19 as chief of the publications distribution unit.

Conference Room. Approximately 75 nongovernmental organization officials attended the briefing ... Washington Programs Division chief MARY CATHERINE KIRK coordinated arrangements for the briefing ... Conference officer EILEEN MCCORMICK PLACE arranged an afternoon of briefings and a tour of the eighth-floor diplomatic function rooms for the Fletcher School of Law and Diplomacy, January 10. Approximately 90 students participated in the three-day Washington program and received Department briefings on State's role in foreign policy and an overview of Near Eastern and South Asian affairs ... In-house briefings officer MARY ANN DIXON assisted the Bureau of European and Canadian Affairs with arrangements for Ambassador MARK PALMER to address approximately 100 members of the Hungarian-American community, in the Loy Henderson Conference Room, January 27 ... Ms. Dixon scheduled 16 in-house briefings on priority issues for various business, university and high school groups, during January, and arranged for Department speakers to address three other events in the Washington area ... Work-study intern ALLEN PLYMALE, from State University of New York-Brockport, has been assigned to the Washington Programs Division to assist with the in-house briefings program and other special events during his three-month assignment in the bureau.

Executive Office: On January 9 ADAM KAUFMAN joined the bureau as the personnel officer ... HUGH M. ZANGER, a junior from Hobart College, Geneva, N.Y., joined the bureau's Office of Intergovernmental Affairs, January 3 ... LORI M. SOUSA, a junior from St. John Fisher College, Rochester, N.Y., has joined the Historian's Office as a spring intern. □

Refugee Programs

JONATHAN MOORE, bureau director, met with International Committee of the Red Cross officials ANDRE PASQUIER, director of operations, CHRISTIAN KORNEVALL, chief of external relations, and MICHAEL CONVERS ... He also met with VITTHYA VEJJAJIVA, Thai ambassador to the United States, to review the refugee situation in Thailand and in preparation for an international conference on Indochinese refugees this summer ... Mr. Moore and LINAS J. KOJELIS, deputy assistant secretary for refugee admissions, met with representatives of the Polish American Congress, to discuss conditions of Polish refugees and emigres in western Europe ... Mr. Moore and MARGARET J. MCKELVEY, director, Office of African Refugee Assistance, met with the Somali prime minister, to discuss emergency problems in refugee feeding in northern Somalia ... Mr. Moore hosted a luncheon in honor of ROBERT FRANCIS RAY, minister of immigration and ethnic affairs. Attending were F. RAWDON DALRYMPLE, Australian ambassador to the United States; RONALD BROWN, secretary for immigration; JEFF SARY, senior private secretary to the minister for immigration; and EVAN PHILIP ARTHUR, Australian embassy counselor for immigration.

ROBERT L. FUNSETH, senior deputy assistant secretary, represented the Department at the Iowa refugee concerns conference, in Des Moines, where he gave the keynote address ... From there, he proceeded to St. Louis, where he met with a group of Amerasians, their mother and close family relatives resettled in that city at the International Institute of St. Louis ... Mr. Funseth met with and hosted luncheons in honor of ANDRE VAN CHAU, secretary general, International Catholic Migration Commission, and LE XUAN KHOA, president, Indochina Resource Action Center ... MICHAEL WENTZLER, director, International Rescue Committee in Khartoum, Sudan, accompanied by ROY WILLIAMS, its deputy director of operations, briefed Mr. Funseth on its operations in Sudan ... Ambassador DANIEL O'DONOHUE (Thailand) called on Mr. Funseth, as did JOHN WILLIAMSON, director of social service, Office of the UN High Commissioner for Refugees ... ANN CONVERY, joint voluntary agency representative, Bangkok, discussed Orderly Departure Program operations.

KENNETH W. BLEAKLEY, deputy assistant secretary for international refugee assistance, headed the U.S. delegation to the UN preparatory conference on Central American refugees in Guatemala, and consulted with refugee officials in San Jose and San Salvador ... DAVID I. KEMP, program officer, Office of European, Near Eastern and Latin American Refugee Assistance, accompanied Mr. Bleakley, as did LAURA A. CLERICI, refugee coordinator, Tegucigalpa, Honduras ... Mr. Kojelis chaired the Soviet emigration working group which the bureau has sponsored since last December. This interagency

group includes representation from State, the Department of Health and Human Services and the Immigration and Naturalization Service, and is tasked with coordinating the executive branch response to the rapid increase in Soviet emigration. As part of the overall outreach effort on this issue, Mr. Kojelis met in New York with voluntary agencies regarding private-sector support ... DOUGLAS R. HUNTER, director, Office of Policy and Program Coordination, was present ... Mr. Kojelis presented the Department's position on refugee issues at a luncheon sponsored by the Heritage Foundation's Asian Studies Center.

ANN MORGAN, director, Office of Refugee Training, represented the Department at the National Conference of Teachers of English to Speakers of Other Languages, in San Antonio. She was accompanied by EDWARD W. GEIBEL, program officer ... She then attended the annual English-as-a-second-language and cultural orientation monitoring meetings in Manila and Bangkok ... DONALD M. KRUMM, director, Office of Refugee Admissions and Processing, and SHEPPIE G. ABRA-MOWITZ, program officer, Office of Policy and Program Coordination, attended a meeting of the Hebrew Immigrant Aid Society, in Baltimore ... THERESA L. RUSCH, director, Office of Refugee Reception and Placement, monitored voluntary-agency performance in St. Louis, and attended the Iowa refugee concerns conference in Des Moines ... She consulted with voluntary agencies in New York regarding the fiscal 1989 reception and placement program ... ANITA L. BOTTI, program officer, discussed and formulated policy aspects of the Amerasian resettlement program in Pittsburgh ... BETSY A. FITZGERALD, program officer, and RICKI A. GOLD, foreign affairs officer, monitored voluntary agencies' performance in Lincoln, Neb., and Las Vegas ... AMY B. NELSON, acting program officer, Office of European, Near Eastern and Latin American Refugee Assistance, attended a conference on Afghan refugees, in New York ... KENNETH J. LYONS, program officer, Office of African Refugee Assistance, and DINA M. ESPOSITO, presidential management intern, met with UN and scholarship agencies in New York, to discuss scholarships ... WILLIAM F. DAVNIE III, ethnic affairs officer on loan from the Bureau of Intelligence and Research, assisted the embassy in Bangkok in its review of the denied Khmer refugee population in Khao-I-Dang Refugee Camp.

