

# State

The Newsletter

United States Department of State

April 1981





**THE COVER**—The oil is of Mrs. Winthrop Sargent, wife of the first governor of the Mississippi Territory, by Gilbert Stuart, circa 1805. This and a portrait of her husband, also by Stuart, were given to State by the Morris and Gwendolyn Calritz Foundation. The paintings are on view in the Thomas Jefferson Room. (Story on Page 20)

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**Letters to the Editor****Our Vietnamese employees**

RESTON, VA.

DEAR SIR:

Could any of your readers tell the rest of us what is being done on behalf of the Vietnamese former employees of U.S. Foreign Service agencies who were left behind at the time of the evacuation in 1975? Surely their welfare must be a matter of extreme concern to all of us. Shouldn't all of us want to do what we can for them? To do anything, however, we need to be informed what can be done.

Sincerely,  
JAMES H. DECOU  
FSIO (retired) □

**The 8 who died**

EMBASSY LONDON

DEAR SIR:

I read with interest each issue of STATE which we receive in our office and wish to comment on the February issue.

We are all delighted, relieved and grateful that our hostages have returned home and are apparently well and adjusting to normal life. They are to be commended, beyond question, for their strength, stamina and courage during their ordeal—which would tax the greatest. We rejoice as Americans!

However, not one word did I read about the gallant young men who lost their lives in the ill-fated rescue mission. Were there eight of them? They gave—upon command of their leaders—their lives. They were not holed up for 444 days—probably they would gladly have been imprisoned had their lives also been spared. But they gave all there is to give for their fellow man. They were not soldiers in a wartime conflict; they were, simply, men doing a duty for their fellows.

Sadly, there was nothing said

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## Honors and Awards

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### Meet Wrong Way Quinn

(This is a spy story)

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**I**T SHOULD come as no surprise, really, to anyone that Kenneth M. Quinn looms as the hero of an honest-to-goodness spy story at the U.S. State Department.

It was Mr. Quinn, a much-decorated 38-year-old Foreign Service officer, who assisted in the arrest—then the prosecution—of Ronald L. Humphrey, a spy for Vietnam. For this, Mr. Quinn was honored yet again recently.

In an odd way, his achievement was, roughly speaking, predictable. You have to know something of Mr. Quinn's personal history to understand why it's logical that he, of all people, should have distinguished himself as a detective. The reason is that he has had absolutely no experience in law enforcement. This is your tipoff. All his life, Mr. Quinn—a sort of Wrong Way Corrigan in the Foreign Service—has started out in one direction, only to find himself headed the other way.

"As a kid in New York," he says, reflecting on his cloak-and-dagger activity in the Humphrey case, "I wasn't even much on playing cops and robbers." Other youngsters there were very much into that game, of course, and more than a few of Mr. Quinn's Irish Catholic pals went on to become policemen. But "Grandpa Jack," who wore the uniform (he was the second husband of one of Mr. Quinn's grandmothers), was the only connection that Mr. Quinn himself had with the force.

Later, as a college student in Iowa, he took only a single course on Asia—"I wasn't interested in that part of the world." Yet, today, Mr. Quinn's work has been cited in books on Indo-China, and he himself is pursuing a doctorate with a dissertation on Cambodia, and is preparing a book of his own on that troubled land.



*Ken Quinn gets the Superior Honor Award. Roxanne Conlin, the U.S. attorney in southern Iowa, is presenting it on behalf of the U.S. Justice Department. (Photo by Sue Mischke)*

"The Foreign Service had a lot of appeal for me when I was at Loras College in Dubuque," the FSO-3 says. "I used to think of myself being all dressed up like a diplomat, sipping an apertif at a cocktail party in some European embassy, discussing the nuances of international politics." But Mr. Quinn did not draw a European assignment; he was sent to Vietnam, during the war. Instead of cocktail parties, he saw combat—and he was wounded. The young man who, in college, thought America should get out of Vietnam, now, for self-preservation, walked about in that country carrying an M-16 rifle and a .38 snubnose revolver (which he fired only once, at a snake). For five and a half years, as a Foreign Service officer, he worked not in the U.S. embassy but in the Mekong Delta, as a district pacification adviser. The fact is, even in the years that followed, Mr. Quinn was not to serve in an embassy or consulate anywhere, let alone in Europe, the scene of his daydreams. He always drew other assignments.

And where, having embarked on this 14th year of his career, is Foreign Service officer Quinn serving today? Overseas? No. In Washington? Not even there. He is (are you in step now with the "logic" of it all?) back there in Iowa, serving in the office of Governor Robert D. Ray at Des Moines, pursuant to an assignment that was offered him under the Pearson program. He is Mr. Ray's administrative assistant, and one of his jobs is to function as liaison with the state troopers and the division of criminal investigation, which reports to the governor through Mr. Quinn. "Grandpa Jack," no doubt, would be proud of him.

"Kenneth Michael Quinn," writes Robert Hulihan of the husky six-footer in the Des Moines Register, "looks like the mayor's nephew in a political novel—the man you would be sent to see if you were trying to collect a party debt and get your brother-in-law a job with the city sanitation department. He has the almost fictional Irish face that is expected to hang in the galleries of big city political machines. He has a kind of workman's habit of sweeping back both

shirt sleeves as he talks, as though he is about to plunge his hands into some sticky departmental problem that needs fixing. These are simply gestures of conversation, idle enough in anyone else but unexpected in a Foreign Service officer of the U.S. State Department—which is what Quinn is."

Reporter Hulihan, of course, as we are learning, should not have been surprised. For the personality profile he wrote, he could have uncovered even more seeming contradictions about Mr. Quinn. For example, as a young man in Dubuque, he started out by dating "a nice Irish Catholic girl." In Washington, he dated a Jewish girl, then a Protestant girl. But when he got married, it was at a temple in Saigon. A Buddhist temple. To a Buddhist girl—Le Son, who remains a Buddhist. (Their two sons, Davin, 5, and Shandon, 1, are being reared as Catholics.)

It was this marriage in 1974 to a Vietnamese woman that made Mr. Quinn—in theory, but perhaps, too, in fact—a logical suspect himself in the very case that he helped to solve. Mr. Humphrey, like Mr. Quinn, had been in Vietnam. He, too, had developed a romantic interest in a woman of that country. In 1976, when the quiet 42-year-old career man first met Mr. Quinn, he was a watch officer in the communications center at the International Communication Agency, then the U.S. Information Agency (USIA).

"At the time, I was working just down the street from him," Mr. Quinn recalls. "I was assigned to the National Security Council staff, handling Vietnamese matters. Mr. Humphrey telephoned and asked whether he could drop by, and then he came to see me in the Executive Office Building on Pennsylvania Avenue. He seemed like a nice enough guy, but very ordinary—not one to make a strong impression one way or another. We had some talk about Vietnam, and then he told me he was working on bringing a woman out of there to the United States, and he was trying to get the Swedish government to help him. He also said that, as an information officer, he wanted to keep up on what

was going on in Vietnam, now that he was back in the States. And in this connection, he said he was contemplating making stops at the Indo-China Resource Center to pick up publications. This is where his confederate, David Truong, was working, though of course Mr. Humphrey didn't mention that name, and I myself had not yet heard it from anyone.

"I thought about this afterward, and I concluded, in retrospect, that Mr. Humphrey's coming to see me then was his way of trying to establish a cover for his subsequent contacts with Mr. Truong. It wasn't long afterward that he began walking out of the USIA with documents to pass on to Mr. Truong. I learned subsequently that he made an almost identical call at the State Department, where he stopped at the Vietnamese desk and gave virtually the same story to Jim Rosenthal, who was on the desk then. I told Mr. Humphrey that I, for one, saw nothing wrong about his picking up materials at the Indo-China place so long as he didn't present himself in an official way. I'd have to say that, really, there wasn't anything unusual about this meeting with Mr. Humphrey. It didn't leave me with much to think about afterward, and the fact is that, initially, I forgot about it."

But not for long. Mr. Humphrey continued, sporadically, to make contact with Mr. Quinn, keeping him posted on the campaign to win freedom for the woman, whose name was Kim. In the meantime Mr. Quinn was reassigned to the Department, as a special assistant to Assistant Secretary Richard Holbrooke in the Bureau of East Asian Affairs. "It was in March '77," Mr. Quinn says. "Mr. Humphrey called and asked to come see me. He said he had heard I was going to Hanoi with the Woodcock Commission, and he said, when I got there, wouldn't I please check with the Swedish embassy to see whether there were any new developments on Kim. I didn't at all mind, of course, doing this. I regarded Mr. Humphrey as part of the Foreign Service family, and I've always felt that we have to give each other a helping hand. So when I did get to Hanoi, I walked

halfway across the city to the Swedish embassy—there weren't any taxis—and I did get an update for him, which I gave him after I got back to Washington.

"There was a lot of stuff going on at the time that I didn't know about. He was copying some sensitive cables—the number of them, ultimately, reached III—and was passing them to Mr. Truong who, in turn, was passing them to still another Vietnamese woman who, as it happened, was a double agent working for us. But some of the early stuff did get through."

In April of that year, according to Mr. Holbrooke's nomination of Mr. Quinn for a Superior Honor Award, "the FBI discovered that a large number of classified State Department cables and reports were being passed to the North Vietnamese government by an espionage network in the United States. This breakdown in security was particularly disturbing since at the time the U.S. was engaged in sensitive negotiations with the Vietnamese aimed at resolving the MIA (soldiers missing in action) problem and establishing diplomatic relations. It was feared that this leak would compromise our entire negotiating strategy, thus severely obstructing our ability to obtain a full accounting for our missing servicemen." These cables, the U.S. Justice Department said in a court document, "provided information identifying directly or indirectly covert sources" of information then being tapped by the U.S. Government.

Only a handful of Department officers were made aware of the breach in security—Mr. Holbrooke, Mr. Quinn and deputy assistant secretaries Robert Oakley and William Gleysteen and Mr. Rosenthal in the East Asia bureau. The five alerted the Department's Office of Security and also briefed Secretary Vance, Deputy Secretary Christopher and Peter Tarnoff, executive secretary.

"Naturally, I couldn't help wondering at the time who the guilty person was," Mr. Quinn recalls. "I kept thinking—there was no way I could stop thinking it—what if it's a colleague, what if it's a good friend? I tried to think in



Mrs. Quinn, with Shandon, left, and Davin.

terms of motives, and I decided there were two major possibilities. Either it was someone who was opposed to our policies and was doing it out of some perverted sense of commitment, or it was somebody who had a relationship with a Vietnamese woman and was trying to get her out of there, or get her relatives out. Since I was married to a Vietnamese person, I knew very well how terribly important the sense of family is to those people, how compellingly they feel the need for reunification of their families. For example, when I was in Hanoi shortly before, they learned there that I had a Vietnamese wife, and then the pencils were out right away, and they asked me whether she had relatives still in the country. I said no, which was true, but I would have said no anyway because otherwise you make yourself vulnerable. As it happened, my wife's relatives had come out in April '75.

"In all this thinking, it occurred to me—I know it sounds melodramatic—that I must be a suspect myself. After all, I was among those who had access to all these documents, and there was the fact of my marriage; I can't believe that this wasn't being considered. And I thought, who else at State has a Vietnamese wife? Do you know how many came to mind? I'd say about 20 or 30 guys, among them some of my closest friends. I would exclude so-and-so, saying to myself, no, he could never do this, and so on and so on."

The FBI by this time had become aware of Mr. Humphrey, by other means. Mr. Quinn, in his ruminations, also zeroed in on him. "Of course, it was only a suspicion," he says. "I had no evidence to go on, and I wasn't pretending to have any. I can't even say it was a suspicion—I thought of it just as a possibility. The thing that made me think of him was a list I was shown of the offices that had had access to the compromised cables.

"I saw USIA on the list. Then I thought: Humphrey. The woman, Kim, came to mind. There, at least, was a motive. I thought long and hard whether I really ought to go to our security people at State, and give them the name to check out. It wasn't a decision to be taken lightly. I could put myself in his place, and of course I was afraid I might hurt him if he was innocent, as he very well may have been, to my knowledge. But in the end I decided it was appropriate that I should go. The funny thing is that, when I sat down to tell about his contacts with me, I had a hard time remembering exactly what he looked like. He was nondescript. All the same, our security people became very, very interested, and they wrote down everything I said." It was this information, relayed to the FBI, that helped confirm Mr. Humphrey as a prime suspect, filling in important details for the investigators.

They began to regard Mr. Quinn as a valuable ally, and they asked him to stay with the case. As Mr. Holbrooke

recounted in his award nomination: "Truong and Humphrey were not arrested until January of 1978 because of the need to gather sufficient evidence against them. In the interim, Mr. Quinn was asked to maintain personal contact with Humphrey in order to monitor his activities. Mr. Quinn did so by meeting and talking with Humphrey on a number of occasions. As a result of these encounters, Mr. Quinn was able to provide the (FBI) with significant information. (Mr. Humphrey went to Germany at one point in connection with Kim, and Mr. Quinn was able to relay a detailed itinerary to the investigators.)

The award nomination continued: "During this period, Mr. Quinn also worked diligently with the Justice Department in reviewing the cables which were compromised and identifying the specific instances in which damage was done to national security. (Mr. Rosenthal and his successor, Fred Z. Brown, as well as Lucy Hummer of State's legal staff, were among those who assisted during this stage.) Because of his detailed knowledge of the case the Justice Department asked Mr. Quinn to be the key prosecution witness during the Humphrey-Truong trial. As such, he was on the witness stand for over six hours, providing a methodical and painstakingly detailed assessment of how the compromise of these messages: assisted the Vietnamese in their negotiations with the United States; revealed the sources of much of our information on events inside Vietnam; adversely affected our ability to collect further information about our MIAs; and provided helpful information to the Soviet Union about U.S. actions and intentions in Southeast Asia.

"Despite persistent efforts by defense lawyers during four and one-half hours of cross-examination, Mr. Quinn never deviated from his testimony. The U.S. attorney for the Eastern District of Virginia and Justice Department officials involved in the case cited Mr. Quinn's testimony as the key to conviction of both defendants. Another member of the U.S. attorney's staff credited him with being 'the best witness

he had observed in over seven years' in Alexandria District Court."

"The cross-examination of Mr. Quinn was absolutely brutal," recalls John L. Martin, chief of the internal security section, Criminal Division, Justice Department—the lawyer in overall charge of the case. "But he withstood that cross-examination. It was one of the most brilliant pieces of courtroom combat I had ever seen. He knew his material, and he was definite in his responses. He was able to anticipate the direction of the attack. He was cool and controlled—very controlled. He was thorough. Had he not held up in that cross-examination, we could have been in serious trouble."

Following are some of the exchanges at the cross-examination, culled at random from the trial transcript:

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Q—Let me ask you whether it is also fair to say that there is a good deal of information in these cables which amounts to sort of diplomatic gossip, that you wouldn't want to say it was too much more important than that.

A—Which ones?

Q—Well, for instance, the remarks about how [a certain] ambassador is probably henpecked by his wife. She seems to be the dominant one in the pair.

A—Well, that is the same cable, though, in which I believe that the . . . ambassador is telling us about the relationship of the Soviet ambassador to the KGB; and that kind of information is—

Q—I asked you whether—

A—I know. I am saying that is the same cable. It is that type of information, while it may be seemingly innocuous here, is information we put into, and use in biographic sketches to determine how people, how diplomats react, whether they are strong people, whether they are weak people; the influence that their wives have on them. It may seem to be trivial, but in many instances, it is not.

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Q—All right. If the attitude of the Vietnamese is that they are willing to account for POWs and MIAs, and if the source of that is the vice—or deputy foreign minister of Vietnam, is the

revelation that he has said that and that that is what their position is, a matter that you would be prepared to tell the jury does damage to the United States?

A—It would depend on how he said it to us, when he said it, and what the conditions were when he said it; and if he said it to us in confidence and we then revealed it and he took umbrage at our revealing it, and that sometimes made our getting an accounting for MIAs then that would do damage to us.

Q—But, sir, with respect—

A—You asked me a hypothetical question. I am giving you a hypothetical answer.

Q—I understand. Now I would like to probe your answer. You have testified you haven't contacted the sources for any of the cables that you looked at; is that right?

A—Yes.

Q—So you are talking about possible damage, is that right, based on your experience?

A—Potential damage, sure.

Q—Potential damage. All right. That is a could have been; right? Or could be?

A—Or might be.

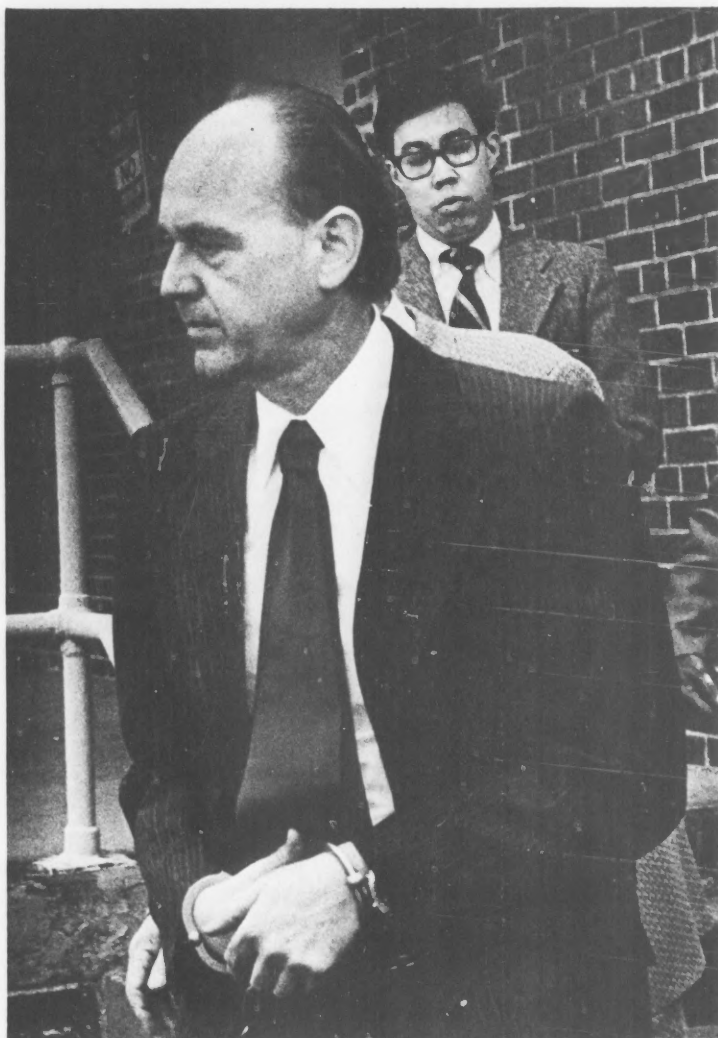
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A—You asked me a hypothetical question. You are now asking me a specific question.

Q—Yes.

A—Okay. Now, that particular statement that you are asking me about, to the best of my recollection, a press conference was held after those meetings—this is in May of 1977. And at those press conferences that were held simultaneously, Phan Hien for the Vietnamese, and also our press spokesman, indicated what had taken place. And, as I best recall, included in there was a statement that the Vietnamese were going to be forthcoming on MIAs and make an effort in that regard.

Obviously, when said publicly like that, that kind of a statement, revelation of it is not injurious. However, other statements in which the Vietnamese might be prepared to be making a private concession to us in that regard and not getting something back for it, if made



public, might embarrass someone like Phan Hien or their leadership in Hanoi.

So I say it depends on the circumstances, and you have to take all of these into account when giving an answer. It is very hard to have general rules about the thing.

Q—I understand. So one factor we have isolated as important, based on what you now say, is that if the information has been publicly revealed already, and if that public revelation gives the

Ronald Humphrey at the U.S. District Court in Alexandria, Va. Behind him is codefendant David Truong. (Photo by Tom Allen, Washington Post)

world an idea of its source—

A—No.

Q—That that is not damage?

A—No, I didn't say that. I said in that particular instance. I mean it depends on what the information is, and what has been revealed and how it has been revealed.

If something is leaked to the press about what is said, then, for instance, if on a private statement that Phan Hien would make to Holbrooke, and then somebody leaks it to the press and they have it, for the United States then to reveal it and declassify it just because somebody has leaked it could cause embarrassment and harm.

So I would say in that kind of an instance it would still be classified.

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Q—All right, let's break that down. This—in other words, information is like a mosaic, isn't it?

A—You have been reading my notes.

Q—So have you. And for that mosaic you have drawn for us, you want us to imagine has a little bit of classified information up here and then it has some public information maybe down over here in the middle and some nonpublic information and a little rumor, sometimes, right?

A—You consider everything. Sometimes—

Q—Right.

A—there are nuggets of gold to be found in the strangest places.

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Q—Anything you tell a journalist, unless you tell him not to publish it and he agrees, is thereafter in the public domain, isn't it?

A—I am not sure. No, I don't agree with that at all. A lot of people leak confidential materials to journalists, and I don't consider those to be in the public domain at all. That doesn't mean that something that is—in this cable is necessarily therefore declassified and no longer restricted.

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THE COURT—The witness may be asked whether that affects his opinion as to the—these documents.

Q—You heard His Honor's conversation. Would that affect your opinion?

A—I would have to see the specific reference, and then compare it to the cable.

Q—But it might? It might?

A—It might, and it might not.





**THE LONG ARM OF KEN QUINN**—He immobilizes egg-thrower as another man, right, lends a hand. Governor Ray of Iowa is seated at left. That's Governor Jerry Brown of California looking up at right. (AP Photo)

Q—And it could?

A—And it could not.

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The jury found both the defendants guilty in May 1978. Each was sentenced to 15 years in prison, but remained free on bond. Two years later, the U.S. Court of Appeals affirmed the convictions. Defense efforts to win a reversal are continuing.

"In the name of God, I ask for mercy," Mr. Humphrey pleaded as he stood before U.S. District Judge Albert V. Bryan Jr.

"Well, of course, he destroyed himself," Mr. Quinn says. "I can't help feeling it wasn't I who did it to him, or anyone else involved in the case who did it. He just did it to himself. For our part, I felt then—and still feel—there was no way we could permit this hemorrhaging of classified material. We had some 40 separate sources of information that were being compromised. Mr. Humphrey was thinking of himself, not of those persons. He didn't even take the trouble to blot their names out on the cables. He put his own situation ahead of his country, ahead of the welfare of others. He made that choice."

Apart from the spy case, "Grandpa Jack" would have even more reason today to be proud of his boy. There was the incident last summer when Rep. John Anderson came to the Midwest campaigning for President. Mr. Quinn was close at hand when he saw a stranger reach into his pocket. His first thought was that the man might be reaching for a gun. It turned out to be an egg, but Mr. Quinn didn't wait to find out. He lunged and grabbed the man from behind as the egg started on its trajectory, holding him until law enforcement men could reach the culprit. Had anything in his life ever prepared Mr. Quinn for such a contingency? Well, he had never been into boxing. He had never been into wrestling.

Mr. Quinn's boss, Governor Ray, has been elected five times—a record for Iowa. He obviously knows quite a bit about governing his state. But he says: "I don't mind at all telling you that Ken Quinn has been making my job easier. He's a very special guy. The Foreign Service is lucky to have him."

Yes, they seem to know it in Department management circles. In addition to the Superior Honor Award

conferred on him for his role in the Humphrey case, he holds an earlier Superior Honor Award plus a Meritorious Honor Award. And his colleagues in the American Foreign Service Association, too, honored him in 1978 with their Rivkin Award for "intellectual courage and unusual achievement." That was for his leadership in bringing to the attention of Secretary Vance some of the problems of the Foreign Service, as seen by its professional officers. Mr. Quinn presented a letter to the Secretary signed by more than 500 career men and women, many of whom outranked him, and then he and others made an oral presentation.

Could anyone have predicted that Mr. Quinn would come so far in the Foreign Service? Certainly. Just leave it to Wrong Way Quinn. His first aim, all along, had been to play baseball for the New York Yankees. Somewhere, somehow, he got turped around.

—SANFORD WATZMAN ■

## Appointments

### Reagan continues to fill out foreign policy team

1 under secretary, 5 assistant secretaries slated for appointment

**P**RESIDENT Reagan, as of late March, announced his intention to nominate six more persons to the new foreign policy leadership team in the Department. In addition, Mr. Reagan named four ambassadors—to the Organization of American States, to Ireland, and two deputy trade representatives. All the nominations require Senate confirmation.

#### Under secretary:

● Economic affairs—Myer Rashish, a private consulting economist since 1963, to succeed Richard N. Cooper.

#### Assistant secretaries:

● African affairs—Chester Crocker, director, African studies program at Georgetown's Center for Strategic and International Studies since 1976, to replace Richard M. Moose.

● East Asian and Pacific affairs—John H. Holdridge, former ambassador to the Republic of Singapore, 1975-78, to succeed Richard Holbrooke.

● European affairs—Lawrence S. Eagleburger, ambassador to Yugoslavia since 1977, to succeed George S. Vest.

● Near Eastern and South Asian affairs—Nicholas A. Veliotis, a former deputy assistant secretary in the bureau, 1977-78, to replace Harold H. Saunders.

● Economic and business affairs—Robert D. Hormats, deputy U.S. trade representative since 1979, to succeed Deane R. Hinton.

#### Ambassadors:

● U.S. representative to the Organization of American States, with rank of ambassador—J. William Middendorf II, investment banker and chairman, finance committee for the 1981 presidential inaugural, to succeed Gale W. McGee.

● Ireland—William Edward McCann, president, Foundation Life Insurance Co. of America, to replace William V. Shannon.

● Deputy trade representatives, with rank of ambassador—David R. MacDonald, member of the board,

Chicago Association of Commerce and Industry, and Michael B. Smith, chief textile negotiator, Office of the U.S. Trade Representative, 1975-79.

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*Following are biographical sketches of the persons chosen by the new administration:*

**Mr. Rashish** has served on the Advisory Committee for Trade Negotiations, and was elected its chairman last year. He was a consultant to the Joint Economic Committee, 1967-71. From 1961 to 1963, he was an assistant to the President for international trade policy.

Mr. Rashish has also held other Government positions, including special assistant to the under secretary of state for economic affairs, 1961; secretary of President-elect John F. Kennedy's task force on foreign economic policy, November-December, 1960, and also the task force on the balance of payments. From 1956 to 1960, he was chief economist and staff director of the House Subcommittee on Foreign Trade Policy and the Committee on Ways and Means. He also has been an economist in State's Office of International Finance and Development Policy, 1952-53; director of the international section, Midcentury Conference on Resources for the Future, held in Washington, 1953-54; and economic consultant to the Committee for a National Trade Policy, Inc., 1954-56.

Mr. Rashish has held faculty positions at several colleges and universities. He was special assistant to the director, radiation laboratory, Massachusetts Institute of Technology, 1944-45; instructor in economics, also at the institute, 1946-47; visiting lecturer in economics at Tufts, 1948; and assistant professor of economics at Bowdoin, 1949-51.

As consultant to the Joint Economic Committee, Mr. Rashish organized a program on U.S. foreign

economic policy for the 1970s, for the Subcommittee on Foreign Economic Policy. He also was a consultant to Senator Abraham Ribicoff (D.-Conn.), in connection with the senator's chairmanship of the Subcommittee on Foreign Trade, of the Finance Committee. Mr. Rashish was appointed by President Ford to the Advisory Committee for Trade Negotiations in 1976. He was reappointed by President Carter, in 1978 and 1980, and elected chairman of the advisory committee in January 1980.

Born in Cambridge, Mass., on November 24, 1924, Mr. Rashish received a bachelor's from Harvard in 1941, and a master's in economics, also from Harvard, in 1947. He is married and has three children.

\*\*\*



Mr. Rashish



Mr. Crocker

**Mr. Crocker** has taught international affairs for many years. In addition to his position as director at Georgetown, he has served as associate professor of international relations since 1977. He was assistant professor, 1972-77. He also was director of the university's master-of-science-in-the-Foreign-Service program, 1972-78. From 1970 to 1972 he was staff officer for Africa, the Middle East and the Indian Ocean, at the National Security Council.

Mr. Crocker was born in New York on October 29, 1941. He received a bachelor's from Ohio State in 1958, and a master's, 1965, and a doctorate, 1969—both from the Johns Hopkins School of

Advanced International Studies.

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**Mr. Holdridge**, a Foreign Service officer, has served with the Central Intelligence Agency since 1978. He was deputy chief of mission, U.S. liaison office in Peking, 1973-75, and then was appointed envoy to Singapore. From 1969 to 1973 he was director of the Office of Research and Analysis for East Asia, in State's Bureau of Intelligence and Research. He was deputy director of that office, 1966-68.

Considered an expert on Asia, Mr. Holdridge was chief of the political section in Hong Kong, 1962-69, and chief of the political section, Office of Chinese Affairs, Bureau of East Asian and Pacific Affairs, 1958-62.

Born in New York on August 24, 1924, he received a bachelor's in science from the U.S. Military Academy, at West Point, in 1945.

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Mr. Holdridge



Mr. Eagleburger

**Mr. Eagleburger** served as executive assistant to then Secretary Kissinger, 1973-75, and as deputy under secretary for management, 1975-77. He then was named envoy to Yugoslavia.

A Foreign Service officer since 1957, Mr. Eagleburger was a member of the National Security Council, 1966-67; special assistant to the under secretary of state, 1967-69; executive assistant to the assistant to the President for national security affairs, 1969; and political adviser to the counselor for political affairs, U.S. mission to NATO, 1969-71. From 1971 to 1973 he was deputy assistant secretary in the Department of Defense, and in 1973 he became deputy assistant to the President for national

security operations.

**Mr. Eagleburger** was born in Milwaukee on August 1, 1930. He received a bachelor's in science, 1952, and a master's in 1957—both from the University of Wisconsin.

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**Mr. Veliotis** joined the Foreign Service in 1955 and has risen through the ranks to career minister.

He served as consular and administrative officer in Naples, 1955-57; economic and general services officer, in Rome, 1957-60; international relations officer with the Department's Executive Secretariat Staff, 1960-62; foreign affairs officer, Bureau of Cultural and Educational Affairs, 1962; and political officer in New Delhi, 1964-66. He then was assigned as chief of the political section in Vientiane, 1966-69.

In recent years, Mr. Veliotis was international relations officer, African regional affairs, Bureau of African Affairs, 1970; special assistant to the under secretary of state, 1970-73; and deputy chief of mission in Tel Aviv, 1973-75. After an assignment as special assistant for employee-management relations, in the Bureau of Personnel, 1975-76, he became deputy director of the Policy Planning Staff, 1976-77.

Born in Oakland, Calif., on October 28, 1928, Mr. Veliotis received a bachelor's in 1952 and a master's in 1954—both from the University of California.

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Mr. Veliotis



Mr. Hormats

**Mr. Hormats** served as deputy assistant secretary for economic and business affairs, 1977-79. From 1974 to 1977 he was with the National Security

Council as a senior staff member for international economic affairs. He was an international affairs fellow, Council on Foreign Relations, and guest scholar at the Brookings Institution in Washington, 1973-74.

**Mr. Hormats** was born in Baltimore on April 13, 1943. He received a bachelor's from Tufts in 1965. He also received three additional degrees—master of arts, master of arts in law and diplomacy, and a doctorate (the latter in 1969)—from the Fletcher School of Law and Diplomacy at Tufts.

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**Mr. Middendorf** has held many public service posts. He served as ambassador to the Netherlands, 1969-73, and as under secretary, then secretary, of the Navy, 1973-77. During the 1980 presidential campaign, he was coordinator of President Reagan's international economic advisory committee, and also, of the naval advisory committee. In addition, he was a member of the strategic minerals task force.

**Mr. Middendorf** was president and chief executive officer of Financial General Bankshares, Inc. His long career in investment banking culminated in 1962 with the formation of his own partnership. Active in the Republican Party, Mr. Middendorf has served as treasurer, Republican National Committee; as a delegate or alternate to three Republican national conventions; and as treasurer of the 1968 transition committee.

He is the author of many articles; a frequent lecturer on major international security and economic issues; and a member of several national and international organizations concerned with defense, trade and monetary questions.

Born in Baltimore on September 22, 1924, Mr. Middendorf received a bachelor of naval science from Holy Cross in 1945; a bachelor of arts from Harvard in 1947, and a master's from the New York University Graduate School of Business Administration in 1954. He is married to the former Isabelle Paine; they have four children.

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Mr. Middendorf



Mr. Smith

Mr. McCann also has been active in the Republican Party. He was national chairman of Reagan-Bush Pioneers in 1980, and a delegate to the 1980 Republican national convention. He was president, chief executive officer and director of operations for the Associated Life Insurance Co., Wilmington, Del., for many years. In 1968 he was appointed to the same positions with the Foundation Life Insurance Co. of America, Chatham, N.J.

Born on September 27, 1930, Mr. McCann graduated from Bradshaw College, in Lowell, Mass., in 1957. He also attended Boston University. He served in the Army during the Korean conflict. Mr. McCann is married to the former Virginia Ann Blouin; they have two children.

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Mr. MacDonald was assistant secretary of the treasury, specializing in international trade statutes, 1974-76, and under secretary of the Navy, 1976-77. He has served as a board member of the Chicago Crime Commission since 1978. In 1980 he was a member of the executive committee of the World Trade Conference. Since 1979 he has been a member of the policy board and economic affairs council of the Republican National Committee, and cochairman its tax committee.

#### Ambassadorial board abolished

The Presidential Advisory Board on Ambassadorial Appointments, established by Jimmy Carter in 1977, was abolished by President Reagan in an executive order issued March 17. □

Mr. MacDonald was a partner with the firm of Kirkland & Ellis, 1957-62, and became a partner with the firm of Baker & McKenzie, in 1962. He was born in Chicago on November 1, 1930, and received a bachelor of science from Cornell in 1952, and a doctorate from Michigan Law School in 1955. He is married and has five children.

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Mr. Smith, who is currently serving as deputy trade representative, was with the Textiles and Fibers Division in State's Bureau of Economic and Business Affairs, 1973-75. A Foreign Service officer since 1958, he was detailed to the White House, where he was chief of the correspondence section, 1971-73.

During his Foreign Service assignments abroad, he was principal officer in the U.S. consulate general in Lyon, 1969-71. Earlier, he was deputy principal officer in the consulate general in Strasbourg. He also served tours in N'Djamena and Tehran.

Mr. Smith was born on June 16, 1936. He received a bachelor's from Harvard in 1958. He is married and has two children. □

#### Wick is White House choice for International Communication Agency

Charles Z. Wick of Los Angeles, president and chief executive officer of Wick Financial Corp. and Mapleton Enterprises, is the White House choice to be the new director of the International Communication Agency. He would succeed John E. Reinhardt. Mr. Wick, a business executive, was cochairman of the 1981 presidential inaugural committee. For many years he has been involved in financing and operating motion pictures, television, radio, music, health care and mortgage industries in the United States and abroad.

He was born in Cleveland, on October 12, 1917. He received a bachelor's from the University of Michigan and a doctorate from Western Reserve University Law School. He is a

member of the California and Ohio bar associations.

Mr. Wick is married and has five children. □

#### Montana man slated for U.S.-Canada commission

President Reagan has announced his intention to appoint Frank A. Whetstone, a Montana business executive, as U.S. commissioner on the International Boundary Commission, United States and Canada. Mr. Whetstone is president of the Cut Bank (Mont.) Pioneer Press and IMPEX, an import-export firm, as well as chairman of Radio Station KLCB, Libby, Mont.

#### Export-Import Bank

President Reagan has announced his intention to nominate William H. Draper III to be president and chairman of the Export-Import Bank. Mr. Draper is founder and general partner of Sutter Hill Ventures of Palo Alto, Calif. ■

#### Harry's iguana (lizard) stew

(From the Tegucitaller, weekly newsletter of Embassy Tegucigalpa, in Honduras):

Take one or two large iguanas (how you catch them is your problem) and try not to think how ugly they are. Skin and clean them and discard head, tail and entrails, but set aside any eggs\* (large clusters of grapesized yellow balls). Cut iguana in pieces, rinse, and set to boil in a large pot of salted water. When water has boiled and a foamy scum forms, pour off water, refill pot, and allow to boil again. Add onion, pepper, peas or carrots, potato, yucca or green banana and cook until vegetables are tender. Add iguana eggs, if available, and a thickener of flour mixed with a small amount of water and let cook for about 10 minutes. Serve steaming hot in bowls (or coffee cups).

The stew really is delicious—iguana tastes a lot like chicken. For those who feel squeamish about eating small dinosaurs, we suggest you eat in the dark and ignore the weird-shaped bones in your stew. A dry red wine is recommended.

\*Iguana eggs are reputed to possess powerful aphrodisiac qualities . . . use sparingly.

# Combatting Terrorism

## Stoessel makes statement on 'lessons from the Iran crisis'

His forum is a committee hearing on Capitol Hill

*Under Secretary Walter J. Stoessel appeared on February 25 before the House Committee on Foreign Affairs, to discuss implementation of the agreement with Iran for release of the 52 U.S. hostages. He concluded his testimony with this statement:*

LET ME TURN to the lessons from the Iran crisis with respect to the protection of our embassies and the combatting of acts of terrorist violence against them. The attacks of 1979 and 1980 in Tehran, Islamabad, Tripoli and San Salvador were not isolated events. They were part of a larger pattern of violence against our diplomats and our diplomatic establishments. In 1980 alone there were 274 international terrorist acts against Americans, almost 35% of the worldwide total. Of these attacks, 177 involved official U.S. Government personnel or premises.

"The critical lessons are the following:

—"We must have more extensive intelligence and better information on terrorist threats, to enable us to take appropriate countermeasures.

—"We must have a protective security system which enables our embassies to deal with mob violence, as well as isolated terrorist attacks.

—"We must train our personnel and prepare them more carefully for the possibility that they will be taken hostage.

—"We must have a crisis management system which is able to use and deploy available resources rapidly and effectively.

—"We must have broad international cooperation which will come into effect immediately if states violate their basic obligations under international law.

—"Above all, we must have a clearly-articulated and well-understood policy within which to act.

"Let me comment on each of these points. Intelligence is obviously a critical



Mr. Stoessel (Photo by David M. Humphrey, Visual Services)

need. In many ways, our information base on terrorism is inadequate. Consequently, the intelligence community is now giving very high priority to the collection of information on terrorist groups and on those states which support them. We are working closely with our allies to maximize the sharing of information. However, the complexities of targeting, and the difficulties of penetration, are such that we will never have as much information as we would wish. Even so, the improvement in data available to us will enable us to warn threatened embassies, to help them improve their defenses, and, when necessary, to withdraw staff.

### Dean survives second attack

The motorcade of John Gunther Dean, U.S. ambassador to Lebanon, again became a target of snipers on March 10 as the envoy was being driven from the Christian sector of Beirut to the Moslem quarter. No one was injured by the gunfire, during which a bullet struck the tire of a car in the motorcade. Mr. Dean had also escaped injury on August 27, when would-be assassins fired rocket grenades and machine guns.