Joining the Bureau were DINA MARIA ESPOSITO, presidential management intern, Office of African Refugee Assistance; and JOYCE L. JOHNSON, program officer, Office of Refugee Reception and Placement ... JAMES C. MARTIN, refugee officer, Office of Refugee Admissions and Processing—Multi-Regional, will assume duties as refugee coordinator, Lilongwe, Malawi ... NGUYEN HOACH, an employee in the bureau since 1980, retired after 28 years of U.S. service. Mr. Hoach was formerly the head of local security at Embassy Saigon and one of the most senior Foreign Service nationals there. ■

U.S. and Foreign Commercial Service

Happy birthday! (It's 5 a.m.!)

In Guatemala, you awaken to the sound of 23 languages

BY CHARLES FORD
Commercial attaché

1988 WAS A YEAR of drastic, unexpected change for me and my family. On New Year's Eve, 1987, little did we know, as we celebrated with close friends on the Spanish Costa Brava, that our four-year tour in Barcelona would soon be curtailed to two years. The "needs of the Service" required us to be in Guatemala on a new commercial assignment no later than June.

The combination of sadness and excitement accompanying most such transfers was even more intense in this case, given the apparent contrasts between our successive destinations. It had been my great good fortune to serve as principal commercial officer in Barcelona since mid-1986. For someone who fell in love with Spain as a college freshman in 1968, it was especially difficult to leave and not have more time to absorb and experience the social, economic and political transformation that had occurred since Franco's death in 1975.

Offsetting the sadness of departure, however, was a great sense of anticipation. I had first visited Guatemala in the mid-1970s as a graduate intern with the Inter-American Development Bank. Given the economic and social changes under way throughout the Central American region, it seemed a particularly opportune time to revisit Guatemala and again plunge into the excitement of this transformation. Most important, our family had visited Guatemala as tourists, and we welcomed the chance to rediscover its wonderful Mayan attractions and natural beauty.

These emotions are easier to size up now, six months into our Guatemalan assignment. In comparing Barcelona to Guatemala City, contrasts are easiest to identify, superficial though many are. There are also noticeable similarities between the cultures.

Deep roots in time

Our first impression upon arriving in Guatemala on a direct flight from Barcelona was of the newness of it all. Memories of our travels in Spain are rich with visits to Roman ruins, like those of Ampurias on the Mediterranean coast, or to Barcelona's Gothic quarter. A sense of antiquity permeates the atmosphere, even in the cocktail and dinner conversations. Many a night, our

dinner guests engaged in historical discussions on this or that event that occurred eight centuries ago, and its effect on Spain's current economic and political condition.

Guatemala, on the other hand, seems new, like most of the Western Hemisphere. Parts of Guatemala City have the restlessness of a new frontier. The contrast also extends to meal and cocktail habits. In Spain, it was quite normal to be invited by a Spanish contact or friend to dinner at the house. "Please, arrive any time after 10." Implicit was an understanding that one should be prepared to stay until 2:30 in the morning during the week, or until dawn on the weekend.

After this experience, Guatemala has been a shock. Here, by tradition, neighbors celebrating birthdays are awakened by a loud display of fireworks at 5 A.M. In my neighborhood, there are one or two birthdays each day, which means that everyone is up and about at 6, and breakfast, perhaps one of the most popular forms of business representation, starts at 7:30.

My commercial work is very different, too. When I arrived in Barcelona in 1986, Spain had just joined NATO and the European Common Market, then had been awarded the 1992 summer Olympic games. Consulate support for U.S. business interests meant getting involved in new foreign investment projects and assisting major U.S. corporations to obtain procurement contracts for the 1992 games.

Strawberry expediter

Here the focus is on assisting U.S.



At Guatemala's international trade fair, in forefront, at left, is Ambassador James H. Michel.

suppliers bidding on major infrastructure projects or, under the terms of the Caribbean Basin Initiative, helping Guatemalan exporters sell to the United States and other developed-country markets. Rather than dealing with multimillion-dollar foreign investment, we are more likely to see that strawberries or roses can enter the United States with a minimum of difficulties at the Miami airport!

Variety strikes the newcomer to Guatemala. In an area the size of Tennessee, approximately 8 million people, from the blue-eyed blondes of northern European extraction to the dark-eyed, dark-haired descendants of the Maya, call themselves Guatemalans. The Mayan population, approximately one-half the country's total, speaks 23 distinct languages. And then there is the beauty of the Mayan ruins at Tikal and elsewhere, which is a match for the Romans' in Spain.

On the other hand, Spain, present in Guatemala as a colonial power for three centuries, has left behind enduring institutions and cultural values, although telecommunications have in recent years eroded some of the traditional institutions' strength.

While I was in Spain, there was increased discussion about the 500th anniversary of the discovery of America. Such ex-colonies as Guatemala are beginning to come to terms with the Spanish conquest and what it has meant to both Spain and America.

Time marches on: democratic Spain

There is also much interest among Guatemalans in learning from the recent Spanish transition to democracy. Many Guatemalans and other democratic leaders in former Spanish colonies incline to reconsider their relations with a new, democratic Spain.