"Together with this re-emphasis on the importance of intelligence, we must look to the physical security of our missions. The public-access controls which have been installed in the last seven years have not been adequate to deter or prevent mob violence, although they have been extremely effective against lesser terrorist threats. We must do everything possible to ensure that our missions will not be overrun again. With this goal in mind, and using the special security enhancement resources provided by Congress in fiscal years 1980 and 1981 (a total of \$41.9 million), we are urgently upgrading security at 24 high-threat posts. Survey teams have already gone out to 17 of these posts. Over the next five years, we expect to improve the security of all posts where there is a significant threat of violence and terrorism. These programs will enable our missions to delay an attacking group for a sufficient period of time to destroy national security information, and to permit personnel to withdraw to a secure safe haven. We are also strengthening security at residences, and for personnel in transit.

"In anticipation of the possibility of future hostage events, we have also greatly stepped up our training programs. All Foreign Service personnel are required to take a two-day course on coping with violence. Representatives of other agencies with staff assigned to our missions abroad, as well as adult dependents, are encouraged to attend. The experience of former hostages is being sought in order to make certain that the program is based on the problems which hostages have actually encountered in past incidents.

"If we are faced with a Tehran-type situation in the future, we must have the ability to manage such a crisis effectively, and to deploy available resources promptly. The Department of State, as the lead agency for managing overseas crisis situations, is refining its crisis management capabilities through

training, simulations and crisis exercises. In addition, the newly-established Interdepartmental Group on Terrorism is actively reviewing the basic elements of the interagency crisis management system, as well as our response capabilities. As the interdepartmental group identifies issues, they are being referred to the Senior Interdepartmental Group, chaired by the deputy secretary of state, or through the Secretary to the National Security Council.

"The interdepartmental group is also studying a wide range of possible international initiatives. It was apparent in the Iranian crisis that the process of mobilizing effective international sanctions was a difficult one. Existing international conventions lack enforcement provisions. We are therefore seeking to identify ways in which the international community can be organized to move rapidly against any state which violates the principles of international law relating to the inviolability of diplomats and diplomatic premises. In the course of this year, we will be exploring various initiatives at the United Nations, in regional institutions and with our allies.

"Finally a word about policy. For many years the United States has had a firm position against international terrorism. However, the public's perception, as perhaps that of the terrorists themselves and the governments that support them, is that we were not serious in our profession of intent. This administration has made absolutely clear that it will react swiftly, effectively and with all the resources at its disposal, should we face an act of state-supported violence and terrorism in the future.

"Let me spell out for you, Mr. Chairman and members of the committee, some of the principal elements of this administration's policy.

"The U.S. Government will make no concessions to terrorists. We will not negotiate the payment of ransom nor the release of prisoners. We will work to ensure that the perpetrators of terrorist acts are brought to justice. We hope that all governments will adopt similar policies as a means of deterring terrorist violence. When governments take a firm

## U.S. is target in 3 terrorist incidents

In separate incidents on March 17, a U.S. embassy vehicle was hit by an explosion in San Jose, Costa Rica, and the U.S. chancery was struck by gunfire in San Salvador. The latter was again attacked on March 25.

Four persons were hurt in the San Jose attack, at 7:15 a.m. in a residential area. The injured were three U.S. Marines—Steven Garcia, Jerome Walters and John Roberts—and the Costa Rican driver, Emilio Camacho. All were expected to

recover.

In San Salvador, on March 17, a blue pickup truck carrying four men passed in front of the chancery at 1:05 p.m. and fired 14 or more shots. No one was injured. Damage was minor.

In the March 25 attack, some 10 men opened fire from two or three different directions. A rocket-propelled grenade damaged an unoccupied third-floor conference room near the ambassador's office. No one was injured.

stand we will support them.

"We look to all governments to exercise their responsibilities under international law to protect diplomatic personnel and premises. We seek a close partnership with a government on whose territory hostages are taken, or when American citizens and property become the victims of terrorist violence. We will provide whatever support and assistance we can, but we will not give in to terrorist blackmail.

"Should official American personnel or premises be taken hostage as the result of an act committed or condoned by a foreign government, the United States will act expeditiously, choosing from the range of diplomatic, political or economic sanctions applicable to the circumstances. We will seek broad international support for such measures. We have made clear that the decision to implement the agreements should not be seen as a precedent for future actions by this administration in similar situations. This administration—as we have said—would not have negotiated for the hostages' release.

"While recognizing the difficult decisions which are involved when hostages are taken, we believe that governments, corporations and private individuals have a common interest in the maintenance of a policy of not giving in to terrorist demands. Concessions, whenever they are made, only encourage further attacks and put additional people at risk.

"In sum, Mr. Chairman, this administration has made the issue of terrorism one of its highest priorities. We intend to devote the necessary resources to meet the challenge which terrorism and illegal state-supported violence represents for our national interests. No task could be more important or more urgent."

Responding afterward to a question from committee chairman Clement Zablocki (D.-Wisc.), Mr. Stoessel said: "I do believe that the present administration would be inclined to react more rapidly to a situation of that kind than was the case with regard to the Tehran incident. Of course, such reaction, as I pointed out, would not necessarily be confined to one particular course. We would have a number of options from which to draw—political, economic—not excluding military, but not necessarily focusing on military. I think there was quite a long delay in obtaining international reaction and international support to the problem in Tehran."

A Department press guidance with respect to the testimony said: "Ambassador Stoessel clearly stated the administration's policy that we will not negotiate any substantive demands or concessions in such cases, such as the payment of ransom or the release of prisoners jailed in the United States or elsewhere, and that we would not have negotiated in the case of the Iranian seizure. Ambassador Stoessel also pointed out, however, that this obviously

would not categorically preclude communication with captors which might be helpful in bringing about a satisfactory end to the particular crisis. Such communications, however, would not include negotiating on substantive demands."

Two weeks later, on March 11, Under Secretary Richard T. Kennedy gave additional information to Congress when he testified on financial authorizations for the State Department, before the House Subcommittee on International Operations. Mr. Kennedy said:

"We intend to vigorously pursue the enhancement of security at our posts abroad. As you know, this program is

designed to protect our staffs from mob violence and terrorism, and to safeguard national security information. In 1980 Congress enacted a supplemental appropriation of \$6.1 million and appropriated \$35.8 million for 1981. For 1982 we are requesting \$25 million for this program.

"The Department has already conducted comprehensive surveys at 20 of our most seriously threatened posts, and another 25 will be surveyed by the end of this calendar year. We are about to embark on construction projects at five of the highest-threat posts. In addition, we have funded priority individual security requirements at some 79 posts

since September. By the end of 1985, we expect to complete the necessary improvements at approximately 125 posts.

"The Secretary and I are fully behind this security effort and will ensure that improvements are implemented as rapidly as possible." ■

Panel on terrorism at the National Press Club—at an event sponsored recently by the club's American Legion post—including Richard Higgins, left, assistant director of State's Office for Combatting Terrorism, and Brooks McCure, right, former Foreign Service officer who is now an international management consultant. At the microphone is moderator Stephen J. McCormick. (Photo by Carl J. Rospape Sr., retired Foreign Service reservist)



## Your Colleagues

### D'Urso the Dancer

At 5 p.m. she's 'Wonder Woman'



**S**HE WORKS on the Seventh Floor—"Mahogany Row"—where everybody wants everything *now*, she says. As a personnel assistant since 1973 in the Executive Office, Office of the Secretary, Billie Joann (BJ) D'Urso knows the pressure and tension of beating deadlines. She also knows that, as a working woman, she can combat stress through a fitness program.

Enter aerobic dance.



It is 5 o'clock, and some others in the office are winding down, getting ready to leave. But not Mrs. D'Urso.

"It's that time—aren't you running late for your class?" asks her supportive boss, William E. Sims.

She now proceeds to an empty office for her "Wonder Woman" change, as she calls it. When she comes out, she is wearing a T-shirt with an aerobic dance emblem. She runs to her desk, grabs her tape recorder and races to the elevator, heading for the first-floor lobby, just beneath the West Auditorium.

Glowing with energy, she walks in and greets her class of some 25 students from State and other foreign affairs agencies. "Let's move it!" she says. And then she leads the class—organized by







the Foreign Affairs Recreation Association—in an hour of vigorous dancing. Most of the students are tired by this time of day, but Mrs. D'Urso assures them they will feel better “once you get into it.”

Was she always so health-conscious? “My body has come through a lot of changes,” she says. “At one time I weighed 200 pounds. I used to have pale skin, no color. I didn’t eat properly and did not exercise, and my body had nothing to work with.”

Her husband changed all that. William J. D'Urso, who also works for State, in the Washington Field Office of the Office of Security, is a runner—a firm believer in everyone doing some form of exercise. “Lady, you don’t get



out and do anything,” he complained to his wife. Aerobic dance was the remedy he suggested. She got hooked on it.

But teaching was another matter. “I was always afraid to be in front of a lot of people,” she says. “Then the thought of helping other women in a fitness program gave me the incentive I needed.”

What has teaching done for Mrs. D'Urso? It gives her a “clear mental outlook,” she says. (Besides teaching at State, she conducts classes for the Fairfax County Recreation Department and a senior citizens group.) At the office, it has made her something of a celebrity. Her fellow employees regard her as the “health expert.” And, on a



personal level, she considers herself “more organized” than she has ever been.

Mrs. D'Urso has two sons and three daughters. “Sometimes our home is like Grand Central Station,” she laughs. Her sons tease her about some of the dances, which have names like the stomachache, the whirlee bird and the Tom Jones.

Mrs. D'Urso is now learning new dances for her summer class. State’s Bicentennial Celebration Committee has invited her to present a summer program June 9 in the West Auditorium.

—MAGGIE BOYAJIAN ■

(The photos of Mrs. D'Urso are by Robert E. Kaiser, Visual Services)



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## News Highlights

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### Net reduction of 194 positions in new State budget

Proposal is to abolish 304 personnel slots but add 110 new ones

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THE NEW administration has proposed a budget for the Department that would result in a net reduction of 194 personnel slots, compared with the current fiscal year. "We are abolishing a total of 304 positions," Under Secretary Richard T. Kennedy said on Capitol Hill. "Partially offsetting these reductions are requirements for 110 new positions."

Mr. Kennedy appeared on March 17 before a House appropriations subcommittee to request funds for fiscal year 1982, which begins next October 1. Earlier, the outgoing Carter administration had presented a budget that sought 255 additional positions (STATE, February).

The 304 figure cited by Mr. Kennedy includes "256 position reductions which are yet to be determined." But already identified, he said, are 22 positions that would be saved "as the result of the automated passport Travel Document Issuance System, now being installed in Los Angeles and Chicago," 16 in the Special Personnel Complement and 10 at the International Boundary and Water Commission.

The offsetting 110 are for "new positions for mandatory overseas consular and domestic passport workloads, which continue to grow at double-digit rates beyond our productivity gains."

Mr. Kennedy continued: "However, we will have to make further position changes in order to enhance staffing in two other vital areas.

"First, to fulfill the provisions of the Foreign Service Act of 1980, which requires greater efforts for professional development, we must provide additional positions for training, faculty and support personnel. Our new career development plan calls for increased training at crucial points in an employee's career. Foreign Service officers will receive training at three career levels—upon entry, at mid-career and at the senior threshold. Additional training for Civil Service employees will also be

provided at all levels. The Foreign Service Institute will complete its course development for these needs in 1981.

"Second, we are committed to strengthening the substantive reporting and analysis capability of the Department, which was weakened during the last decade as requirements increased in other areas without commensurate position increases. We began the process of redressing this decline in 1980, with the endorsement and encouragement of Congress. In 1981 and 1982, we have targeted additional positions for expanded reporting and analysis in countries of vital interest to the United States. Principal policy-makers of the Government will benefit from this in-depth reporting and will, as a result, be better equipped to formulate and implement U.S. foreign policy.

"We believe that professional development and the substantive program expansion in reporting and analysis are of such high priority that we will have to reprogram positions as necessary to implement these efforts.

"Overall, we have begun an intensive review of staffing Department-wide. When we determine where to reduce the 256 unspecified positions and how to strengthen our professional development and substantive analysis efforts, we will notify the Committee accordingly.

"At this point, permit me to take a few moments to present a picture of the Department of State population overseas. In regard to the Department's basic ability to conduct the foreign policy of the United States, over the past several years the Department's staff abroad has been seriously reduced while the presence of other agencies has grown. Indeed, with the reduction of almost 200 positions, our salaries and expenses appropriation alone has had a net decrease of over 2,000 positions since 1967, amounting to 11%, despite many new and expanding requirements—particularly in consular activities. This shift

has reached the point where Department employees now constitute less than 20% of the average U.S. embassy, and approximately 25% of the Department's resources abroad are now used to support the activities of other agencies. If we are to meet the complex challenges in the current foreign policy environment, the Department must have the necessary resources to pursue our worldwide objectives. We believe that the 1982 request is the minimum essential level needed to carry out our mandated functions."

The total budget request is for \$1,908,768,000—an increase of \$317,138,000 over the current fiscal year. The largest single item included in the latter figure is an additional \$161.2 million for the Office of Foreign Buildings—\$123.9 million for the regular appropriation and \$37.3 million for the special foreign currency buildings appropriation.

Mr. Kennedy said: "These funds will be used to: (1) complete construction of the Moscow project; (2) fund fully a new office and residential complex in Riyadh, Saudi Arabia; (3) construct office buildings in Cairo, Egypt and Georgetown, Guyana; (4) complete staff apartments in Tokyo and New Delhi; and (5) cover overseas wage and price inflation." □

### Haig issues statements on equal employment, sexual harassment

Secretary Haig has reaffirmed Department policy on equal employment opportunity, and also has warned employees that "sexually harassing behavior... will not be tolerated" and that complaints may be filed under equal employment procedures.

The statement on equal employment opportunity says:

"As I assume my responsibilities as Secretary, I believe it is important to re-

affirm the fundamental policy of the Department of State to provide equal employment opportunity for all employees and applicants for employment regardless of race, creed, color, sex, national origin, age or handicap.

"All of us must make a renewed commitment to the creation of an atmosphere of full equality, and we must not relax in our efforts to provide equality of opportunity in all actions that affect employment.

"The success of any EEO program lies not in simply following laws and regulations, but in the active and willing support of all personnel within the agency. The full realization of equal opportunity in the Department will require positive action on the part of all employees.

"We know that nondiscrimination, by itself, will not quickly alter the lingering effects of past discrimination and neglect. A comprehensive and vigorous program is needed to ensure that the talents and abilities of all segments of our society are given free and absolutely equal access to employment and responsibility. At this critical juncture in our history, we cannot afford anything less.

"Responsibility for administration of the EEO program rests with the under secretary for management and the deputy assistant secretary for equal employment opportunity. I will personally monitor our efforts to make all levels of our workforce representative of the best talents of the U.S. population.

"There have been substantial increases in the numbers of women and minorities in the Department's workforce, but we cannot relax our efforts to develop a Foreign Service and foreign affairs agency fully reflecting the best abilities and diversity of the American people. That will ensure a Service and Department truly representative of our population.

"I expect all levels of management to share with me this responsibility and to be held accountable for achieving our goal of equal employment opportunity within the agency, for I believe that the Department of State is obliged to set an

example of equality and human dignity for all peoples at home and abroad. I urge each of you to join with me in this effort."

The statement on sexual harassment is a major component of an action plan that is required by the U.S. Equal Employment Opportunity Commission. Commission guidelines in the area, establishing a standard of strict liability for the employer, have been upheld in recent court decisions. State's Equal Employment Opportunity Office will have the primary responsibility for implementation of the plan, details of which will be issued through memorandums and airgrams. Inquiries may be directed to that office. Mr. Haig's letter follows:

"Each of us has a responsibility for maintaining high standards of honesty, integrity, impartiality and conduct to assure the proper performance of Department business and to maintain the public trust. Sexual harassment violates those standards, particularly with regard to principles of equal opportunity. Sexual harassment serves to undermine the integrity of the employment relationship, debilitate morale and interfere with the work productivity of an organization.

"Sexual harassment is defined as (1) influencing, offering to influence, or threatening the career, pay, or job of another person—female or male—in exchange for sexual favors; or (2) deliberate or repeated offensive comments, gestures, or physical contact of a sexual nature in a work or work-related environment.

"Sexually harassing behavior will be viewed as a serious violation of the standards of conduct that I expect from all employees engaged in the work of the Department of State. The sexual harassment of any employee of the Department of State will not be tolerated.

"Individuals who are sexually harassed by supervisors, co-workers, or peers should make it clear that such behavior is offensive and report the harassment to the appropriate supervisory level. The appropriate supervisor will examine the matter and take actions necessary to ensure a work environment

free from sexual harassment.

"It will be the responsibility of every supervisor and manager to ensure that any instance of sexual harassment is addressed swiftly, fairly, and effectively. Complaints of sexual harassment may be filed under the procedures of the EEO process.

"I know that you support my continuing commitment to equal employment opportunity and to exhibiting the highest professional behavior and courtesy as we represent the interests of the United States in our various assignments both here and in our embassies, missions and consulates overseas." □

## Whistle while you work: a schedule

The Bureau of Public Affairs and the Foreign Affairs Recreation Association are sponsoring more than 20 events, as part of the Department's year-long bi-centennial observance.

All the events are to be held between noon and 1 p.m. in the Dean Acheson Auditorium, or in the courtyard near the employees' cafeteria.

Slated for this month are concerts by students of Williamsville, N.Y., North Senior High School, April 14, and the Marine Corps Combo, April 23. Other concerts are by the U.S. Navy Sea Chanters, May 7; the U.S. Air Force Mach 1 (Rock Band), June 2; aerobic dancers, June 9; the U.S. Army Concert Band, June 30; the Virginia Jazz Theatre, July 7; the U.S. Navy Commodores (Jazz), July 14; the Gospel Seasons, July 28; Jazzercise, August 6; the U.S. Air Force Singing Sergeants, August 13; the Musicians Workshop, August 25; the U.S. Army Chamber Singers, September 3.

"Simply Sentuelle" will be a fashion show, September 15. There will be an aerobics presentation, October 1. There will be other appearances by the U.S. Navy Country Current, October 15; U.S. Air Force Airmen of Note (Jazz), November 5; "Jazzin," November 24; U.S. Army Blues, December 3; and Musicians Workshop, December 15. □

## Report is in on Foreign Service nationals



**FOREIGN SERVICE NATIONAL TASK FORCE**—Members are, from left, seated: *Esther Lewis*, Embassy Panama; *Anne-Marie Vande Wiele*, Embassy Brussels; *Vipanee Hanchareonsuk*, Embassy Bangkok. Standing, from left: *Driss Tazi*, Embassy Rabat; *Michael M. Conlin*, chairman; *Som Berry*, ICA, India. (Photo by Glenn E. Hall, Visual Services)

A task force on Foreign Service national position classification, which met recently in Washington, has submitted its report.

The group made recommendations regarding the new worldwide position classification system, which affects 20,000 Foreign Service nationals employed by the foreign affairs agencies.

The Department and other agencies are studying the report to develop action plans on the recommendations.

The classification standards have been implemented in 65 countries to date. They seek to improve management of the personnel system for this category of employees, and to provide a basis for fair compensation. Since the start of implementation two years ago, there have been continuing efforts to improve the system and alleviate problems. The task force study is the most recent of these efforts.

The group was headed by Michael M. Conlin, former director, Office of Management Operations, and consisted of State Foreign Service nationals from four regional bureaus and ICA. The group reviewed the system from a "national employee perspective" to determine whether there are any inequities,

and, if so, to make recommendations to correct them.