One final note: The U.S. exporter or investor will encounter much the same kind of legal system and commercial regulatory environment in Spain as in Guatemala. In the case of Spain, traditional attitudes born of the paternalistic, corporate role played by the state until recently are changing quickly, as the country becomes integrated into Europe. The same will most likely happen in Guatemala, as its economy diversifies and takes a more regional and international orientation. ■

Letters to the Editor

—(Continued from Page 1)

the five posts should and can become the expected performance at all posts.

A word of warning is necessary. Posts and offices deemed worthy of recognition must meet high and rigorous standards. It would be very counterproductive to cite an organization just because it has good intentions or presents a slick image. The organization must produce good work and fulfill its responsibilities in an exemplary manner.

Sincerely,
GAY WILLIAM MOUNT
Office of Foreign Buildings □

Retort from a specialist

WASHINGTON

DEAR EDITOR:

I would like to respond to Michael Bajek's letter ("Cuddled junior officers," January).

Mr. Bajek seems to be under the impression that specialists enjoy privileges and advantages not granted to junior officers. Anyone who has been in the Foreign Service longer than three days knows this is not true.

Like junior officers, many specialists come to the Foreign Service from previous careers. However, the recruitment of specialists is directly related to the number of years of experience they bring to the jobs for which they have applied. In my case, the magic number was 10 years of "related experience." But not to worry, Mr. Bajek, because once I entered the Service my experience was no longer relevant. Specialists soon discover that their status (and stature) falls well below that of junior officers.

Count your blessings, Mr. Bajek. You will remain a "second-class citizen" only until the time you receive tenure. A specialist has the dubious distinction of remaining second-class over the "full normal life expectancy" of his/her career. No one will ever tell you that you don't qualify for a position in your expertise because you can't possibly understand the inner workings of other cones. As a personnel specialist, I have been told this. No one will ever refer to you (with disdain) as "just an officer." One day, you will be known as either a political, economic, consular or administrative officer. Regardless of which cone we are assigned to, specialists don't seem to deserve titles. I have been referred to as "just a specialist" so often that I have seriously thought of adding this misnomer to my business cards

as part of my title.

Specialists would love to be "cuddled, cuddled (with some humane spanking thrown in), and treated as equals," but since this is not to be, most of us just push ahead, doing the best job we can, hoping one day that our abilities will be recognized, and we will become full partners in an organization in which we take such great pride.

In the meantime, my advice to you, Mr. Bajek, is to stop crying in your champagne. With all of its flaws, the system does work (sometimes). Be the best that you can be in the world's greatest elite organization, and try to remember that you could be called worse things than "junior officer" or "candidate." You could be known simply as:

"Just a specialist"
NORMA POWERS-PALMER
Personnel officer □

Retort from a junior officer

WASHINGTON

DEAR EDITOR:

I was troubled by Michael L. Bajek's letter in your January issue. As a recently-tenured FSO, I am not far removed from the ranks of the junior officer corps. My experiences as a JO, however, were a great deal more positive than those of Mr. Bajek. I'm afraid Mr. Bajek may have generalized unfairly about the JO system based upon his own experiences in the Service.

Mr. Bajek complains of a "junior officer syndrome" that is "pervasive throughout the Foreign Service." This syndrome, he writes, relegates the JO to the lowly status of a "plebe in the academy," and junior officers are "coddled, cuddled, and sometimes spanked, but seldom treated as equals."

In my two tours in the Service, I have served as a consular officer, a political officer, a staff aide and an operations officer. I have never felt treated as anything other than a competent, respected member of what Mr. Bajek terms "an elite organization," and I never considered myself to be denigrated by the term "junior officer." My jobs in the Service have always been positions of responsibility that demanded hard work, professional sensitivity and common sense, and my longer-serving peers in the Service have never treated me as anything other than a fully-functioning member of the team. These experiences are not unique to me; this is what I have heard from the vast

majority of my current and former JO friends.

I am afraid that Mr. Bajek may unfairly be giving the JO system low marks as a result of his own unhappy experiences. Mr. Bajek's resentment at being treated as "somewhat less than equal" ignores the fact that any JO, however qualified, is most definitely "less than equal" professionally in comparison with his or her colleagues with years of prior experience. This is not a matter of social protocol but rather of professional qualifications.

While few of us could not think of a few improvements in the JO program, the tenuring process that Mr. Bajek complains about is mandated by the Foreign Service Act of 1980 and is in any event basically sound. If problems exist with the JO system, I believe they stem from supervisors who do not utilize fully the potential offered by eager JOs, or from JOs who misinterpret the meaning of the words "candidate" and "junior."

Sincerely,
ERIC S. RUBIN
Operations officer, Executive Secretariat □

Tip from a junior officer

HELSINKI, FINLAND

DEAR EDITOR:

As a junior officer, I don't expect my suggestions to carry much weight. After all, the bureaucratic battles I've fought so far have been over paper clips, pencils and other expendable supplies. Believe it or not, I have yet to conclude an arms control agreement with the Soviets (although these days *anybody* could do that).

But I do have one small suggestion. Change the acronym for employment, PIT, to TIP. TIP contains the same letters and conveys the same information—temporary, intermittent, part-time. My Webster's Ninth New Collegiate Dictionary includes this definition of "pit": "a place or situation of futility, misery or degradation," also, "hell." The definition for "tip"

Anapestic Assignments

by ebp

There was a lady assigned to The Holy See whose reaction was a rousing shout of:

"Golly, gee!

"I can't think of anything more perfect,

"For you know I would never object
"To a post surrounded entirely by
Italy!" □

LETTERS TO THE EDITOR

includes: "a prospective winner or profitable investment."

A pit is a place where we bureaucratic knights do battle against bureaucratic dragons. A tip is a good idea.