The task force also made recommendations concerning the standards' flexibility and adequacy; reviewed comments and recommendations submitted by posts where the standards have been implemented; commented on the manner in which the standards have been implemented to date; and made recommendations to improve the implementation process. □

## Open Forum hears William Van Cleave, Sen. Glenn



*Mr. Toffler*, right, and *Kenneth Longmeyer*, vice chairman of Open Forum. (Photos by David Humphrey, Visual Services)



Senator Glenn

William R. Van Cleave of the University of Southern California, a board member of the Committee on Present Danger, will speak on strategic issues at the April 29 meeting of the Secretary's Open Forum.

Percy Qoboza, an expert on South Africa, who writes for the *Washington Star*, was slated to address the forum on April 8.

March speakers were Alvin Toffler, author of "Future Shock," who discussed his new book, "The Third Wave," and Sen. John Glenn (D.-O.), who spoke on "Putting the Military Cart before the Foreign Policy Horse."

Others who addressed the Open Forum recently included Michael S. Teitelbaum, program officer on population with the Ford Foundation; Admiral (ret.) Gene La Rocque, director of the Center for Defense Information; Helmut Sonnenfeldt, former counselor of the Department; Ambassador Richard N. Gardner; Alejandro Orfila, secretary general of the Organization of American States; Ambassador Lucius Battle, chairman of the Foreign Policy Institute at Johns Hopkins; and Anna Chennault, wife of the late Gen. Claire Chennault.

## Honors and Awards

### Sidney Reeves wins new \$2,000 award for communicators

Sidney V. Reeves, communications programs officer in the U.S. interests section, Havana, is the winner of the Department's new \$2,000 Thomas Morrison Communicator Award for "extraordinary achievement in the communications field."



Mr. Reeves

Established through the initiative of the American Foreign Service Association, the award commemorates the first communicator in the Foreign Service. Criteria for the award were developed by communicators and agreed to by State's management and the association.

Mr. Reeves was lauded for his "sustained exemplary performance under incredibly difficult and demanding circumstances"; for his contribution to "improve efficiency" and "persistent efforts toward technological and security improvements"; and for his "demonstrated talents for unusual initiative and leadership in contributing to improve management of Havana's limited communications resources."

A special selection panel, which included senior administrative and communications officers, reviewed eight nominations. After picking Mr. Reeves as the winner, the committee recommended that the officials who had nominated the others should now nominate them for Superior or Meritorious Honor Awards, and/or cash awards for outstanding performance.

The other candidates were Robert J. Hall, Abu Dhabi; Richard E. Brendley, Brussels; Kenneth J. Lampkins, Monrovia; Charles L. Oxendine, Mbabane; Robert A. Yamamura, Office of Communications; Harold Jefferson, Cairo; and Samuel R. Richardson,

London.

Mr. Reeves joined the Foreign Service in 1966. He has served in Paris, Moscow, Tunis, Oslo, Damascus, Berlin and Havana, as well as in the Department. □

### 3 honored for their work on Foreign Service Act



Mr. Bacchus

Mr. Michel



Mr. Gershenson

Three Department employees—William I. Bacchus, James H. Michel and Robert S. Gershenson—have been presented the Distinguished Honor Award for their roles in the passage of the 1980 Foreign Service Act. Mr. Bacchus also received a cash award of \$5,000 for the "extraordinary nature of his contribution to the Department's overall mission." The three were nominated for State's highest performance award by then Under Secretary Ben H. Read and then director general Harry G. Barnes Jr.

Mr. Bacchus, director of the Policy and Coordination Staff, Bureau of Personnel, was cited for his "sustained distinguished performance from inception to final Congressional passage" of the legislation.

Mr. Michel, the Department's deputy legal adviser, was praised as a leader of the effort for development and passage of the act.

Mr. Gershenson, as a deputy assistant secretary for personnel, provided "outstanding service and leadership" in attaining three Departmental objectives: "achievement of pay comparability for the Foreign Service," passage of the act, and "the notable improvement in the Department's affirmative action record."

Before joining the Department in 1976, Mr. Bacchus was associate research director of the Commission on the Organization of the Government for the Conduct of Foreign Policy, 1973-75. He taught political science and U.S. foreign policy at the University of Virginia, 1970-73.

Mr. Michel, an attorney-adviser, joined State in 1969. He was assistant legal adviser for political-military affairs before he was appointed deputy legal adviser in 1974.

Mr. Gershenson, a Foreign Service officer since 1957, has served as executive director, Bureau of Inter-American Affairs, 1976-78, and as deputy assistant secretary for personnel, and also, coordinator for customs and tax privileges, 1978-80. □

### Italy honors DiSciullo

John DiSciullo, U.S. consul general in Genoa, has the coveted *commendatore dall'ordine al merito della Repubblica*, a title awarded him by the president of Italy for his promotion of U.S.-Italian relations in Genoa since 1975. □

### Edmond is cited by Treasury

Ambassador Lester E. Edmond has been presented the Treasury Department's Distinguished Service Award for his performance as U.S. executive director of the Asian Development Bank in Manila. ■

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

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## The Eighth Floor

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### Fine Arts Committee gets cash gifts totaling \$940,000

Many objets d'art also are contributed to Diplomatic Reception Rooms

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**G**IFTS to the Diplomatic Reception Rooms totaling more than \$940,000 in cash, in 1980—as well as scores of additional contributions in the form of paintings, 18th-century furniture, Oriental rugs, antique silver and other objets d'art—were announced by the Department's Fine Arts Committee at an evening reception on March 13.

Vice President Bush, Secretary Haig and curator Clement E. Conger, committee chairman, thanked 500 donors and lenders for transforming the eighth floor, over the years, into a "showcase of America's heritage." Launched in 1961, the Americana Project, now valued at more than \$24 million, is considered to be one of the finest in the nation. Featuring original works by American craftsmen, primarily during 1740 to 1825, the collection has been assembled by the committee entirely through private gifts and loans.

Guests came from all sections of the United States to view the new acquisitions. They included several members of President Reagan's cabinet, representatives from the White House, civic leaders, heads of foundations, museum directors, business executives, Department officials, and active and retired ambassadors.

Highlights included the formal opening of the new Martha Washington Ladies Lounge and the new Dolley Madison Powder Room—both completely remodeled with 18th-century furnishings to conform with the other rooms in the diplomatic reception area; and the naming of the Edward Vason Jones Memorial Hall—the former elevator lobby and entrance hall on the eighth floor—in tribute to the noted architect and consultant who had designed seven rooms since 1965 as a public service, without a fee. Mr. Jones died on October 1 in Albany, Ga., at the age of 71.

The committee also outlined plans for future architectural improvements in the James Madison Dining Room (the

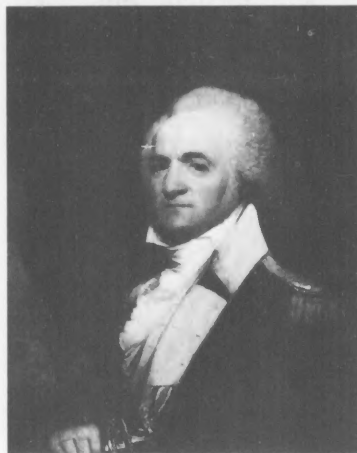


*Thomas Jefferson, by Thomas Sully.*

Secretary's dining room), James Monroe Reception Room, the men's lounge and the Secretary's office on the seventh floor.

The new ladies lounge area consists of four rooms, with the principal room opening off the Gallery. The entrance area is done in American Queen Anne style, and has architectural woodwork in the Palladian tradition of early 18th-century Newport, R.I. At the normal-size windows are "antique" blue silk lambrequins. The room is lighted with an 18th-century English chandelier, and the mahogany floors are covered with semi-antique Chinese rugs. The original furnishings are Queen Anne, of the period 1720 to 1755. The second room contains an outstanding collection of American furniture of the Sheraton period.

The newly-acquired paintings include a life portrait of Thomas Jefferson, by Thomas Sully, painted in the



*Winthrop Sargent, first governor of the Mississippi Territory, by Gilbert Stuart.*

spring of 1821 at Monticello—about five years before Mr. Jefferson's death. It has been in private hands since 1821. The committee bought the portrait for \$220,000 and is now seeking a donor. It is on view in the Thomas Jefferson State Reception Room.

Other important paintings acquired in 1980 include oil portraits of Governor and Mrs. Winthrop Sargent, by Gilbert Stuart—both gifts of the Morris and Gwendolyn Cafritz Foundation, Washington. The paintings also are on display in the Jefferson Room. Mr. and Mrs. Alan Hall, of Rockport, Ind., gave the oil painting "Listening to the Orchard Oriole," by Childe Hassam, now on view in the Dolley Madison Powder Room. Mr. and Mrs. Richard Rundle, of Naples, Fla., gave the oil painting "American Clipper Ship Entering Hong Kong Harbor," by an unknown artist. It is on view in the Secretary's reception hall on the seventh floor.

Larry Mackle, of Southfield, Mich., donated a copy of the original painting "George Washington Crossing the Delaware," by Emanuel Leutze, which has been placed in the Secretary's



Exquisitely carved Philadelphia Chippendale mahogany highboy, circa 1775. (Helga Photo Studio, Upper Montclair, N.J.)

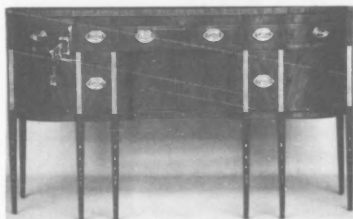
reception hall. The Museum of African Art loaned the oil painting "The Falls of Minehaha," by Robert S. Duncanson—now on display at the Federal Reserve Board building.

The committee also acquired many handsome pieces of 18th-century furniture for the rooms. These include a carved Chippendale mahogany highboy, attributed to noted cabinetmaker Joseph Deleveau. Made around 1775, it is now on view in the Edward Vason Jones Memorial Hall. The highboy is the gift of Mr. and Mrs. O. Ray Moore of Atlanta.

Mrs. Augustine Todd, of Clearwater, Fla., gave a rare Chippendale mahogany card table, made in Annapolis in 1790, which was in the family of Dr. Samuel Washington, brother of George Washington. The



Chippendale mahogany card table, by John Shaw, 1790.



Rare Hepplewhite mahogany D-shaped sideboard, made in New York, circa 1790-1800.



Philadelphia Chippendale mahogany chest of drawers, circa 1770.

antique is now in the deputy secretary's reception room.

Another unusual piece, a Hepplewhite mahogany D-shaped sideboard, made in New York circa 1790-1800, is a bequest from Mrs. Charles Stanley

White of Washington. It is in the Benjamin Franklin State Dining Room. Mrs. White also gave the Department a Sheraton mahogany and satinwood card table, made in Salem, Mass., circa 1800-1810, and two rare mirrors, made in Bilboa, Spain, around 1800. A Philadelphia Chippendale carved mahogany marble-top side table, circa 1760, was loaned by Mr. and Mrs. A. John Warnechi of McLean, Va.

Other major acquisitions include a Philadelphia Chippendale mahogany wing chair, circa 1750-60, loaned by an anonymous donor, and now on display in the John Quincy Adams State Drawing Room; a Philadelphia Chippendale mahogany highboy base, circa 1770, the gift of Mrs. Henry A. Batten, of Albuquerque, N.M., which will be placed in the Franklin Room; a Queen Anne walnut lowboy, which belonged to General Benjamin Lincoln, aide to George Washington at the Battle of Yorktown—the gift of Mrs. Elizabeth Beveridge, Mrs. May Bryant Cheerer and Winslow Bryant, of Hingham, Mass., in memory of the general; an 18th-century Maryland pine corner cupboard, circa 1750, donated by Mr. and Mrs. Joseph M. Bryan, of Greensboro, N.C.; a Chinese Chippendale mahogany table used to display miniatures, circa 1900, the gift of Mr. and Mrs. Norris G. Chumley of Bloomington, Ind.; a Queen Anne Massachusetts mahogany blockfront secretary-desk, circa 1775, loaned by Mrs. Lyne Starling Few of Falls Church, Va.; an 18th-century English Chippendale console table with rectangular marble top, the gift of John L. Newbold, of Washington; a Regency rosewood-and-gilt sofa table with two dropleaves, circa 1825, the gift of Neil Sellin of New York; a Chippendale mahogany Pembroke table, circa 1770, the gift of Mrs. Charles Stanley White of Washington—on display in the Secretary's office; a French antique Louis XVI candle stand, also a gift from Mrs. White; and many other pieces.

Of special interest to the Department is the Philadelphia Chippendale mahogany chest of drawers, circa 1770,



American silver skipper box decorated with the Great Seal. This version of the seal was used between 1841 and 1871.

which came from the Powell House in Philadelphia. The chest was given to the Diplomatic Reception Rooms by a group of friends of former Secretary and Mrs. Vance. It is on view in the John Quincy Adams State Drawing Room.

An American mahogany Chippendale breakfront secretary, with front desk section and an unusual smaller side desk—the gift of Mr. and Mrs. John A. McCone, of Pebble Beach, Calif., is in the Edward Vason Jones Memorial Hall. It is considered one of the few breakfronts made in America in colonial days.

Ambassador and Mrs. Marion Smoak—he is a former chief of protocol—loaned a Chinese export porcelain plate, part of the service belonging to George and Martha Washington, circa 1785. It is on display in the John Quincy Adams State Drawing Room.

The committee received several pieces of antique silver as gifts—more this year than in the past. Among the acquisitions is an American silver skipper box (to protect the seal), decorated with the Great Seal of the United States. During the 19th century, the United States followed the European custom of placing treaties in elaborate bindings with attached silver skippers. This one was found in Argentina. The box, loaned by Colonel Frederic Harrison Smith III



Sterling silver knife box, 1797-98.

of Hampton, Va., is in the memorial hall.

Another rare gift is the sterling silver knife box, made by Peter and Ann Bateman, which holds 12 dinner knives, 24 luncheon knives and 36 dessert or cheese knives. The rectangular box is one of only two silver knife boxes known to exist—the other is in the Albert and Victoria Museum in London. Made around 1797, the box was donated by Mrs. Charles Frederic Toppan of Cambridge, Mass. It is on display in the Benjamin Franklin State Dining Room. Mrs. Toppan also gave a set of four George III silver candlesticks, made in London, circa 1765, which are on view in the John Quincy Adams State Drawing Room.

A sterling silver tea and coffee service, with matching tray, by Tiffany & Co., was donated by Mr. and Mrs. Lawrence P. White of Philadelphia, in memory of Mr. and Mrs. Robert Eugene Dinkey. It will be used at official functions.



Silver tankard, by American silversmith Myer Myers, circa 1760-70. (Helga Photo Studio, Upper Montclair, N.J.)

An American silver tankard by Andrew Billing, circa 1765, was given by Mr. and Mrs. Richard S. Auchincloss of Malvern, Pa., in memory of Charles S. Auchincloss. Mrs. Henry A. Batten, of Albuquerque, N.M., contributed an American silver pot by John Richardson Jr., circa 1800. Dr. and Mrs. Eben Breed of Ponte Verda, Fla., gave an important silver tankard by Myer Myers, circa 1760-70. A Philadelphia silver urn sugar bowl, circa 1797, and a Philadelphia silver helmet-shaped pitcher, circa 1797, were given by three donors—Mr. and Mrs. H. Graham Dripps of Ardmore, Pa.; Mr. and Mrs. William R. Dripps of Summerland Key, Fla., and Mrs. Elizabeth Dripps Royer of Haverford, Pa. These are on display in the memorial hall.

Mr. and Mrs. Porter Echols Jr. of Lynchburg, Va., gave an English George III silver epergne, consisting of a large center cut-glass scalloped bowl and four smaller cut-glass scalloped bowls, for the James Madison Dining Room.

John R. M. Klotz, of Haverford,





Chinese export porcelain punch bowl, bearing name of Richard Gridley, first American engineer officer, who fought in the Battle of Bunker Hill. Circa 1785.

Pa., gave an English silver salver, made in London, circa 1897, to be used by the Fine Arts Committee's office. Mrs. Hope Ridings Miller gave a pair of George III silver candlesticks, with scrolled bases, made by John West in Dublin in 1767, for the entrance hall.

Also donated are an antique English silver tray, by Ebenezer Coker, made around 1770, and a covered sugar bowl by Samuel Richards Jr., circa 1790-1800—the gifts of Mr. and Mrs. Robert F. Strange, of Brenham, Tex.; and a large Grecian shaped silver urn tureen with cover and liner, circa 1797-1809, the gift of Mrs. Lee W. Wagner of Chatham, N.J., Mrs. Frank Taylor of Baltimore, and James W. Poultney of Garrison Post Office, Md.

Among other new acquisitions are three Chinese blue-and-white porcelain vases—two circa 1670 and one circa 1725, a bequest from Mrs. Snowden Fahnestock, Washington; a pair of Chinese export porcelain bases, circa 1780, from Mrs. Felice H. Francis of New York; a Persian runner, circa 1800, for the John Quincy Adams State Drawing Room—the gift of Mrs. John T. Gibson of Washington, in memory of Anna Cook O'Brien; a gilded clock by Lemuel Curtis, circa 1825-35, from Mr. and Mrs. Alan Hall of Rockport, Ind., for the Dolley Madison Powder Room; and a Chinese export oval platter, decorated with a scene of the surrender

of British Major General John Burgoyne, 1778, circa 1825—the gift of Mr. and Mrs. Henry S. McNeil, Plymouth Meeting, Pa.

A Staffordshire bust of George Washington, the gift of Mr. and Mrs. Glenn C. Randall of Washington, is on display in the James Monroe Reception Room. That room also has a set of brass fireplace tools, circa 1810, embossed with an American eagle. It was donated by Dr. and Mrs. Stanley Sarnoff of Bethesda, Md.

The remodeled James Madison Dining Room will have a six-light English glass chandelier, circa 1780, which was given by Mrs. Golsan Schneider of Somerset, Va. There are many other handsome gifts, including a pair of French Empire porcelain vases, circa 1810-30, from Israel Sack, Inc., New York, for the Dolley Madison Powder Room; a collection of 18th-century Waterford glass, from the bequest of Mrs. Charles Stanley White of Washington; an antique Heriz rug, from Mrs. Wilson G. Lamb IV of Baltimore; and a rare Queen Anne miniature highboy, circa 1740-50, the gift of Judge and Mrs. G. Burton Pearson Jr. of Mountchanin, Del., for the Martha Washington Ladies Lounge; and dozens

of other acquisitions.

Donors of \$10,000 or more in 1980 include Mr. and Mrs. O. Ray Moore of Atlanta, \$137,500; Morris and Gwendolyn Cafritz Foundation, Washington, \$100,000; J. Aron & Co., Inc., New York, \$50,000; Mr. and Mrs. Charles S. Bresler, Chevy Chase, Md., \$50,000; Mr. and Mrs. Edward H. Alexander, Toledo, O., \$29,907; Mrs. James Stewart Hooker, New York, \$25,250; Claneil Foundation, Inc., \$25,000; Leidesdorf Foundation, Inc., Palm Beach, Fla., \$25,000; Dora Roberts Foundation, Big Spring, Tex., \$25,000; John A. McCone and Mrs. McCone, Pebble Beach, Calif., \$22,500; Ruth and Vernon Taylor Foundation, \$20,000; an anonymous donor, \$15,365; Elizabeth Cheney, Oak Park, Ill., \$15,000; Mrs. Robert H. Frazier, Greensboro, N.C., \$10,290; Mr. and Mrs. J. T. Dorrance Jr., Gladwyne, Pa., \$10,250; Mrs. Vincent Astor, New York, \$10,000; Mrs. Lewis Clark of Washington, in memory of her late husband, Lewis Clark, \$10,000; Mrs. Robert Livingston Clarkson, New York, \$10,000; William Randolph Hearst Foundation, \$10,000; Charles E. Merrill Trust, \$10,000; Mrs. Leland A. Pyle, Alexandria, Va., \$10,000; and Mrs. Benjamin C. Russell, Alexandria City, Ala., \$10,000.

The Fine Arts Committee said it is now seeking \$850,000 for other architectural changes in the reception rooms.

"We also need to raise annually gifts of funds or securities totaling \$250,000, to make payments on objects being purchased for the rooms," Mr. Conger said. "This is in addition to the funds required for future architectural improvements. We are not as affluent as we appear. Some 50 percent of our collection is on loan; it can go away as fast as it came in."

Contributions of funds to the Department are tax-deductible. Inquiries should be made to Mr. Conger, chairman, Fine Arts Committee, Room 8213, Department of State, Washington, D.C. 20520, telephone (202) 632-0298.

—BARNETT B. LESTER ■

## At Home

### Public diplomacy—practicing it privately

Here's how the retired employee can play a role

BY STEPHEN N. SESTANOVICH

*The author served in the Department, the old USIA, and in posts around the world, from the postwar period until his retirement in 1971.*

**S**AN FRANCISCO—The private practice of public diplomacy offers the retired Foreign Service officer an after-life enjoyed only infrequently by other



professionals. Every communication skill developed and sharpened during your active career is put to use—free at last of bureaucratic regulation, budget reviews, reports and evaluations. Your spouse is a full partner. Your hours are your own. Your reward is still having a productive role in world affairs.

With my wife, Molly, I have been practicing public diplomacy privately here for a number of years. Our work is remarkably similar to what we did for 30 years in the Foreign Service. It's easy to get started in the private practice of public diplomacy. This activity is encouraged by organizations like San Francisco's International Hospitality Center, part of a national and worldwide network that has been organized by the National Council on International Visitors.

Similar hospitality and scheduling centers, operating in other cities under slightly different names, have staffs that arrange meetings between foreign visitors and American hosts—anywhere from Maine to Hawaii. If you wish to be a host in Detroit you call the International Visitors Council; in Gainesville, Fla., it's the Council for International Friendship; in Lincoln, Neb., it's the Mayor's Committee for International Friendship; in Sacramento, Calif., it's



Visitors from the Soviet Union's Togliatti Auto Works tour the General Motors assembly plant near San Francisco. (Photos by International Hospitality Center, San Francisco)

the People to People Council; in Des Moines, Io., it's the Council for International Understanding; in Cambridge, Mass., you contact the marshal's office at Harvard University. A 10-cent postcard to the National Council on International Visitors, Meridian House, 1630 Crescent Place N.W., Washington, D.C. 20009, asking for the affiliate in your area, will bring a quick response.

Molly and I also have our own sources: consular offices here of countries where we've served, and old friends and colleagues from all those years at foreign posts—many of whom have risen here to positions of high responsibility in education, government and industry.

The phone rings often to announce the arrival of new clients:

- Would you undertake to introduce the vice chancellor of the University of Singapore to the local university community? ("He was in the ministry of education when you served in Singapore, and he remembers you.")

- A producer from Helsinki's Finnish Broadcasting Co. is going to be in town, and would like to get to know the radio industry in the Bay area. ("She

remembers you from the days when you were at the American embassy in Helsinki and she was a young news writer.")

- An Italian political leader, now a senator, will arrive in San Francisco next week. ("He says he worked for you in Naples. He'd like to meet the folks at the Association of Bay Area Governments.")

Each visitor presents a challenge. Plans must be made. Appointments arranged. Meetings scheduled. Guest lists drawn up. Does the visitor speak English? If not, can you resurrect your Foreign Service Italian, Finnish, Malay, French, Spanish? Is the visitor traveling with a spouse? Do they enjoy sight-seeing? Visits to cultural centers? Is the visitor socially inclined? Should you plan a small dinner and invite local colleagues?

After a day or two of visits to Muir Woods, the wine country, the museums, the universities, Ghirardelli Square and conferences with counterparts, the visitors are ready for some long-awaited home hospitality. This is what foreign visitors appreciate most during a stay in the United States. Here, over good drinks and food, is where the great interchange of ideas takes place, where misconceptions are corrected, where blanks are filled in. For these social gatherings you call on a wide range of local pro-

fessional and personal friends whose tact and competence you've learned to respect.

Molly and I brought the vice chancellor of the University of Singapore into direct personal contact with American educators, foundation executives and Government officials who, during the '50s and '60s, responded generously to pleas for U.S. assistance in reshaping Asian university curricula, developing research programs and increasing library holdings. Among the guests at dinner was an official of the Asia Foundation's "Books for Asia" program, a nonprofit clearinghouse which, since 1954, has collected and shipped more than 20 million books to Asian universities and other educational institutions. "Without this aid," said the vice chancellor, "our library holdings, and hence our research, would be dangerously weak." He was taken on visits to huge warehouses to witness how books donated by American publishers, libraries, foundations and individuals are prepared for overseas shipment.

At another time, the director of Mexico's most important concert hall came to us holding firm convictions that the fountainhead of musical development still rested in Europe. This, her first visit to the United States, revealed a plethora of schools of music, centers of performing arts, countless highly-skilled symphonic and operatic groups, and experimental music workshops that paid homage not only to the musical heritage of Europe, but to that of Africa, Hispanic America and Asia, and were producing new music, drama and ballet. At a small social gathering she summoned her good grace to acknowledge that, right in her own New World backyard, she had discovered not a cultural desert but cultural vigor and enthusiasm equal to that of Europe. Since then, she has come to the States again and again, and has established relationships with dozens of musical companies, schools and individuals.

On yet another occasion, a journalist from Poland displayed traditional Slavic skepticism: he was sure the itinerary for his U.S. visit would include

only "the sweeter side of U.S. life." But a picnic arranged for him brought him together with several San Francisco news people with a bent to give him a full picture: Hunter's Point, where slum conditions shocked him; union halls on the waterfront; unemployment lines; welfare agencies; drug abuse clinics. All were added to his schedule. With his new colleagues in the newspaper fraternity, he tramped through Haight-Ashbury, sat for hours in the criminal courts, and chatted with teachers in the ghetto schools. On his return to Poland, he published articles about his experiences, never failing to credit his citizen-diplomat hosts for their evenhanded treatment in showing him the best and the worst of American reality.

The stream of visitors seems endless. Their questions and dilemmas about America are limitless. "Why do employees in U.S. supermarkets carry guns?" (It had to be explained the "guns" were pricing tools strapped around the waist, protected in a holster.) "Why must my travel in the United States be limited?" asked a Soviet chemist. (He was taken to the Presidio of San Francisco, where he visited offices, watched ceremonies and walked around; and to the University of California in Berkeley, where he browsed through library shelves, inspected laboratories, attended classes and spoke to students. At dinner he allowed that foreigners in the Soviet Union do not enjoy anything like freedom of movement within military posts and university research centers.) "Why was I housed in a hotel in the redlight district?" asked a visitor from a Moslem country. (We told him it wasn't intentional, but it happened now and then.)

The openness of American life, though at first criticized by some foreign visitors, nearly always turns out to be among our most admired traits. It is a primary ingredient of public diplomacy.

This is open diplomacy. It is winning increased favor among traditional diplomats. Skilled diplomatic craftsmen as diverse as Armand Hammer and Henry Kissinger have stated independently that peace,

harmony and prosperity in the world are not necessarily created by conferences of national leaders and diplomats so much as they are promoted by day-to-day contacts, encounters among people and institutions of nations. Presidential candidates and presidents have for years pledged to involve the American people in the foreign-policy-making process. Public diplomacy and the private practice of it is maturing as the most dramatic innovation in the conduct of international relations since the Peace of Westphalia.

Junior Leaguers and Urban Leaguers from Brattleboro, Vt., to Monterey, Calif., are becoming world citizens as no one thought they ever would. Once isolated geographically from the rest of the world, U.S. citizens are now at ease welcoming foreign visitors into their homes and their lives. Even ardent nationalists, who until recently were incapable of understanding the same feelings in others, are graduating from xenophobia to bear hugs.

Their efforts are making friends for America among a huge cadre of emerging foreign leaders. Once youthful and up-and-coming foreign leaders like Margaret Thatcher, Anwar Sadat, Julius Nyerere, Indira Gandhi and Helmut Schmidt were early visitors to our shores. They savored American hospitality when public diplomacy was in its infancy. Their eventual successors are surely among us today, forming a transnational fraternity (or sorority) of men and women in the public life of both the United States and other nations.

No one is better prepared to undertake this private practice of public diplomacy than the retired Foreign Service officer. As traditional diplomacy comes to mean more and more hotlines, computers, facsimile transmissions and other technical marvels, a rising constituency argues that, on our ever-shrinking planet, whose leaders must depend on impersonal electronic devices, personal contacts between people must provide the humanizing dimension so essential to human understanding and international good behavior. ■

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## Book Reviews

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### Writers contribute to symposium on the role of wives

Four viewpoints are said to predominate

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BY LAWRENCE B. LESSER

*The reviewer is a Foreign Service husband currently assigned to the Policy and Coordination Staff, in the Office of the Director General. This article reflects, of course, Mr. Lesser's own views.*

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HERZ, Martin F., ed. *Diplomacy: the role of the wife*. A symposium. Institute for the Study of Diplomacy, Georgetown University, Washington, D.C. 20057, 1981. 75p. \$4.50

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THE revolution among Foreign Service wives that began about a decade ago "is continuing—and changing," says Martin F. Herz as he introduces this collection of 25 essays by persons familiar with the issue. Ambassador Herz writes that there were two well-defined camps in 1972, with the "modern" side prevailing in the Department directive on wives issued that year. Now, however, he finds six or seven different points of view on the subject, and they are not closely associated with proposed programs of action. One thing is clear: no one believes that the problems addressed by the directive have really been solved. Indeed, since 1972, the situation has become more complicated, with more officers resisting assignment overseas, or being more particular about where they are willing to go, and with increasing numbers of wives and children staying behind or splitting their time between the husband's post and elsewhere. Nearly everyone feels free to express his or her dissatisfaction, and the poor Department scrambles to accommodate contemporary trends through new laws and regulations.



Mr. Lesser

Most of the participants in the symposium are diplomatic wives themselves; a few are ex-wives; a few are husbands; some of the diplomats are women. (Not all are Americans.) Their views, collectively, are not a full cross-section of opinion on the wives' role. Most either tell about the virtues of the disestablished traditional view, or they take a dispassionate "expert" approach, emphasizing the complexity of the issue but stopping short of proposing what should be done about it.

Mr. Herz says there are six or seven points of view in the short essays, but I only found four distinct approaches:

—*The Describers*: Lesley Dorman and Patricia Ryan jointly lay out the dimensions of the problem in their contribution, quoting the 1977 "Report on the Concerns of Foreign Service Spouses and Families," as follows:

"Foreign Service spouses will always be a part of the 'system,' especially abroad where they are dependent on departmental services and implicitly responsible to a larger community. Most Foreign Service wives recognize this paradox." They then describe where wives fit in the system. Several others do so as well, generally in a rather detached bloodless style. The writer who most clearly describes things with verve and conviction is Penelope B. Laingen, who says her own role "has been beached halfway between the Women's Liberation Revolution and the Iranian Revolution." She sums up the wives' problems still being faced by the managers of the Department some eight years after the famous directive:

At the moment, they not only have a number of wives of hostages to contend with, but wives who have been evacuated from various countries and who sit in motels with crying children awaiting reassignment; wives who want to work in embassies overseas (which might give long-standing local employees the jitters); officer-wives who want to be at the same post with their officer-husbands; divorced wives who want compensation for past work in the traditional role; wives who refuse to accom-

pany their husbands to post, so that separations, divorce, and resignations are on the increase, and wives who, on the principle of the directive, will no longer keep the communities ticking along, nor welcome newcomers, nor give senior wives the time of day, nor ask junior wives to the Residence, nor participate in local events.

But Mrs. Laingen goes on to propose part of a solution, which makes her essay a bridge to another group of writers, classified here by me as the Problem Solvers (A and B). She says that, since remuneration is the only viable form of recognition for work, "the Department ought to pay wives for the work they do." That solution has much to recommend it, especially in that it recognizes the validity of views on both sides of the problem—those of the Government and those of the wife.

—*Problem Solvers A* (addressing the Government's side): Giuseppina Pietromarchi, president of the Italian Association of Diplomatic Wives, quotes Talleyrand: "Give me a chef, I'll take care of the rest." Diplomats must entertain, and traditionally a wife has been the ideal person to take care of the arrangements. Harvey Feldman satirically carries this idea to its logical extreme, proposing that a Spouse in Residence (SIR) program be established, in which wives be issued at post, the way houses and furniture are. Then the diplomat could go on being "worldwide available," and his real wife could stay behind and find "self-fulfillment." With tongue in check, Mr. Feldman suggests that the Government's problem is that, if wives won't fill the wife role, some other way must be found to fill it. Several other contributors to the symposium also try to illuminate this issue by finding humor in it.

—*Problem Solvers B* (addressing the wife's side): Other contributors seem to take dissatisfied wives to their bosoms; they tell them that things needn't be so bad. Their advice can be mighty pedestrian: one problem solver goes so

far as to list "particularly memorable volunteer social service activities," as if they might inspire some diplomatic wife with role problems. Another, a wife, recalls with justified satisfaction how her interjections in diplomatic conversations over dinner elicited highly-revealing answers from a senior official of the host government.

—*The Searchers for Self*: The fourth major viewpoint is that of the victors in the 1972 revolt—those who see the role of diplomatic wife as constraining or demeaning, and who have broken out or intend to break out to establish an identity of their own, not settling for the derivative one as the wife of a diplomat. Presumably, readers are already familiar with their ideological position.

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Here let me pause. I am struck by the aptness of the symposium's title: "Diplomacy: The Role of the Wife." I wonder whether Georgetown's Institute for the Study of Diplomacy has thought of undertaking a similar project to be entitled "Diplomacy: The Role of the Diplomat." My point is that everyone's role in diplomacy has been called into question in recent times, not just the wife's. What is the proper relationship between one's public role as a member of a disciplined service and one's private role as an individual? How much should a member of the Foreign Service insist on have his (or her) personal goals and beliefs respected by the institution, and how much is there an obligation the other way to be always and everywhere a representative of the American Government and people? And, for that matter, what is the answer to those who say that professional diplomats are becoming obsolete, what with modern communications and the turmoil in so many parts of the world?

But more fundamentally, how do all these considerations fit into the broader question of an individual's role in society? To argue for a change in the role of the diplomatic wife, one must fit the present role into some conceptual framework. But only a few of the writers

in this symposium seem concerned enough to do that.

I think I can suggest one appropriate conceptual framework for a discussion of roles in society. It is illustrated by Hawthorne's essay-story entitled "Wakefield." Hawthorne had read of a man in London who left his home one day and simply vanished. Twenty years later, he reentered the door of his old home "and became a loving spouse till death." During his time away, he had done nothing more dramatic than to take up lodgings elsewhere in the same neighborhood, but he avoided contact with his wife and others who knew him. Hawthorne read of this incident, and the remainder of his story is his speculation on the motivations of such a man, who stepped aside from his role in society. He thinks Wakefield must not have realized the enormity of his action when he vanished, that he must have longed to return home to his old life, that he lived furtively and fearfully during all those years, guiltily sneaking looks at his wife and his house but still not taking up his

role—until, at last, he and she are old, and it is too late to make up the loss. The final judgment of Wakefield is very harsh:

Amid the seeming confusion of our mysterious world, individuals are so nicely adjusted to a system, and systems to one another and to a whole, that, by stepping aside for a moment, a man exposes himself to a fearful risk of losing his place forever. Like Wakefield, he may become, as it were, the Outcast of the Universe.

All of us play roles in society. As Americans, we value the right to choose what our roles will be. Then we train ourselves for those roles, and we hope that our choices are validated by the recognition society gives the roles. Diplomats, for example, know that they are invited to parties and told confidential things because they play their roles well. Their wives are also treated in certain ways because they are the wives of diplomats. They can play that role "as written," which is the traditional approach. They can also reshape it to fit their own individual talents, as some of the new-type wives are doing. And they can reject the role altogether. But the latter is not a thing to be undertaken lightly. It is a less dramatic equivalent of Wakefield's fateful choice. If you don't accept some version of the role of diplomatic wife, what role do you want?

When things are working well, there is an understood contract between the wife and the institutionalized society of the Foreign Service (through the husband as intermediary); mutual rights and obligations are implicit in the contract. Before 1972, the institution insensitively demanded much of wives and acknowledged little obligation in return. With the success of the revolution of Foreign Service wives, its position has been reversed. Now wives can make demands and the Department cannot. Now many wives argue that they have few obligations to the institution. But things are not better. The stresses remain.

One of the symposium participants, Katherine Gratwick Baker, nicely puts things into perspective. "The stresses remain," she writes, "but of course every way of life has its stresses." In a world



KUWAIT—Ambassador Francois Dickman opens the new family liaison office. With him is Karin DaHarb, wife of the regional engineering security officer here. She has volunteered to coordinate office activities.

offering a bewildering array of choices, Foreign Service wives are no better or worse off than the rest of us in having to shape our roles within the constraints of the larger systems of which we are a part. Those who succeed are well worth listening to and reading about. We can sometimes apply what they say to our own lives.

The quality of the contributions varies greatly from one to another of the 25 participants in this symposium, but the best of them are rewarding and insightful. Collectively, they are far from definitive. But the subject won't hold still for anyone to wrap it up just yet. □

### 'Someday. . .there'll be another U.S. envoy's wife in Iran'

*The reviewer is the wife of William H. Sullivan, who was the last American ambassador in Iran.*

HELMS, Cynthia. *An ambassador's wife in Iran*. New York, Dodd, Mead & Co., 1981. 212p. \$12.95

THE IRAN experience is one that many Americans will never forget, particularly those who served there. For those unfortunate enough to have been caught



Mrs. Sullivan

and held hostage in Tehran for 444 days, and for their families, it was like a sudden cessation of the forward movement of their lives. For those of us who were there a bit earlier, it was also a standstill period. Yet there was, for us, a feeling of spinning without control. We were carried, like everyone else, by the wind of a revolution that was to dethrone a shah and mock the power of the United States.

Mrs. Helms, wife of former Ambassador Richard Helms, saw the

country in less troubled times. Yet the signs of things to come were plain. She writes about the feelings of the Bazaris, with no political parties to act through, who turned to the mosque for expression; the students who demonstrated in the universities; the increasing corruption of some; the general uneasiness everywhere. However, her emphasis is not on these signs of trouble; it is on the culture of the country. "An ambassador," she writes, "needs to stay informed about his host country. What I could do, and what I delighted in doing because I wanted to learn, was expand our awareness of Iranian culture." We view, through her eyes, archeological expeditions, a tribal wedding, the great mosque in Mashad. Cynthia Helms was a serious student not only of the language and art, but also of the literature, of Iran. Her interest led her into translating some of the Iranian folk tales—a surprising ability to find in an ambassador's wife and one which was noted with pleasure by many Iranians, including the shah.

Many of her memories of life in Iran are much like mine, from the surprise of the assignment to the pleasure of meeting the attractive shahbanu, to the methods of dealing (and being dealt with) by the household staff. I laughed at her description of the gardeners' distaste for interference in their plans for the garden. I, too, tried my hand and was encouraged to pull back.

Security and its sometimes funny difficulties were a problem for both Cynthia and me. Of course, the security people had their problems with us. Picture a fine, upstanding Iranian soldier having to put up with the difficulties of an archeological expedition in order to guard the wife of an American ambassador—Cynthia Helms. Or the wonder of an American Marine, on guard duty at the residence while the ambassador is away, who suddenly hears a roar of laughter from the bedroom in the middle of the night. A nightmare that she had been kidnapped has awakened Mrs. Helms, and her first feeling is that she is not properly dressed for the occasion—

she is not wearing her best nightgown. Her second reaction is amusement at the first.