Sincerely,
TOM ARMBRUSTER (43rd class) □

Griego, Tyson & Sparks

LA PAZ, BOLIVIA

DEAR EDITOR:

I refer to your article on the Thomas Morrison Communicator Award for 1988, on Page 12 of the January issue. Our congratulations and admiration go to Mr. Swain and his two runners-up for their accomplishments.

La Paz submitted its entire communications program unit staff for this award, as the team effort of this unit has shown an extraordinary level of performance over the past year. The overall product seems to exceed the sum of its parts. In 22 years of Foreign Service life, I have never seen a more cohesive and effective communications unit.

Paragraph 2 of your article recognizes the other nominees for the award. Please extend this personal recognition to the members of our top-flight unit: Robbie Griego, Greg Tyson and Howard Sparks.

Sincerely,
RUSSELL F. KING
Administrative counselor □

Jogger arrives!

WASHINGTON

DEAR EDITOR:

I noted with pleasure that Sandra Williams was one of the two runners-up for the 1988 communicator award (STATE, January).

Whoever wrote the paragraphs about her failed to mention her tour of duty at the Sinai Field Mission in 1978 or 1979. Ms. Williams excelled not only as a communicator but was a cheerful and popular

Barney Lester's answers

(See Page 20)

1. Australia.
2. Barbados.
3. Gabon.
4. Fiji.
5. New Zealand. □

Solution to post puzzle

(See Page 20)

You bought 4 saws, 6 chisels and 90 drill bits. Only this combination buys 100 items for 100 kroner. The exchange rate is irrelevant. □

Famous movies as a bureaucrat might see them

"Fiddler on the Roof"—A deranged man carrying a fiddle enters one of our embassies in eastern Europe requesting asylum. He suddenly climbs up the side of the embassy to the roof with the regional security officer and Marine security guards in hot pursuit. Negotiation teams are called in during this tense drama.

"The Killing Fields"—One of our South American embassies is overrun by a giant breed of cockroaches. The entire embassy staff shows up with every weapon available to battle back this insect nightmare. Finally, after several days the enemy is crushed!

"The African Queen"—A Foreign Service secretary has already served four consecutive tours in Africa. She is now desperately seeking Europe. London is her top bid choice. Next she learns her new assignment begins with an "L". Her heart stops a moment. But the war has just ended in Angola and her new assignment is ... Luanda!

"The Magnificent Seven"—Through a unique quirk in staffing assignments, the seven greatest visa officers in State Department history are all assigned to the same embassy. Follow them day-by-day during this odyssey of visa-setting history.

—Communicator Mark A. Cole in the Hong Kong post newsletter. □

member of the mission. She was a first-rate tennis player and shamed virtually all of her colleagues by jogging three to four miles a day, no matter how hot it was. Congratulations, Sandy!

Sincerely,
JAMES H. BAHTI
Classification/Declassification Center □

'One of the ugliest'

WASHINGTON

DEAR EDITOR:

Let us hope that Secretary Baker and his new team take advantage of the opportunity which the KGB has given us to try again to build an embassy in Moscow worthy of our nation. The one to be razed has to be one of the ugliest buildings ever designed, ranking up with the FBI's new fortress on Pennsylvania Avenue.

Our new Moscow embassy will probably stand for generations. Of course it needs to be secure, but it needs to be at

least inoffensive in appearance if it can't actually be attractive. If the embassy turns out to be as aggressively ugly as the building now in place, I suggest that the Department grant those who have to work there a special allowance for aesthetic hardship.

Sincerely,
THOMAS F. O'HERRON
Grievance Staff □

Thanks for the stamps

BAMAKO, MALI

DEAR EDITOR:

I would like to thank the many people who sent me stamps to get a local youth stamp club going. I have tried to write everyone who contributed, but from time to time stamps arrived anonymously. Without your contributions, our stamp club would never have gotten off the ground. I now have 20 students who regularly attend club meetings, and others who come when they can.

I have been a stamp collector on a small scale for many years, but never had an opportunity to teach others about the hobby. Since activities for children are very limited here in Mali (the stamp club is, in fact, the only after-school activity available to the children), I decided to give it a try. The students and I are very happy I did.

Sincerely,
MARILYN R. MATTKE
Secretary to the ambassador □

Death of Judy Rodriguez

WASHINGTON

DEAR EDITOR:

The recent death of Judy Rodriguez, a very dedicated Foreign Service secretary, reported in your January issue, surprised and saddened Judy's many friends.

She had been living with her mother, Mrs. Celmira Rodriguez, and her sister, Blanca, while on her assignments abroad. I think her friends would like to know that they can reach Mrs. Rodriguez and Blanca at 438 W. 44th Place, Hialeah, Fla. 33012.

Sincerely yours,
GEORGE B. HIGH
Bureau of Public Affairs ■

A tax tip

Use the preprinted label and envelope provided in your tax forms package when filing your return, the Internal Revenue Service says. Doing that will help expedite the processing of your return. □

Obituaries

Richard A. Putnam, 50, a management analyst in the Foreign Affairs Information Management Center, died on January 18 after being hit by a car while on his way home from work.



Mr. Putnam communications officer.

Joining State in 1960, Mr. Putnam served most of his career in the Office of Operations. He was a records officer, 1962-80, and a technical information officer, 1983-84. From 1980-83 he was assigned to Brussels as a communications officer.

Mr. Putnam was born in New Hampshire. Survivors include his wife, Patricia Putnam, a son and a daughter. □

William R. Curley, 49, a diplomatic courier since joining the Foreign Service in 1966, died of cancer at his home in Bethesda on January 15.