The chapter on women was the one which interested me most, probably because it was the Iranian women who interested me most when I was in that country. I was impressed by the ability, the success and the position of women in the city of Tehran—less so in other parts of the country, I grant you. They seemed to have achieved so much. And yet, even before the arrival of Khomeini, there was a return to the chador, that all-enveloping garment meant to hide from the eyes of men whatever figure is underneath. This was most noticeable among the younger women. One of them explained to Mrs. Helms that "she found her way of doing things was wrong according to her religion. . . She felt she has been encouraging her brothers to be libertines." I have a feeling that she and other young ladies might later have changed their minds. Certainly, the first major demonstration in the streets of Tehran, after Khomeini's fundamentalists had taken over, was by women—against the wearing of the chador.

After his retirement, Richard Helms continued to have connections with Iran. Mrs. Helms' story does not end with their departure from the residence. Both of them visited the country afterward and saw the changes taking place. They also visited the shah in New York (during the hospitalization which was used as grounds for the takeover of the embassy).

Cynthia Helms is not pessimistic about Iran. Its long history contains few periods of peace and quiet. The present government is weak. The possibility for disintegration of the country into tribal and foreign-dominated areas is strong. For the United States there is no immediate role. We will probably not even have diplomatic relations for some time to come. And when relations are renewed, they will not be as intimate as they were in the days of Mohammed Reza Pahlavi. Someday, though, there will be another American ambassador's wife in Iran. ■

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## The 'Other' Service

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### 2 from Foreign Service are on detail in the military

Preston writes from West Point, Padelford from the Pentagon

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BY GENE PRESTON

*The author, a Foreign Service officer since 1966, has been in a variety of assignments, both overseas and in the Department.*

THE U.S. Military Academy, or West Point, is at the same time a very public institution and a most private one. Rising serenely above the Hudson River, some 50 miles north of Manhattan, the Point is host to over a million and a half visitors annually. They enjoy its military museum; the soaring cadet chapel; Revolutionary War-era Fort Putnam, which overlooks the central grounds; the Plain; and—weather permitting—a stirring parade of the cadet corps.

The essence of West Point remains, however, closed to the public. So, as a Foreign Service officer assigned here by the Department, 1979-81, I felt privileged to be initiated into some of the mysteries of America's oldest military school.

On my first walk across the cadet area, feeling very much the trespasser in my civilian garb, I was pleasantly surprised by a constant volley of greetings: "Good morning, sir." Halfway across the quad, already tiring from acknowledging so much attention, I realized that all the greetings were merely the courtesy required from lower classmen, or plebes, to the upperclassmen, dozens of whom were walking in my wake. In my final semester here, I took quiet satisfaction that my own movements could stir an occasional: "Hello, Professor Preston"—though the academic title rested a little uneasily upon me.

I suppose the fact that Foreign Service personnel are neither civilian nor military, and that we possess our own discipline, mores and rites, had something to do with West Point's willingness, back in 1965, to crack its solidly uniformed ranks and invite a Foreign Service officer, James D. Rosenthal, to



Gene Preston, with his social science class.

become its first regular instructor who was not of the military. Foreign Service people assigned here since have included Ron Palmer, Al Francis, William Helseth, Craig Baxter and Ed Murphy.

I don't know how it was with my predecessors, but by the time my turn had come in 1979, there were no honorific or protocol aspects adhering to the job. The only way the military has to decide what to do with a civilian is to assess his rank (FSO Class 4 is not

exalted here, where there are four generals and about 100 colonels) and to stick him someplace where his duties will be defined by organizational mission. Like all my predecessors, I was assigned to the Department of Social Sciences, one of the 14 academic baronies which struggle for students and prestige at the Point. My job was to teach upper-classmen their required course in international relations.

My companions in the social sciences teaching arena were 55 Army and a few Navy and Air Force officers. Most were taut, hard-charging captains and majors, all come directly from graduate work at the best universities, courtesy of military financing. I couldn't begin to challenge them on the most recent models, theories and bibliographies treating international relations. But I did offer some different perspectives and anecdotes drawn from 14 years of diplomatic work.

Foreign Service perspectives have resulted, I believe, in some lasting contributions to the curriculum and life of West Point. Ron Palmer wrote a pioneering study on blacks at West Point, and played a useful role in helping the academy decide to increase its minority representation. William (Doc) Helseth pioneered, a decade ago, a still very popular elective on "Issues in American Foreign Policy." Another predecessor, Craig Baxter, was the first to introduce South Asian studies, and he developed the present course in developing nations. I am teaching this semester a seminar of my own conception. "Ethnicity and Realism in American Foreign Policy," drawing on the writings of Reinhold Niebuhr, Walter Lippmann and Hans Morgenthau, who, otherwise, would be ignored here.

Aside from their regular teaching duties, FSOs are free to find here whatever niches they like. The gym is a favorite hangout for everyone, and I learned from the few tenured faculty members that one of the early FSOs, Al Francis, had established a fearful reputation as a wrestler. Ron Palmer's classroom prowess was enhanced by his feats on the basketball court.\* Ed Murphy,

with five teenagers, practically ran the local high school.

I didn't ignore the ski slopes, the squash courts and sailing, but my own creative itch led me to promote and produce the academy's first television series, "To The Point." It features interviews with newsworthy persons visiting here, like Ambassador Hermann Eilts and Tehran-escapee Robert Anders, plus controversial individuals such as feminist Betty Friedan and antiwar activist William Sloane Coffin.

Classes at West Point are uniformly small—usually, at the most, 15 students. Attendance is mandatory, as is a modicum of classroom participation. Decorum is superb.

I have arranged to take groups of cadets into the city for Foreign Policy Association luncheons and meetings of the Council on Religion and International Affairs.

The Iran hostage crisis was coterminous with 14 months of my teaching. No public event since Vietnam occasioned so much discussion and melancholy among the cadets. This was healthy, in that who should know better the limits of American power than those who professionally are trained to apply its most coercive forms. My students were on the whole prudent about all dimensions of the Iran dilemma—not at all bellicose in the stereotypical ways civilians might imagine the military. It was wonderful to find the former hostages in our midst here on their arrival in the United States. When Bruce Laingen led the returnees and their families for dinner with the cadets, a 10-minute greeting roared from 4,200 throats.

A personnel officer at State had suggested the detail here by arguing that, since I would not be within the promotion zone for several years, "why not go off and have some fun?" He was right, considering the remarkably good time I have had teaching, the superlative schooling for my children right on post

\*Ambassador Palmer's article on his experiences, "Soldiering for State at West Point and Surviving," was published in the Foreign Service Journal in 1974.

here, and the camaraderie.

It seems to me that my time here was well spent. □

## '... Some surprises both for the Navy and me...'

BY EDWARD A. PADELDFORD

*The author, now on his second Defense exchange assignment in the Office of the Secretary of Defense, is one of 15 Foreign Service employees serving at the Pentagon.*

I HAD expressed an interest in being assigned to the Pentagon for a tour in the State-Defense exchange program. While in the Bureau of Near Eastern and South Asian Affairs, I had worked closely with military officers assigned to State. I like and respected them. I felt now that both the Department and I could benefit from a Defense assignment. I selected the Navy.



Mr. Padelford

In very short order there, I was installed as head of the Middle East branch, Political-Military Policy and Current Plans Division, under the chief of naval operations. I was assigned a lieutenant commander as my assistant. My duties included assuring that the chief was kept informed on any Middle East matters in which he might conceivably have an interest.

His staff interpreted this in the broadest sense. In my first few months, I was called on to write numerous papers and memoranda, and to brief the chief on political, economic, social or other characteristics of Iran, Lebanon, Israel, North Africa, Saudi Arabia, Pakistan and various other places. More often than not, I worked 10-hour days and, like colleagues at State, some weekends. I had been used to the long days and the weekends, but it took somewhat longer



for me to get accustomed to the starting hours—8 a.m. or earlier.

There were some surprises both for the Navy and me. My organization was a military one in the strictest sense, that is, it was staffed strictly by naval officers (and a few Marines). To my superiors and compatriots, I was like a full-fledged naval officer, in that I was considered competent to represent the Navy in my work. But it took a few months before the headquarters staff saw this "unusual civilian" (meaning me, for want of a better term) as speaking authoritatively on behalf of the chief of naval operations. And it took somewhat longer for the fleet—to accept this. Several of my initial telephone conversations with the staff at U.S. naval headquarters in Europe, and its Pacific counterpart were met, I am sure, with gasps, when I told the seamen answering the phone that I had no rank—that I was an ordinary civilian. (Completing work on my Ph.D. earned me the right to use the "Dr." title and had some advantage; to the Navy, any title is better than none.)

Another disconcerting problem was the military chain of command. The ordinary Foreign Service officer is used to fairly easy access to his superiors. Not so in the Navy. Whenever I did anything, there were countless individuals who had to be informed, briefed and satisfied. To skip a level in the chain of command on the naval staff comes close to being a court-martial offense. It just isn't done, as I discovered early, when I briefed my admiral's three-star superior on a subject before briefing my own admiral.

Was the assignment a useful or rewarding one? Did it fulfill the purpose of the exchange program, as set down by Secretary Herter 21 years ago—"increased recognition of the close connection between diplomacy and military power." I would answer yes to both questions. My assignment began in a period when the Navy was being called on with ever-increasing frequency to place increased attention—and a sizable portion of its assets—on or in the Persian Gulf and Indian Ocean.

During my assignment in the Near

East bureau, I had worked closely on several evacuations of U.S. and other citizens from war zones. I was able at the Pentagon to draw usefully on this experience in the early 1979 evacuation of personnel from Iran, in which the Navy played a considerable role. On several occasions, I wrote papers or speeches setting forth Navy policy. They were later signed or used by the chief of naval operations or other senior naval officials. For several of the speeches that I drafted, I drew liberally on policy statements that had been made by senior State Department officials. Hence, I believe I

was able to implement and in fact prove the maxim of former Under Secretary U. Alexis Johnson (NEWSLETTER, May 1976): "...there are no strictly foreign affairs to the exclusion of military affairs and vice versa."

An assignment to this exchange program, particularly to the staff of one of the military services, is not for everyone. There are frustrations and bureaucratic hindrances (sometimes referred to as "traditions"). But, for the Foreign Service officer who wants an unusual challenge, with commensurate responsibility, it's worthy of consideration. ■

### *Spring in Cairo*

*Blustery, blowy blue-gray morning*

*Palm-fronds flapping. . .*

*Gallabays billowing, dark and  
shimmery, soft flutters  
off fat women and*

*Kiffayas flying fringed and ragged  
checkers red and white, white and  
black (no one can see the) blinking  
back of salt-dry tears from camel-  
poor nomads wandering desert-ed  
Friday streets.*

*Chic city skirts flick out and up  
like whirling dervishes, disco  
dancers' rainbow bands, flower  
petals.*

*Street litter sweeps itself away from  
little dust-broom men—a sigh—  
crumpled notes and dented tin  
cans float and roll in mean  
abandon thru jasmine air.*

*A bridge of flags waves true and taut  
'gainst steel flagpoles riveted  
to steel girders.*

*The Nile winks back: a rippling salute*

*White gulls soar high, sprung free  
from diving boards of breeze.  
Wing glides smooth flight, motion-  
less as paper kites launched  
from rooftop runways.*

*See! Paintbox colors leap out—to  
dry—on balconies*

*A spring wardrobe on a clothesline.  
Rush hour honking  
Squawking like scared geese  
flushed from marsh swamps.*

*Hurry, hurry cross bumpy asphalt,  
dip-'n-swerve  
Clear the way—to Marlboro  
country (puffers' paradise on the  
billboard signs)—  
Lost among the Ruins—Kent shall  
light the way.*

*Trees—dust green sway, slippy-soft  
serenely sensual the elusive dance  
of the Orient—  
Now! A chorus line in revolt:  
No! to airy choreographers!  
Graceful dissent  
Desperate ecstasy. . .  
It's time. It's time.  
Tidal waves cresting dry seas  
Sand blizzards brewing. . .*

*Khamsein!*

—ANDREA SILVERMAN

Mrs. Silverman teaches English at American University in Cairo. Her husband is in the AID mission there. Definitions of three words used in the poem follow:

*Gallabaya*: long-sleeved caftanlike garment worn by traditional Egyptian men and women.

*Kiffaya*: traditional head covering in the Middle East.

*Khamsein*: literally, 50 days. Period of time before summer begins, when sandstorms are prevalent (February to May, approx.) □

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## Post of the Month: Addis Ababa

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LIFE at this East African post means living a 13-month year, if you go by the Ethiopian calendar. But, as these pictures indicate, there is enough here to keep you interested over that time span. This is another in STATE's continuing series on how our Foreign Service families overseas are faring. Most of the photos are by *Frank H. Day* and *Bogale W. Hawariot*.



A priest of the Ethiopian Orthodox Church.



Chargé d'affaires *Owen Roberts*.



The Tukul Library on the embassy compound.



Communications officer *Dennis Starr*, right, stands in as father of the groom during the Ethiopian Orthodox wedding ceremony of Marine security guard *Jim Gant* and his bride, *Galila*.

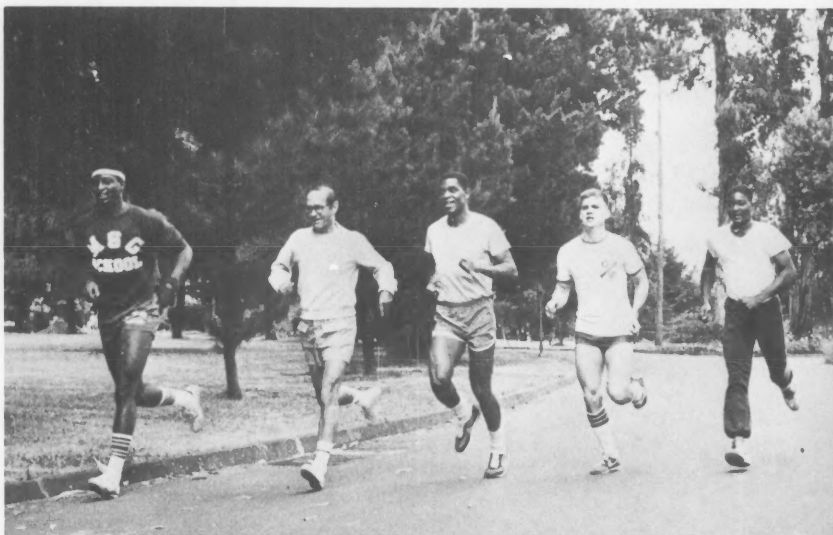


Secretary *Grace Wade* near a thorn tree at Lake Langano campsite.



Political officer *Frank Day* at religious festival. Velvet banner at left portrays the late Empress *Taitu*. (Photo by *Andreas Maleta*)

Acting deputy chief of mission *Andre J. Navez* and wife *Judy* feed their chickens.



From right: Marine security guards *Jim Scruggs*, *Carrandias Moore*, *Charles Parish*, chargé *Owen Roberts* and Marine security guard *Michael White*. (Photo by *Ato Bogale*)

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At his farewell party, given by the Ethiopian employees, economic counselor *Phil Penninger* dances with general services assistant *Almaz Bemnet*.



Foreign Service national employees *Johannes Mesfin* and *Sileshi Taffesse*, with communicator *Tom Sharpe*.



On the embassy compound. (Photo by Ato Bogale) ■

## Ask Doctor Korcak



*This column by Jerome M. Korcak, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE magazine. 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. Korcak directly. In either case, your privacy will be respected; your post will not be identified.*

**Q.**

ASIA

*Our daughter was told she needs orthodontic care to begin before age 12. But your office ruled that orthodontia is a condition not covered by State, and cannot be used as justification for Department benefits such as travel, health insurance and school-away-from-post allowances. We had applied for the latter. Please explain your policy.*

**A.**

It is simply that dental care provisions are presently not included in the Department of State medical program. In the future, contingent upon financial resources being available, it is possible that travel for required dental care may be authorized.

**Q.**

WASHINGTON

*I'm of Swedish ancestry and would be interested in knowing more about the Stockholm Syndrome, which has been occasionally referred to in recent press articles. Does it have anything to do with Sjogren's Syndrome?*

**A.**

No. Sjogren's Syndrome is a symptom complex of unknown etiology, affecting the eyes, salivary glands and joints. The Stockholm Syndrome, on the other

hand, is a psychological phenomenon wherein someone held captive begins to develop positive feelings (even love) for the captor. In a bank robbery in Stockholm in the 1960s two women became enamored of the robbers, and one was even intimate with one robber. The explanation of the phenomenon is that the person becomes so dependent on the captor to stay alive ("his or her life depends on it") that the feelings become confused and childlike and are experienced as love. It is interesting to note that none of the 52 returnees from Iran experienced this phenomenon.

**Q.**

WASHINGTON

*My husband is considering having a vasectomy. We're happy with the size of our family and are sure we don't want more children. Nevertheless, there is a remote possibility that if an accident occurred, or circumstances were altered drastically, we might someday want another child. How successful are operations to reverse vasectomies? Would other possibilities, such as artificial insemination, exist for his fathering a child?*

**A.**

Last question first. Since sperm production progressively drops during the first five years after a vasectomy, artificial insemination utilizing your husband's sperm cannot be relied upon. Also, you might be interested to know that vasectomy is now done as a 20-minute office procedure costing between \$150-\$200, which most insurance companies cover. A test is done in six to eight weeks to determine that no sperm are getting through—a "sterility check." During this interval other contraceptive measures should be carried out. As for the reversibility of the procedure, if it is attempted in the first five years by a skilled surgeon there is an 80% chance of success, assuming no infection has intervened. The percentage is much less if

there has been an infection. At 5 to 10 years there is a 50-80% chance of reversibility. After 10 years, reversibility is "infrequent." Most experts agree that the operation should not be performed with the notion that the results will be anything but permanent.

**Q.**

EUROPE

*I suffer from recurrent sores on my genitals, which I have been told are caused by a virus called Herpes II. Is it true that there is no treatment or cure for this condition? What are the risks for my future wife and offspring?*

**A.**

There is no cure for Herpes II. However, the symptoms can be relieved by appropriate treatment. As for risk to your family, the virus can be transmitted through sexual contact. If a pregnant woman is infected, there is a higher risk of spontaneous abortion or premature delivery, and pre- and postnatal care must include treatment (on occasion a Cesarean section at the time of birth) to prevent infection of the newborn infant.

**Q.**

WASHINGTON

*I'm aware of the dangers of smoking, but I'm having trouble convincing my pregnant sister of the same. What's the major reason why an expectant mother shouldn't smoke?*

**A.**

A recent surgeon general's report on smoking and health concluded that "women who smoke like men, die like men who smoke." Smoking is the largest preventable cause of death in America. That is significant and solid information. But in pregnancy the risks of lung cancer or heart disease are not the only considerations. There is abundant scientific evidence that maternal smoking

(smoking during pregnancy by mother-to-be) *directly* retards the rate of fetal growth and increases the risk of spontaneous abortion, fetal death and neonatal death in otherwise normal infants. Smoking also contributes to the risk of infant sudden-death syndrome. So, aside from the inherent risks to the mother, smoking during pregnancy jeopardizes the baby's chances for a safe delivery and survival. In the minds of some, smoking during pregnancy can be considered a form of child abuse. Your sister should stop smoking, at least for the duration of her pregnancy. I encourage you to calmly and carefully discuss your concerns with your sister and her physician. □

## Dr. Korcak's health hints

### April: Cancer Control Month

If you won't read these seven signals of cancer, you probably have the eighth:

- (1) Change in bowel or bladder habits.
- (2) A sore that does not heal.
- (3) Unusual bleeding or discharge.
- (4) Thickening or lump in breast or elsewhere.
- (5) Indigestion or difficulty in swallowing.
- (6) Obvious change in wart or mole.
- (7) Nagging cough or hoarseness.
- (8) A fear of cancer that can prevent you from detecting cancer at an early stage, when it is highly curable. Everyone's afraid of cancer. But don't let it scare you to death!