Mr. Curley

Serving in Frankfurt, Bangkok and Washington, Mr. Curley traveled more than 4 million miles. From 1987-88 he was vice president of the U.S. Diplomatic Courier Association. Mr. Curley was born in Rockville Center, N.Y. A graduate of Fairfield University, he also attended St. Johns University, Boston University and the University of Maryland. He completed an apprenticeship in art with magazine illustrator Alex Ross. During the early 1960s, he worked for television and radio stations in Washington. In 1965 he moved to Germany and became assistant director of public affairs for the University of Maryland overseas. Survivors include his wife, Renate Curley, a son, a daughter and a brother. □

Alan H. Bergstrom, 54, a Foreign Service officer who retired in 1986, died of cancer at Sibley Memorial Hospital on December 7.

Joining the Service in 1966, Mr. Bergstrom was a consular officer in Oslo and Khartoum. After an assignment to the Bureau of Intelligence and Research, he was appointed economic/commercial officer

in Tripoli. In 1977 he was assigned to the Office of Algerian, Libyan, Moroccan and Tunisian Affairs.

Born in McVille, N.D., Mr. Bergstrom was graduated from Jamestown College. From 1956-59 he served in the Navy. Survivors include his daughter, Ida Marie Bergstrom, his mother and three sisters. Contributions are suggested to the American Cancer Society. □

John D. Hickerson, 91, a former ambassador to Finland and the Philippines and a former assistant secretary for international organization affairs, died of cancer and cardiac arrest on January 18 at the Bethesda Retirement and Nursing Center.



Mr. Hickerson joined the Foreign Service after graduation from the University of Texas in 1920. He held assignments in Tampico, Rio de Janeiro, Para, Ottawa and Washington until 1930. He later was chief of the Division of British Commonwealth Affairs and director of the Office of European Affairs. He was an adviser on the U.S. delegation at the United Nations conference in San Francisco in 1945. He also helped develop the North Atlantic treaty in 1949, which established NATO. He was ambassador to Finland, 1955-59, and the Philippines, 1959-62. He was assistant secretary, 1949-53. He retired from the Foreign Service in 1962.

Mr. Hickerson was on the board of the Atlantic Council. He was a member of Diplomatic and Consular Officers, Retired, and the Metropolitan Club. His wife, Vida Corbin Hickerson, died last year. Survivors include a son, John D. Hickerson, three grandchildren and two great grandchildren. □

Virginia C. Chesley, 63, who was a clerk in the Bureau of Consular Affairs from 1970 until she retired in 1985, died of cardiovascular disease on December 11 at D.C. General Hospital. Her assignments were to the Passport Office and the Manual Records Branch.

Ms. Chesley was born in Darlington Heights, Va. Other employment was with the Veterans Administration and the Department of Transportation. She was active in St. Francis Xavier's Dwelling Place, a senior-citizen activities center. Survivors

are her husband, Joseph W. Chesley, three sons, three daughters, her father, four sisters, a brother and seven grandchildren. Contributions are suggested to the Howard University Center for Sickle Cell Disease. □

James S. Moose Jr., 85, a career minister in the Foreign Service who had served as ambassador to Syria and Sudan in the 1950s, died on January 20. He joined the Foreign Service in 1928 and was assigned as a vice consul in Saloniki, Greece.



Mr. Moose later held assignments in Paris, Beirut, Baghdad, Tehran, Kabul, Jidda and Damascus until 1947, when he was named a Foreign Service inspector. He later was chief of the Division of African Affairs, deputy director of the Office of African and Near Eastern Affairs, and again a Foreign Service inspector, with the rank of counselor. He was ambassador to Syria, 1952-58; a member of the Policy Planning Staff, 1958; and ambassador to Sudan, 1958-62. He retired in May 1962.

He was born in Morrillton, Ark., attended Kentucky Military Institute and was graduated from the University of Missouri. He also attended the University of Mexico, l'Ecole Nationale des Langues Orientales Vivantes in Paris, and l'Ecole Libre des Sciences Politiques, also in Paris. His survivors include his wife, Eleanor W. Moose, and a daughter. □

Fraser Wilkins, 80, a former inspector general of the Foreign Service and first U.S. ambassador to Cyprus, died on January 21 at Sibley Memorial Hospital after a stroke. He began his diplomatic career in the 1940s and held assignments in Halifax, Baghdad and Tangier during World War II. He returned to Washington in 1946 and specialized in Middle Eastern affairs. He was officer-in-charge of Palestine-Israel-Jordan affairs in 1949, then became director of the Office of Near Eastern Affairs. He



Mr. Wilkins (1964)

was appointed ambassador to Cyprus in 1960.

Mr. Wilkins also served on the Policy Planning Staff, as political counselor in New Delhi and as counselor and deputy chief of mission in Tehran. He was appointed inspector general in 1964 and served until 1971, when he became the Department's representative at the Naval War College. He retired in 1973.

He was a member of Diplomatic and Consular Officers, Retired; the Metropolitan Club and the Chevy Chase Club. His first wife, Anne Conyers Bryan Wilkins, died in 1971. His second wife, Julia Owsley Good-year Wilkins, died in 1986. Survivors include a son, Fraser Bryan Wilkins, and three grandchildren. □

Carlisle H. Humelsine, 73, a deputy under secretary for administration in the early 1950s and a member of the Department's Fine Arts Committee, died in a



Mr. Humelsine

Williamsburg, Va., hospital on January 26. He was chairman of the Colonial Williamsburg Foundation, 1958-77, and chaired the board until 1985. Mr. Humelsine also was chairman emeritus of the National Trust for Historic Preservation, 1973-80. He joined Colonial Williamsburg in 1953 as an executive vice president. He also was president of the Virginia Museum of Fine Arts and a member of the boards of the National Geographic Society, the Mariners Museum and the National Gallery of Art. He served as chairman of the American Revolution Bicentennial Commission in 1969.

During World War II Mr. Humelsine served on the staff of General George C. Marshall, then Army chief of staff. He received the Bronze Star, the Distinguished Service Medal and Netherlands' Order of Orange Nassau. Survivors include his wife, Mary Humelsine, two daughters and four grandchildren. □

William Leeds Wight III, 38, the son of retired Foreign Service officer William L. Wight Jr., died on December 2 in a hospital in Brazil after a heart attack.

Mr. Wight grew up in Washington, where he was born, in Brazil and in Africa. A graduate of Boston University, he received a master's from the Fletcher

School of Law and Diplomacy. At the time of his death, he was a vice president of Citibank in Salvador, Brazil. He leaves his wife, his parents, a brother and two sisters. □

Grace T. Traulsen, 62, who served in Rabat as a budget and management officer before retiring in 1981, died on July 9. *STATE* magazine learned recently.

Ms. Traulsen was born in Watsonville, Calif. Beginning her career in 1956, she was assigned to the Bureau of Security and Consular Affairs as a clerk. She was an accounting assistant in Kabul, an assistant disbursement officer in Leopoldville, a disbursement specialist in Tel Aviv and a disbursing officer in Beirut and New Delhi. From 1970-74 she was assigned to the Bureau of Near Eastern and South Asian Affairs as a budget officer. Ms. Traulsen was a budget and fiscal officer in Cairo, 1974-77. Survivors include her niece and nephew, Kristine C. and Erik R. Traulsen. □

Richard L. Olson, 68, a security officer who retired in 1980, died on December 1.

Mr. Olson joined the Department in 1950. After assignments to the Washington and Pittsburgh Field Offices, he served overseas in Tehran, Cairo, Beirut, Buenos Aires and Dublin. In 1977 he was assigned to the Chicago Field Office, where he worked as a contract employee after retiring.

Mr. Olson was born in Connecticut. He earned a bachelor's and master's at George Washington University. During World War II he served in the Army. From 1940-42 he was employed by the Civil Service Commission. Survivors include his wife, Margaret H. Olson. □

Herbert S. Weast, 73, a Foreign Service officer who retired in 1968, died on December 23.

Mr. Weast was a labor officer in San Salvador and Brussels; an economic and labor officer in Lagos; and an economic officer in Frankfurt. Earlier in his 21-year career, he served in Merida, Mexico City and Bogota. From 1956-58 he was detailed to the Department of Commerce.

Mr. Weast was born in California. He was graduated from Columbia in 1941. From 1943-46 he served in the Army. Survivors include his wife, Gerda M. Weast. □

Robert J. Allen Jr., 61, a Foreign Service officer who resigned in 1972, died

on January 30.

Mr. Allen served in Monrovia as a consular and political officer, and in Rabat as a political officer. Assigned to the Department in 1965, he was an intelligence research specialist and a foreign affairs analyst. He was detailed to the Department of Defense in 1970.

Mr. Allen was born in California. In 1950 he was graduated from Georgetown. He served in the Navy, 1945-46, and the Army, 1951-54. Survivors include his wife, Marie L. Allen. □

Edwin J. Madill, 77, a Foreign Service officer who had served as special assistant in the Bureau of Security and Consular Affairs and as consul in Calgary and Auckland before his retirement in 1964, died on December 21.

Mr. Madill joined the Department as a management analyst in 1946. He held many assignments, including special Department representative to Paris, Rome and London; chairman of the Washington liaison group and interdepartmental working group; and special Department representative to Manila, Dhahran, Rome, London, Geneva, Panama, France, Germany, England, Italy, Saudi Arabia and East Africa. In 1953 he was appointed assistant director, Office of Protective Security. He was special assistant in the Bureau of Security and Consular Affairs, 1955-56. He was detailed to the Army War College, 1956. He served as consul in Calgary, 1957-63, and Auckland, 1963-64. Survivors include his wife, Margaret S. Madill, who lives in Phoenix. □

Roberta L. Meyerkort, 84, who served as a visa officer in Frankfurt before retiring in 1962, died last September 3. *STATE* magazine learned recently.

Joining the Foreign Service in 1930, Ms. Meyerkort was a clerk in Bremen, Cologne, Santiago and Vienna. Other assignments were to Mexico City, Milan and Vancouver as vice consul. Survivors include a cousin, Richard G. Hastings Jr. □

Elmer H. Bourgerie, 83, who served in Bonn as counselor for economic affairs with the personal rank of minister, from 1960 until he retired in 1961, died on January 10.

His appointments included commercial attaché in Johannesburg, 1947-50; director, Office of African Affairs, 1950-52; economic counselor in Mexico City, 1952-57, and Foreign Service inspector, 1958-60.

Mr. Bourgerie was born in Minnesota.

During World War II he served in the Navy. A former assistant trade commissioner in Accra, he also worked for the Agriculture Adjustment Administration and the Social Security Board. Survivors include his wife, Margaret L. Bourgerie, a son and a daughter. □

Claire MacKay, 89, a Foreign Service secretary who retired in 1961, died last June 19, *STATE* magazine learned recently.

Ms. MacKay was born in West Orange, N.J. Joining the Service in 1943, she served in Bogota, Genoa, Bern, Tokyo and New Delhi. There are no known survivors. □

Charles O. Thompson, 85, a Foreign Service consular officer who retired in 1955, died on October 1.

Mr. Thompson, a native of Montana, was graduated from the University of Alaska. In 1934 he joined the Bureau of Foreign and Domestic Commerce. He was assigned to Singapore as assistant trade commissioner in 1938, and became vice consul in 1939. Subsequent assignments as a consular officer were to Perth, Sydney, Bombay, Montreal, Calcutta, Karachi and Johannesburg. Survivors include his wife, Florence R. Thompson, and two sons. □

John Parke Young, 93, an international economist and former chief of the International Finance Division, died on November 29 in Pasadena, Calif.