### April 15-21: Bike Safety Week

With the advent of spring and warmer weather, old and young enthusiasts will be thinking of getting out their bicycles. Following are a few steps you should take to make biking safer and more fun.

*Ride a bicycle that fits you.* The size of your bike affects your balance and ability to reach the steering and braking controls and pedals. You should be able to reach the ground comfortably with the ball of your foot while sitting upright on the seat.

Parents should supervise the selection of a bicycle for a child. Periodically they should inspect the bike to see that it is in good working order, until the child is responsible enough to do so himself.

*Check the tires for wear and tear.* Also check the wheel spokes, chain, lights, and horn. Make sure the bike is well-oiled, and tighten any loose nuts and bolts.

*Check braking ability* on both wet and dry surfaces before taking the bike onto the street. Your bicycle also should be in good alignment. If it veers to one side when pushed forward, it is out of line and needs adjustment.

No child should be permitted to ride on roadways until he has mastered all aspects of the bicycle and this mastery has been observed by a parent on the

roadway the child will travel. Bicycle skills that must be taught to children include safe starting, the ability to ride in a straight line near the curb, rules about right-of-way, turning corners and rapid stopping.

Remember that bicyclists are considered drivers under the law, and that traffic rules, signs and signals apply to the cyclist just as they do to the motorist.

You're traveling on one of the smallest vehicles on the road, and it's not always easy for motorists to see you. High-flying flags are a good idea at any time, and at night you should have lights, reflective tape or reflectors, and light-colored clothing. □

KRAKOW, Poland—Ambassador Francis J. Meehan visits the American Children's Hospital here.



*Alcohol Awareness Program*

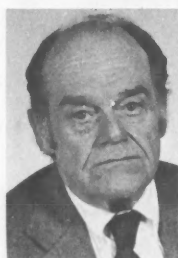
**Alcoholism examined: some considerations that are involved.**

BY GEORGE SWEENEY

*The author is chief of the alcoholism unit in State's Office of Medical Services. This is the first of a two-part series by him.*

**"Drinking 'against oneself'"**

"... There are many concepts of what a drinker must do to be an alcoholic. Let's take the case of the man who is a high-wire walker in the circus.



Mr. Sweeney

He performs without a net and he finds he can be very nervous when he goes up on the wire. He finds also that a couple of drinks of Scotch before he goes up gives him a certain degree of equanimity and he feels OK. But the drinks also give him a little bit of ataxia; now ataxia isn't the most desirable thing for a tightrope walker. However, he goes up time and time again and nothing happens. But one day he falls and breaks both of his lower limbs. As he has his months in a cast to think about it, he decides that if he indeed returns to the business he is not going to drink any more before he goes up on the wire.

He goes back eventually, and a year rolls by, and he gets pressed and he feels anxious, edgy, and one day, lo, he takes a couple of drinks of Scotch just before going up on the wire. At that moment he is alcoholic—by definition—because he is drinking despite his own definitive best interest, against himself, and that's the name of the game—that's the disease called alcoholism."

The element of drinking "against oneself" as described here by Stanley Gitlow, M.D., consultant on alcoholism for the Department of State, is inherent

in most of the several definitions of alcoholism and the alcoholic which are available to us. Thus, Marty Mann, the late founder of the National Council on Alcoholism, describes an alcoholic as "someone whose drinking causes a continuing problem in any department of his life." The World Health Organization defines alcoholism as "a chronic behavioral disorder manifested by repeated drinking of alcoholic beverages in excess of dietary and social uses of the community and to an extent that interferes with the drinker's health or his social and economic functioning."

**What alcoholism is**

Alcoholism is not determined by the quantity we drink, or whether the drink is whiskey or gin or wine or beer or bitters. It is determined by the effect of what we are drinking on our lives and on our behavior; by a correlation between repetitive use and ongoing problems. Alcoholism is a family living in isolation under the same roof when there is no longer communication between the drinking spouse and other family members; it is children who act guardedly and no longer dare or wish to throw themselves spontaneously into the arms of a parent. It is a boss sighing in exasperation at the latest embarrassing antic or omission of a once-trusted colleague, and who begins to think of job action. Or it is finally being asked to withdraw from the club because your membership is no longer viewed by the members as desirable. When such realities relate to our use of alcohol, whatever the quantity, we have arrived at a point of diagnosable alcoholism.

Repetitive use in the face of ongoing problems—drinking despite one's own best interest—is reflective of the kind of irrationality that overcomes the alcoholic. He has become subject to a drug, and he is an addict. It is not a matter of reason or will. It does not require physical dependency. As referred to by Alcoholics Anonymous, it is a mental obsession coupled with something like "an allergy of the body"; the alcoholic is drinking, or planning to drink, or recovering from drinking.

"Once he starts drinking he isn't certain when he'll stop. Once he's stopped, he's not certain when he'll start."

**What causes alcoholism?**

There is great preoccupation with what causes alcoholism and, among still drinking alcoholics, preoccupation with "why am I an alcoholic?" Causes haven't been ascertained although, as research progresses, evidence that a tendency towards alcoholism may be inherited is becoming more and more compelling. Certainly alcoholism can be called familial. Alcoholism will repeat itself in most instances among at least some of the children of the alcoholic. And when there's no alcoholic parent, most alcoholics can recall out of the past at least one problem uncle or aunt or cousin who "tipped too much" and whom everyone either fretted about or giggled at but never did much for.

LeClair Bissell, M.D., has observed that the complex nature of alcoholism is a major stumbling block to progress in regard to determining causality. "We're dealing with a disease in which at least four different factors play a role—genetics, society, psychology and physiology. When they come together in the right combinations, whatever that is, they add up to alcoholism." And while current knowledge, she says, points to several predisposing factors, there is no simple predictive index. "It would be great if we found a test for a definitive biochemical abnormality in people who become alcoholic, if their blood would turn green or something. That would legitimize them as sick people in spite of the fact that the trouble they get into is labeled self-induced."

Among those whose unexpressed suspicion is that they are in trouble with alcohol, this preoccupation with the causes of their drinking or the causes of their alcoholism can be dangerous. One can wile away whole evenings rationalizing why one is finishing that fifth of gin, just as one can wile away a lifetime searching for one's "real problem," the problem of which one's alcoholism is being conveniently viewed as merely a symptom. The tendency to rationalize



and intellectualize one's drinking, to believe in the myth that insight alone will cure it, is so common among alcoholics that it inspired the AA-coined adage: "Don't ask why—ask how. Don't ask 'why am I alcoholic,' ask 'how can I recover?'"

#### How alcoholism progresses

This disease doesn't occur overnight. It progresses along a reasonably predictable path, occurring in stages, with each stage characterized by certain symptoms. One doesn't have to demonstrate all of the symptoms to be alcoholic, any more than the occurrence of any single symptom alone will prove alcoholism. Symptoms will occur in clusters, in sufficient number to give accuracy to a diagnosis of alcoholism. The incipient alcoholic can be differentiated from the social drinker fairly early. Those who drink socially will do so occasionally, to relieve tension or to relax, or after a particularly rough day at the office—"what I need is a good stiff drink." The potential alcoholic will advance fairly early from this kind of so-called occasional relief-drinking to a more constant drinking for effect, when any occasion can become an occasion for drinking. As the individual's intake increases, there is a developing tendency to externalize a great deal—"if you had my problems you'd drink too."

Ed Maguire, a retired Foreign Service officer and long a spokesman on alcoholism for State's Medical Division, describes it this way: "I've been overseas and I've talked to people and I will ask someone why are you drinking this way—and he'll say: 'Y' know why I'm drinking this way—it's because the promotion list is out, and for the third year in a row I'm not on it and I'm fed up.' I'll talk to the man nearby and ask why are you drinking like this, and he'll say demurely: 'Well, I'm on the promotion list.' So there you have it, two guys, one getting bombed because he's on the list, the other because he isn't.

"I have said to some people down in North Africa why are you drinking, and they'll say: 'It's the lousy climate. It's so hot and so arid and so dry here all the

time.' And I go up to Helsinki and ask why are you drinking, and they'll say: 'It's so cold and so damp all the time.' I can go to one post and ask a man why he is drinking and he'll say: 'My wife doesn't understand me,' and at the next post a man will say: 'My wife understands me too go!' darn well.' So all these people are drinking for reasons that in their hearts they know are not the real reasons, telling themselves that they are the reasons, and often enough and firmly enough that, ultimately, they end up believing it themselves."

Common to all the examples cited above is that alcohol is being used, not as a social mechanism, but for effect—as a drug, to change how one feels.

#### More is needed; the effect is less

As the individual's drinking patterns accelerate, there is a developing tolerance for alcohol. More is needed to get the effect that less has provided heretofore. The individual may show no indication that the increased volume is affecting him adversely, because the increased volume is what he now needs for only normal sedation. His friends describe him admiringly, or sometimes not so admiringly, as having "a hollow leg," and the individual himself takes pride in the quantity he can handle with no apparent ill effect. He can "drink everyone under the table," and the furthest notion from his mind is that his ability to handle his drinks is an early symptom of alcoholism. He now gulps his drinks in order to get the effect quickly and, before attending a party, he will "have a few" for fear that his needs won't be met by his host's supply. And once at the gathering, he will often volunteer to be bartender so that he can sneak a few as needed, or pour for others the very strong drink he would like to be given, the kind his heightened tolerance requires.

At some level of awareness a man (or woman) becomes sensitive to something amiss in the pattern of the drinking, and is uneasy about it. There is reason for uneasiness when at about this point in the progression of his disease he experiences his first blackout—a period

of total amnesia during and following a drinking episode. His realization the next morning that he can't reconstruct a segment of the previous evening is frightening, provokes guilt and, most significantly, is not discussed. There may be the dilemma of accelerating use of alcohol, recurrent blackouts, and a total inability to discuss the problem. He denies to himself that he is losing control of his drinking, that once he starts he's not always certain when he'll stop. He suffers hangovers—nausea, tremulousness, sweating, headaches—and one evening, on the way home from the office, he promises himself that he is not going to go through the agony again. "Tonight I'll have just one, then I'll broil that sirloin and get to bed early so I can be on top of things tomorrow." And he mixes a strong one, and sighs deeply, and relaxes, and things feel so much better that he persuades himself that he can handle another. He has another. And another.

#### Self-help: is it possible?

Elaborate schemes to control the drinking follow—"no more drinks at lunch" or "just two highballs before dinner" or "no more on the rocks, just long ones, and Scotch, cut out the rye, it's too heavy" or "go on the wagon, well, maybe some white wine, or a little bitters now and then." Or perhaps in response to a complaining spouse or boss there is abstinence—for days, or weeks. But inevitably the controls relax, he can handle just one, and before long he is back to where he was. Persistent remorse follows, but to the rest of the world he is aggressive and grandiose and, throughout, denying. Family and friends are either pushed aside or avoided, and he becomes isolated, frightened by his helplessness and resentful of those with whom he has ceased communicating. Job problems follow, and the inevitable financial crunch isn't far behind.

Hopefully, a certain degree of awakening may characterize the final stage of an individual's alcoholism. The physical and psychic pain he is sustaining is great, and the sense of hopelessness intense, and at a certain level of con-

sciousness there may be the insight that life without alcohol is now more of a necessity than it is an impossibility; that alcohol is no longer providing the escape that it once gave, that it has developed into its own terror. The alcoholic is in effect being crowded into a corner by his disease, where the options are now very limited—insanity, death or recovery. He is in the midst of the shambles created by his physical, mental and emotional deterioration. He knows that he needs help, but he can't effect the initiative to attempt change on his own. The final act in the progression of his disease, or perhaps the initial act in his recovery, is when he admits defeat and, in a moment of honesty, calls for help.

**Before the bitter end**

These are the stages of alcoholism, and this is its progression if intervention doesn't occur. Fortunately, the disease doesn't require traveling the route to its bitter end. Today, early detection and effective intervention by others is the rule rather than the exception, and the notion that the alcoholic has to hit a "bottom" before he can recover is becoming less and less tenable a theory. Self-diagnosis of alcoholism through public education,

or early confrontation by physicians, nurses, social workers, counselors, loved ones or co-workers, are permitting increasing numbers of the estimated 10 to 12 million alcoholics in the United States to get off the progression treadmill earlier in the game. Much of the credit for recognizing the value of early intervention in terms of lives, talent and money goes to industrial alcoholism programs, which today estimate an 85% recovery rate. Private industry became aware of the inroads alcoholism was making into its productivity when someone began tallying up the cost to it of absenteeism, lateness and on-the-job accidents due to alcoholism. Figured into the total, as well, was the cost of bad business judgments and faulty management decisions made by executives who had the disease. Industry refers to this dollar drain as the "40 billion dollar rip-off" and has responded to it by establishing employee alcoholism programs which, in cooperation with company medical units, diagnose and refer for treatment employees whose deteriorating job performance in most instances relates to their alcoholism.

In 1970 Congress passed Public Law 91-616, thus acknowledging that

the vast number of people employed by the federal Government were just as susceptible to the disease as the employee in private industry. Now referred to as the Hughes Act, it was the motivating force for the establishment of the Alcohol Awareness Program within the Office of Medical Services of the Department of State, in 1972.

*(The Alcohol Awareness Program of the Department of State will be the subject of next month's article in this two-part series.)*

*If you think you have a problem with alcohol, get in touch with the Alcohol Awareness Program, Department of State, telephone (202) 632-1843 or 632-8804. Department regulations prescribe that all contacts with the program be handled on a medically-confidential basis. There will be no record of this matter in your personnel file. The regulations also guarantee that your promotion and assignment possibilities will in no way be jeopardized. ■*

**HONG KONG**—Consul general *Thomas P. Shoemith*, center, presents Meritorious Honor Award to nurse *Eveline Mattin*. At right is deputy principal officer *Natale Bellocchi*.



# Education and Training

## Schedule of courses at Foreign Service Institute

Program	May	June	July	Length of course
<b>Administrative training</b>				
Administrative CORE	25	15	6,27	3 weeks
General Service Operations	18	15	6,27	3 weeks
Personnel Laboratory	18	15	6,27	2 weeks
Budget and Financial Management	18	15	6,27	6 weeks
Coping with Violence Abroad	4,11	1,8	6,13	2 days
	18	22,29	20,27	
<b>Consular training</b>				
ConGenRosslyn Basic Consular Course	Continuous enrollment			24 days
Immigration Law and Visa Operations	Correspondence course			12 months
Nationality Law and Consular Procedure	Correspondence course			12 months
Overseas Citizens Services	Correspondence course			12 months
Consular Employees Professional Seminar	11	—	—	2 weeks
<b>Economic and commercial training</b>				
Advanced Economic Review Seminar	—	—	20	5 weeks
Contemporary Economic and Quantitative Analysis	—	—	20	5 weeks
<b>Executive development</b>				
Supervisory Studies Seminar	—	7	—	5 days
<b>Political training</b>				
Foreign Affairs Interdepartmental Seminar	—	29	—	2 weeks
Intelligence and Foreign Policy	—	1	—	1 week
Techniques of Negotiations	11	—	—	8 days
Analytic Reporting Skills	—	15	—	2 weeks
<b>Orientation</b>				
Foreign Service Secretarial Orientation	—	1	—	5 days
Departmental Clerical Orientation	11	8	13	5 days
Departmental Officer Orientation	11	—	—	2 days
Foreign Service Orientation	11	—	—	1 week
<b>Foreign service officer orientation</b>				
	—	24	—	6½ weeks
<b>Secretarial skills</b>				
Management Skills for Secretaries	—	22	—	2½ days
<b>Clerical training</b>				
Intermediate Stenography	5	—	—	9 weeks
Advanced Stenography	4	—	—	10 weeks
Beginning Typewriting	5	—	—	9 weeks
Workshop in the Preparation of Travel Vouchers	22	—	24	4 hours
<b>Communication skills</b>				
English and Communications Skills	19	—	—	10 weeks
Basic Writing Skills	11	—	—	5 weeks
<b>Overseas Briefing Center</b>				
Workshop for Foreign Service Families	4	1	13	2 weeks
Going Overseas	2,20	6,17	11,29	1 day
English Teaching Seminar	18	—	—	1 week

## Area studies and language training

Area studies	May	June	July	Length of course
Africa, Sub-Saharan	—	15	—	2 weeks
Western Europe	—	15	—	2 weeks
East Asia	18	15	—	2 weeks

—(Continued on next page)

## State Department's current publications

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy. The publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520. Telephone: (202) 632-6575-6.

### The President

President Reagan welcomes freed hostages, White House, 1/27/81 (Current Policy No. 259).

### Secretary Haig

News conference, Department of State, 1/28/81 (Current Policy No. 258).

### Europe

Ninth Semiannual Report: Implementation of Helsinki Accord, 6/1/80-1/30/80 (Special Report No. 77).

### Inter-American affairs

Central American Review, Bushnell, Inter-American affairs, Subcommittee of House Foreign Affairs Committee, 3/5/81 (Current Policy No. 261).

Communist interference in El Salvador, Department of State report, 2/23/81 (Special Report No. 80).

U.S. policy toward El Salvador, Department of State statement, 3/81 (Public Information Series).

### Near East and South Asia

Afghanistan: A year of occupation, 2/81, Van Hollen (Special Report No. 79).

Chronology of events in Iran, 11/4/79-1/27/81 (BULLETIN reprint). □

## Paying for college

It takes more than brains to get an education these days. It takes money, too. And that's where U.S. savings bonds, bought in your child's name, come in handy. As beneficiary, rather than coowner, you could file bond interest as your child's income at the end of the first tax year. This would establish "intent," so no further returns would be needed for a "tax-free" education plan—unless your child's income should exceed his or her exemption total.

Or you could wait to start filing returns until your child enters college and begins cashing bonds for expenses. As long as other income and interest on bonds cashed each year is less than the exemption, no tax is due.

## Equal employment seminars are set for executives

The School of Professional Studies of the Foreign Service Institute will conduct day-long equal employment opportunity seminars, on April 28 and September 22, for senior-level supervisors. The seminars will be held at the institute (SA-3) and will include discussions, audio-visual presentations and practical assignments.

Attendance at the seminar will fulfill the requirement that all supervisory personnel attend a basic training course on equal employment. Officers at FSO-2 through 5, GS-15 through 12, and FSS-1 through 3 are eligible to attend. They may register by contacting the registrar, M/FSI/REG, Room 100, SA-3. □

**FOREIGN SERVICE INSTITUTE**—Graduates of the clerical orientation class, seated, left to right: *Hollis Bianchi, Davida Pratt, Debra Mussehl-Robey, Kate Schertz, Sheila Mercer, Alicia Davis*. Second row: *Lorraine Bobbitt, E. Perrin Dobyns, Randee S. Exler, Garry Joeger, Sharon Ohta, Joan Flood, Annette Miller*. Third row: *Randolph E. Randall, Rhonda Keck, Louis Alleva, Jennifer Ulrich, Arijia Hutson, Sandra Johnson, Carla Fleming, Madeline Smith, Donna Garrett*, faculty. Not shown: *Karen Chism, Gail P. Felder*.