Born in Los Angeles, Mr. Young was graduated from Occidental College. He earned a master's from Columbia and a master's and Ph.D. from Princeton. During his 21-year career, he worked on drafting the charters for the International Monetary Fund, the World Bank and the United Nations. Mr. Young retired in 1964. There are no known survivors. □

Mary A. Rieger, 70, wife of retired Foreign Service officer John Rieger, died of emphysema on January 5 at her home in Fairfax.

Ms. Rieger had accompanied her husband on assignments to Germany, Brazil, Austria, Israel, the Sudan, India and Thailand. She was active in directing theater productions and organizing ecumenical religious gatherings.

Ms. Rieger was born in Cliffside Park, N.J. A graduate of Notre Dame College in Baltimore, she received a master's from Columbia. She taught at St. Mary's College in Indiana and in the New Jersey public

school system.

Besides her husband, she leaves three children and, in addition, three grandchildren. □

John Parker Robinson, 68, a retired AID employee and the husband of retired Foreign Service employee Jayne H. Robinson, died of heart failure on December 8 while on a cruise to Hong Kong.



Mr. Robinson was born in Northampton, Mass. He served in the Navy, and attended the Industrial College of the Armed Forces, 1960-61. In addition to serving as director of west coast affairs in the Latin America bureau, he was director of missions in Santiago, Santo Domingo and Saigon. Besides his wife, he leaves three sons and three grandchildren. ■

David Gould memorial

The University of Pittsburgh's Graduate School of Public and International Affairs has established a memorial scholarship fund for developing-country scholars in memory of David J. Gould, who died in the crash of Pan Am Flight 103 on December 21. Dr. Gould worked with AID missions in Africa and Haiti. Contributions may be sent to the fund at the following address: Box 8181, University of Pittsburgh, Pittsburgh, Pa. 15217. □

Sunrise at Swine's Ford

(Based on a consular officer's experience)

I don't know what I expected—

Too much TV beforehand?

*I drove past sunrise on Franconian fields
to watch the process ...*

*a young man unnerved in foreign land
dragged back here to the scene of shock.*

*They stand clustered by the diagram of
death:*

the lawyers, judges, linguist.

I sit on the side in silence:

not my life which may go by.

*Yet I tremble, my hands shake,
I can barely hold this pen.*

The police are here, the coroner—

*The mother of the girl, though, could not
bear it.*

She cried silently upon the accusation.

*Later looked as though she were the corpse,
and not her daughter.*

She had to leave, though no one asked her.

Now they ask about his childhood,

*How cold it was that day, how many beers
he drank with his accomplice (or was he
the real murderer?),*

and many other things that seem irrelevant.

*She lay lifeless for two months in winter
woods until they found her body ...*

*How much longer 'til I catch my breath
and find my heart again?*

—CAMILLE PISK

(The author penned these lines after attending a murder trial in Munich, West Germany, in her official capacity.) □

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Library Booklist

Intelligence and espionage

Books in 3 categories

General

- ANDREW, CHRISTOPHER, ed. *The Missing Dimension: Governments and Intelligence Communities in the Twentieth Century*. Urbana, Univ. of Illinois Press, 1984. 300p. UB250.M57
- BECKET, HENRY S.A. *The Dictionary of Espionage: Spookspeak into English*. New York, Stein and Day, 1986. 203p. UB270.B35 Ref.
- BURANELLI, VINCENT. *Spy/Counterspy: An Encyclopedia of Espionage*. New York, McGraw-Hill, 1982. 361p. UB250.B87 Ref.
- BURROWS, WILLIAM E. *Deep Black: Space Espionage and National Security*. New York, Random House, 1986. 401p. UG475.B87
- CIMBOIA, STEPHEN J., ed. *Intelligence and Intelligence Policy in a Democratic Society*. Ardsley-on-Hudson, NY, Transnational, 1986. On order.
- DEACON, RICHARD. *Keimei Tai: A History of the Japanese Secret Service*. New York, Beaufort, 1983. 306p. UB251.J3D4
- DOBSON, CHRISTOPHER. *The dictionary of Espionage*. London, Harrap, 1984. 234p. UB250.D63 Ref.
- GODSON, ROY, ed. *Comparing Foreign Intelligence: The US, the USSR, the UK and the Third World*. Washington, Pergamon-Brassey's, 1988. 157p. UB250.C58
- LAQUER, WALTER. *A World of Secrets: The Uses and Limits of Intelligence*. New York, Basic, 1985. 404p. JF1525.16L37
- LEVIT, ARIEL. *Intelligence and Strategic Surprises*. New York, Columbia Univ. Press, 1987. 300p. On order.
- MAY, ERNEST R., ed. *Knowing One's Enemies: Intelligence Assessment before the Two World Wars*. Princeton, NJ, Princeton Univ. Press, 1984. 561p. UB250.K58
- PAYNE, RONALD. *Who's Who in Espionage*. New York, St. Martin's, 1984. 234p. UB270.P38
- RICHELSON, JEFFREY. *Foreign Intelligence Organizations*. Cambridge, MA, Ballinger, 1988. 304p. UB250.R53
- TREVERTON, GREGORY F. *Covert Action: The Limits of Intervention in the Post-War World*. New York, Basic, 1987. 293p. JK468.16T7
- TUCK, JAY. *High-tech Espionage*. New York, St. Martin's, 1986. 211p. UB271.R9T83
- VOLKMAN, ERNEST. *Secret Intelligence*. New York, Doubleday, 1989. 288p. On order.
- WEST, NIGEL. *GCHQ: The Secret Wireless War 1900-86*. London, Weidenfeld and Nicolson, 1986. 294p. UB251.G7W47

Western intelligence services

- ANDREW, CHRISTOPHER. *Secret Service: The Making of the British Intelligence Community*. London, Heinemann, 1985. 616p. JN329.16A52

- BRECKINRIDGE, SCOTT D. *The CIA and the U.S. Intelligence System*. Boulder, Westview, 1986. 364p. JK468.16B74
- JEFFREY-JONES, RHODRI. *The CIA and American Democracy*. New Haven, CT, Yale Univ. Press, 1989. 336p. On order.
- JOHNSON, LOCK K. *America's Secret Power: The CIA at Home and Abroad*. New York, Oxford Univ. Press, 1989. 352p. On order.
- JOHNSON, LOCH K. *A Season of Inquiry: The Senate Intelligence Investigation*. Lexington, Univ. Press of Kentucky, 1985. 317p. JK468.16J64
- KORNBLUM, ALLAN N. *Intelligence and the Law: Cases and Materials*. Washington, Defense Intelligence College, 1985. 3v. JK468.16K66
- LOWENTHAL, MARK M. *U.S. Intelligence: Evolution and Anatomy*. New York, Praeger, 1984. 134p. UB251.U5L68
- MAAS, PETER. *Manhunt*. New York, Random House, 1986. 301p. HV6248.W499M33 (A portrait of the renegade CIA agent Edwin Wilson)
- MANNE, R. *The Petrov Affair: Politics and Espionage*. Elmsford, NY, Pergamon, 1987. 324p. On order.
- MORGAN, RICHARD E. *Domestic Intelligence: Monitoring Dissent in America*. Austin, Univ. of Texas Press, 1980. 194p. JK468.16M66
- OSETH, JOHN M. *Regulating U.S. Intelligence Operations: A Study in Definition of the National Interest*. Lexington, Univ. Press of Kentucky, 1985. 236p. JK468.16O84
- O'TOOLE, G.J. *The Encyclopedia of American Intelligence and Espionage: From the Revolutionary War to the Present*. New York, Facts on File, 1988. 464p. UB271.U5085 Ref.
- PINCHER, CHAPMAN. *Too Secret Too Long*. New York, St. Martin's, 1984. 638p. UB271.G7P56 (A history of MI5)
- RICHELSON, JEFFREY. *American Espionage and the Soviet Target*. New York, W. Morrow, 1987. 383p. DK69.R48
- RICHELSON, JEFFREY T. *The Ties that Bind: Intelligence Cooperation between the UKUSA Countries—United Kingdom, the United States of America, Canada, Australia and New Zealand*. Boston, Allen & Unwin, 1985. 402p. JF1525.16R52
- SINCLAIR, ANDREW. *The Red and the Blue: Cambridge, Treason, and Intelligence*. Boston, Little, Brown, 1986. 179p. DA585.A1S56
- SOLEY, LAWRENCE C. *Radio Warfare: OSS and CIA Subversive Propaganda*. New York, Praeger, 1989. On order.
- THOMAS, STAFFORD T. *The U.S. Intelligence Community*. Lanham, MD, University Press of America, 1983. 123p. JK468.16T46
- TURNER, STANSFIELD. *Secrecy and Democracy:*

the CIA in Transition. Boston, Houghton Mifflin, 1985. 304p. JK468.16T87

- VOLKMAN, ERNEST. *Warriors of the Night: Spies, Soldiers, and American Intelligence*. New York, Morrow, 1985. 443p. UB251.U5V65
- WILLIAMS, ROBERT C. *Klaus Fuchs, Atom Spy*. Cambridge, MA, Harvard Univ. Press, 1987. 267p. UB271.R92F838
- WRIGHT, PETER. *Spy Catcher: The Candid Autobiography of a Senior Intelligence Officer*. New York, Viking, 1987. 392p. UB271.G72W75

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- BITTMAN, L. *The New Image-Makers: Soviet Propaganda and Disinformation Today*. Elmsford, NY, Pergamon, 1988. On order.
- DZIAK, JOHN J. *Chekisti: A History of the KGB*. Lexington, MA, Lexington, 1987. 234p. HV8224.D95
- KNIGHT, AMY W. *The KGB: Police and Politics in the Soviet Union*. Winchester, MA, Allen & Unwin, 1988. 347p. HV8224.K57
- KRASNOV, VLADISLAV. *Soviet Defectors: The KGB Wanted List*. Stanford, CA, Hoover Inst., 1985. 264p. JC599.R9 K73
- LEVCHENKO, STANISLAV. *On the Wrong Side: My Life in the KGB*. Elmsford, NY, Pergamon, 1988. 244p. UB271.R92L435
- HOOD, WILLIAM. *Mole*. New York, Norton, 1982. 317p. JK468.16H66 (An account of the relationship between the CIA and Pyotr Popov.)
- PAINE, LAURAN. *Silicon Spies*. New York, St. Martin's, 1987. 219p. UB271.R9P35
- RICHELSON, JEFFREY. *Sword and Shield: The Soviet Intelligence and Security Apparatus*. Cambridge, MA, Ballinger, 1986. 279p. UB251.R9R53
- SHULTZ, RICHARD H. *Dezinformatsia: Active Measures in Soviet Strategy*. Washington, Pergamon-Brassey's, 1984. 211p. DK278.S47
- SHAINBERG, MAURICE. *Breaking from the KGB: Warsaw Ghetto Fighter, Intelligence Officer, Defector to the West*. New York, Shapolsky, 1986. DS135.P62W347
- SCHEIFMAN, NURIT. *Undercover Agents in the Russian Revolutionary Movement: The SR Party, 1902-14*. New York, St. Martin's, 1987. 250p. On order.
- SUVOROV, VIKTOR. *Inside the Aquarium: The Making of a Top Soviet Spy*. New York, Macmillan, 1986. 249p. UB271.R92S885
- SUVOROV, VIKTOR. *Inside Soviet Military Intelligence*. New York, Macmillan, 1984. 193p. UB251.R9S88
- VAN DER RHOER, EDWARD. *The Shadow Network*. New York, Scribner, 1983. 359p. HV8224.V26 ■

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