—(Continued from preceding page)

Program	May	June	July	Length of course
Eastern Europe and USSR	18	15	—	2 weeks
Latin America	—	15	—	2 weeks
Near East and North Africa	—	15	—	2 weeks
South Asia	—	15	—	2 weeks
Southeast Asia	18	15	—	2 weeks
<b>Language and advanced area courses</b>				
French	4	1,29	27	20 weeks
German	—	1	27	20 weeks
Italian	—	1	27	20 weeks
Portuguese	—	1	27	20 weeks
Spanish	4	1,29	27	20 weeks
<b>Short language and cultural familiarization programs (fast) courses</b>				
Arabic	—	15	—	6 weeks
Chinese	11	—	—	6 weeks
French (Metrop.)	—	1	6	10 weeks <sup>1</sup>
French (Sub-Sah.)	—	1	6	10 weeks <sup>1</sup>
German	—	—	6	10 weeks <sup>1</sup>
Indonesian/Malay	—	15	—	6 weeks
Italian	—	—	6	10 weeks <sup>1</sup>
Polish	—	—	6	6 weeks
Portuguese (L.A.)	—	—	6	10 weeks <sup>1</sup>
Portuguese (Eur.)	—	—	6	10 weeks <sup>1</sup>
Russian	26	—	6	6 weeks
Serbo-Croatian	—	15	—	6 weeks
Spanish (L.A.)	—	1	6	10 weeks <sup>1</sup>
Spanish (Eur.)	—	1	6	10 weeks <sup>1</sup>
Thai	—	15	—	6 weeks
Turkish	—	—	6	6 weeks

<sup>1</sup>—Week of July 27 has no scheduled classes for short courses in French, Spanish, German, Italian and Portuguese. Classes in session over that week will be scheduled for 11 weeks total, including a week of leave. ■



# American Diplomacy 1781

## A worthy successor

APRIL 1781

BY JAN K. HERMAN

THE WAR in the South continues unabated. From the Carolinas, the focus shifts north to Virginia. Benedict Arnold, now a brigadier general in the British army, has made himself even more detestable to his former countrymen. His raiders occupy Richmond, burn plantations, flour warehouses and mills, and hundreds of hogsheds of tobacco, Virginia's main cash crop. But this unopposed frolic through the Old Dominion is about to end. A small army of crack American volunteers led by Lafayette moves south. On the 29th, they march into Richmond just as Arnold's raiders depart. Under orders from the commander-in-chief, the young Frenchman is to prevent Arnold from linking up with Cornwallis, who has now left the Carolinas for Virginia.

In France, Franklin continues his daily routine and has yet to mail the letter of resignation he wrote to Congress last month. The hesitation is not without cause, for he fears that his enemies are only too eager to fill his shoes with one of their own. Franklin's choice is John Jay. On the 12th, the old diplomat writes Jay in Madrid, enclosing a copy of the resignation letter and stating his wishes for what he considers to be a worthy successor. "I have [in the letter] desired a dismissal from the service in consideration of my age, & c., and I wish you to succeed me here. No copy of the letter is yet gone from France, and possibly this which I send you may arrive first; nor have I mentioned my intention to anyone here. If therefore the change would be agreeable to you, you may write to your friends in Congress accordingly."

Enemies are still on his mind that morning as he pens a letter to William Carmichael, Jay's secretary: "I thank you much for your friendly hints of the operations of my enemies and of the means I might use to defeat them." The two enemies to whom he refers are Ralph Izard and Arthur Lee. "I never did

any of them the least injury, and can conceive no other source of their malice but envy. . . Those who feel pain at seeing others enjoy pleasure and are unhappy must meet daily with so many causes of torment, that I consider them to be



already in a state of damnation. . ."

Never one to mope over personal problems, Franklin finishes his morning correspondence and orders a carriage. It is a gorgeous spring day and he is to be the guest of honor at a "fête champêtre" given by the Countess d'Houdetot some 12 miles from Passy. The outdoor picnic is well attended by those "beautiful people" Franklin adores—philosophers, artists, musicians and poets. All afternoon and into the night, they celebrate the old diplomat with singing, poetry readings, and toast after toast to America's best loved philosophe. It is all a happy diversion for Franklin and a rousing show of support for the land of his birth.

Meanwhile, John Laurens continues to lobby the French foreign minister for the 25 million livres Congress requires. Vergennes is polite but

*(One of a series)*

noncommittal, pointing out that the demands are excessive and that France's "public credit however well established, has its limits. . ." However, France does promise to guarantee a loan of 10 million livres if the Americans can obtain such an amount from Holland. Laurens knows the value of having a bird in the hand. He writes to Washington on the 11th: "I am using my utmost efforts to prevail upon the ministers to advance ten millions from the treasury of France, and avail themselves of the proposed loan in Holland for replacing the sum."

The likelihood of obtaining the Dutch loan is dim. John Adams writes: "These are capitalists who believe us able and honest to pay, and that we shall prevail, and they have inclinations enough they say to the loan; but the true motive of their conduct is fear of being pointed out to mobs and soldiers as persons who have contributed to the commencement or continuance of the war with England." The American Revolution, it seems, is still too much of a commercial risk. ■

# Diplo-Croctic No. 9

BY CAROL BECKER

Department of State Library

## 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 from 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. (Ms. Becker's "Diplo-Croctic No. 8" appeared in the February issue; the solution was in the March STATE.)

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

DEFINITIONS	WORDS	DEFINITIONS	WORDS
A. With Word G, the first women to receive the Order of Merit	2 132 78 103 61 126 190 175	L. A governor of the Massachusetts Bay Colony	177 152 165 123 198 109 159 47
B. Noted graduate of Eureka College	214 171 74 46 187 101 23 15 158 222 134 58	M. A former Secretary of State	127 147 62 25 56 185 161 52 85 213
C. What everyone at State wore on January 27, 1981 (3 words)	217 29 12 121 8 34 69 184 112 80 108 82 203	N. A Spiro Agnew pejorative adjective	199 97 129 102 119 141
D. Whet to dial for help	31 37 181 99 143 193 125 10 195 202	O. Mentally unsound (3 words)	157 206 94 33 19 212 142 96 173 54 120 73 43 209 11
E. Village in Dare County, N.C.	150 194 89 28 225 140 154 3 92	P. I.e., one hundredth (4 words)	110 40 178 219 160 22 5 211 16 50 172 76 77
F. What lawyers do to cases	167 191 166 21 30 220 196 130 14 128	Q. One of the concerns of the Dept. of Justice	137 148 163 117 170 63 57 41 215 75 38
G. "Except I be by Silvia in the night, there is no music in the _____." (Two Gentlemen, III, i)	200 169 153 208 24 180 218 124 55 144 183	R. "Because he knew all men and _____ no one to bear witness of man <i>John</i> , 2, 25)	26 45 156 174 197 204
H. _____ space: ordinary 3-dimensional space	118 39 71 98 13 133 93 53 135	S. "Religion stands on _____ in our land" (George Herbert, 1633)	81 151 79 139 42 88
I. Sectarian belief	20 186 155 205 7 84 192 138 72 65 207 106 201 189 95 4	T. Racial	131 179 105 35 66 216
J. Valuable fertilizers	87 90 67 188 107 115 164 51 18 210	U. Ancient province of Rome	44 17 64 223 182 49 86
K. "What! My dear lady are you yet living?" (Much Ado, I, i)	224 1 104 138 59 145 113	V. Inoculate with a virus	48 6 146 176 27 118 221 9 70
		W. Precurse; fore-run	168 68 162 80 32 149 114 83
		X. One of the administrative districts into which Kant was divided	122 100 36 111 91

# Personnel: Civil Service

## Promotions

### GS-3

**Brown, Barbara Ann**, Passport Office, Washington  
**Jefferson, Una M.P.**, Oceans and International Environmental and Scientific Affairs, Office of Fisheries Affairs  
**Reel, Lauren**, Oceans and International Environmental and Scientific Affairs, Office of Advanced Technology  
**Ross, Yolanda G.**, Office of the Comptroller, Finance Office  
**Williams, Teresa Elizabeth**, Visa Office

### GS-4

**Blakeney, Tanyel V.**, Pouch and Courier Operations Division  
**Brown, Carolyn S. G.**, Passport Office, Houston  
**Clark, Debra C.**, Passport Office, Stamford  
**Dale, Linda M.**, Visa Office  
**Haynes, Belinda Gail**, Passport Office, San Francisco  
**Mitchell III, Samuel C.**, Passport Office, Records Branch  
**Parker, Marie J.**, Office of Communications  
**Pearson, Catherine D.**, Visa Office  
**Prescott, Sylvia Eileen**, Office of the Comptroller, Finance Office  
**Taylor, Regina M.**, Passport Office

### GS-5

**Blake, Robert R.**, Information Systems Office, Systems Design and Programming Division  
**Deitchman, Kathryn Ann**, Pouch and Courier Operations Division  
**Gibson, Delliiah**, Overseas Citizens Services Center  
**Miller, Jeffrey D.**, Bureau of Personnel  
**Miller, Steven A.**, Intelligence and Research  
**Prynada, Iwan**, Office of Operations, Supply and Transportation Division  
**Trotter, Paul J.**, Foreign Affairs Information Management  
**Wilson, Gwynette J.**, Office of the Comptroller, Finance Office

### GS-6

**Adams, Ashley A.**, Office of Operations, Supply and Transportation Division  
**Alicke, Geraldine L.**, Office of Communications, Programs and Engineering Division  
**Green, Alice J.**, Office of the Comptroller, Finance Office  
**McKee, Kendra L.**, Inter-American Affairs  
**Murphy, Donna J.**, Visa Office  
**Stern, Eve Center**, East Asian and Pacific Affairs  
**Stone, Mary Susan**, Inter-American Affairs  
**Strahmeyer, Rose M.**, Soviet Affairs  
**Weygand, Anna Laura**, Foreign Service Institute

### GS-7

**Andersen, Paul John**, Consular Affairs  
**Garoute, Robert L.**, Passport Office, Houston  
**Hively Jr., Ernest E.**, Medical Services  
**McElhanev, Samuel H.**, Office of the Secretary, Information Management Section  
**Miller, Barbara L.**, Passport Office, Miami  
**Swan, Scarlett Merle**, Operations Center  
**Thomas, Dorothy E.**, European Affairs  
**White, Adrienne I.**, Passport Office, Miami

### GS-8

**Dewan, Patricia A.**, Office of Under Secretary for Management  
**Flournoy, Arthur W.**, Communications Center  
**Gilmore, Charles**, Communications Center  
**Hampton, Joan C.**, Foreign Affairs Information Management  
**Keamy, Calvin E.**, Communications Center  
**McHale, Ellen-Marie**, Office of Inspector General  
**Watson, Olivia W. Houston**, Medical Services  
**Williams, Judith A.**, Bureau of Administration

### GG-8

**Bennett, Brian J.**, U.S. Mission to UN

### GS-9

**Brown, Anita S.**, Office of the Comptroller, Finance Office  
**Cavanaugh, Marie P.**, Office of Chief of Protocol  
**Hassan, Jeanne Marie**, Foreign Affairs Information Management  
**Heidner, Kathryn M.**, Passport Office, Records Branch  
**Hiter Jr., Aaron**, Passport Office, Records Branch  
**Murphy, Sharon**, Office of the Comptroller  
**Simpson, Roger A.**, Office of the Comptroller

### GG-10

**Amaral, Luiz L.**, U.S. Mission to UN  
**Morgan Jr., Edward**, U.S. Mission to UN

### GS-11

**Acker, Ronald Laurence**, Visa Office  
**Anderson, Barbara T.**, Bureau of Personnel  
**Bothe, Gahl H.**, Office of Chief of Protocol  
**Leach, Dale E.**, Overseas Citizens Services  
**Malkin, Lynette N.**, Bureau of Personnel, Division of Foreign Nationals  
**Medeiros, Carole W.**, International Organization Affairs, Office of International Conferences  
**Ponce, Antoinette M.**, Office of Management Operations  
**Snow, Robert K.**, Bureau of Administration

### GS-12

**Boozler, Russell B.**, Bureau of Personnel, Civil Service Office  
**Carey, Catharine Daley**, Overseas Citizens Services  
**Chavez, Pamela R.**, Visa Office

### GS-13

**Arnaudo, Raymond V.**, Oceans and International Environmental and Scientific Affairs, Office of Fisheries Affairs  
**Egbert, Michael D.**, Intelligence and Research  
**Haukness, Robert Allan**, Bureau of Administration  
**McCabe, Roy E.**, Communications Center  
**Robinson, Charles Thomas**, Bureau of Personnel  
**Selby, Jamison M.**, Office of the Legal Adviser

### GS-15

**Brown, Gerald M.**, Visa Office  
**Chapman, Dennis L.**, Intelligence and Research  
**Hines, Melvin L.**, Office of the Comptroller

## New appointments

**Allen, Mary Jo**, Congressional Relations  
**Arena, Drew Charles**, Office of Under Secretary for Management  
**Backus, Katherine E.**, Office of the Secretary  
**Brooks, Anne E.**, Office of Under Secretary for Management  
**Buckley, James L.**, Office of Under Secretary for Security Assistance, Science and Technology  
**Fairbanks Jr., Charles H.**, Policy Planning Staff  
**Gambrill, Paula Marcella**, Passport Office, Records Branch  
**Gershman, Carl S.**, U.S. Mission to UN  
**Hausman, Conrad K.**, Office of Under Secretary for Management  
**Henemeyer, Christian R.**, Passport Office, Washington  
**Jackson, Kenneth E.**, Passport Office, Records Branch  
**Kimball, John C.**, Bureau of Public Affairs, Editorial Division  
**McCraw, Paul J.**, Overseas Citizens Services  
**Rennagel, William C.**, Politico-Military Affairs  
**Rittue, John A.**, Foreign Service Institute  
**Sellin, Theodore**, Classification/Declassification Center  
**Shattan, Joseph J.**, U.S. Mission to UN  
**Simms, John W.**, Classification/Declassification Center  
**Stratford, Richard J. K.**, Office of Under Secretary for Management  
**Weir, Rosetta Brenda**, Passport Office, Records Branch

## Reassignments

**Alexander, Judith M.**, Office of Staff Director, Interagency Task Force on Law of the Sea to International Organization Affairs  
**Berkenble, Lee Ann**, European Affairs to Foreign Affairs Information Management  
**Besson, Wanda Kay**, Bureau of Personnel, Civil Service to Bureau of Administration  
**Bjorndahl, Debra Elizabeth**, Passport Office,

## PERSONNEL: CIVIL SERVICE

Stamford to Passport Office, Washington

**Clingan, Patricia A.**, Office of Staff Director, Interagency Task Force on Law of the Sea to Human Rights and Humanitarian Affairs

**Devaughn, Carolyn J.**, Facilities Management and Administrative Services to Office of Staff Director, Interagency Task Force on Law of the Sea

**Dralze, Donna T.**, International Organization Affairs to Foreign Affairs Information Management

**Ferguson, Ralph D.**, Office of Operations, Supply and Transportation Division to Pouch and Courier Operations Division

**Hawkins, Anna J.**, Congressional Relations to Intelligence and Research

**Johns, Geraldine K.**, Foreign Affairs Information Management to Office of Comptroller, Finance Office

**Johnson, Barbara A.**, Near Eastern and South Asian Affairs to Office of Staff Director, Interagency Task Force on Law of the Sea

**Livornese, John Joseph**, Pouch and Courier Operations Division to Foreign Affairs Information Management

**Mackay, A. Roy**, Passport Office to Visa Office

**Mangum, Trilla W.**, Economic and Business Affairs to Facilities Management and Administrative Services

**Moore, Alexis A.**, Inter-American Affairs to Office of Staff Director, Interagency Task Force on Law of the Sea

**Noonan, Denis P.**, Medical Services to Inter-American Affairs

**Padgett, Gary W.**, Economic and Business Affairs to Information Systems Office, Systems Design and Program Division

**Parker, Susan S.**, Office of Comptroller, Finance Office to Visa Office

**Peterson Jr., Lynn N.**, Passport Office to Consular Affairs

**Thomas, Barbara J.**, Bureau of Personnel, Civil Service to Bureau of Administration

**Turner, Joyce A.**, Central African Affairs to Intelligence and Research

**Whitney, Patricia A.**, East Asian and Pacific Affairs to Refugee Programs

## Resignations

**Adams, Ann Elaine**, Passport Office, Detroit

**Aquilo, Eileen V.**, Office of the Comptroller, Finance Office

**Arnold Jr., Millard Walter**, Human Rights and Humanitarian Affairs

**Beale, Pamela M.**, Office of Security, Records Services Division

**Benjamin, Dana Maria**, Passport Office

**Billings, Leon Gregory**, Office of the Secretary

**Billings, Tamara E.**, Administrative and Clerical Pool

**Bokow, David F.**, Inter-American Affairs

**Brett, Mary R.**, Refugee Programs

**Burke, Sally Ann**, Passport Office, Boston

**Bush, Ernest Robert**, Cuban/Haitian Task Force

**Byrd, Angela E'Lise**, Passport Office, Seattle

**Caldwell, Victoria Burke**, Office of Operations, Supply and Transportation Division

**Childs Jr., William M.**, Office of Communications, Programs and Engineering Division

**Cooper, Betty W.**, Organization of American States

**Cooper, Richard N.**, Under Secretary for Economic Affairs

**Cory, M. Gayle**, Office of the Secretary

**Cureton, Annette**, Bureau of Personnel

**D'Antonio, Rose Marie**, Passport Office, New Orleans

**Damrosch, Lori Fisler**, Office of Legal Adviser

**Deporte, Anton W.**, Intelligence and Research

**Digangi, Roberta L.**, Bureau of Administration

**Dowlatshahi, Mehrangiz S.**, Office of the Ambassador-at-Large for Mexican Affairs

**Dutko, Mary**, Office of the Ambassador-at-Large for Mexican Affairs

**Dworkin, Douglas Alan**, Office of the Deputy Secretary

**Evers, Stephanie D.**, Medical Services

**Forshee, Karen L.**, Administrative and Clerical Pool

**Frawley, Elizabeth Anne**, Office of the Secretary

**Garner, Cynthia Ann**, Office of the Secretary

**Garnett, Jo Ann**, Visa Office

**Giszczyński, Barbara M.**, Passport Office, Detroit

**Graham, James F.**, Cuban/Haitian Task Force

**Guerra, Estella Garcia**, Office of Chief of Protocol

**Gull, Edward N.**, Office of the Comptroller

**Haney, Ceresa L.**, Office of the Secretary

**Hanley, Mary F.**, Office of the Deputy Secretary

**Hart, Jeffrey A.**, President's Commission for a National Agenda for the '80s

**Holbrooke, Richard**, East Asian and Pacific Affairs

**Huss, Mark C.**, Cuban/Haitian Task Force

**Jaramillo, Mari-Luci**, Inter-American Affairs

**Jones, Estrellita N.**, International Organization Affairs

**Kemeny, Ann M.**, U.S. Mission to UN

**Knox, Maryalice E.**, Passport Office, Philadelphia

**Koffman, Boyd M.**, East Asian and Pacific Affairs

**Light, Elliott B.**, Passport Office

**Locke, Allen W.**, Office of the Secretary

**MacKinnon, Shokoofeh**, Foreign Service Institute

**Marken, Mary-Jeanne**, Intelligence and Research

**Mauli, Helene E.**, Inter-American Affairs

**Mayes, Derrick**, Passport Office, Philadelphia

**McGarry, Jill N.**, Visa Office

**McHenry, Donald Franchot**, U.S. Mission to UN

**Meinecke, Mary Jane**, Medical Services

**Miller, Frances R.**, Office of the Secretary

**Miller, Henry L.**, U.S. Mission to UN

**Miller, Shahrzad Safavi**, Foreign Service In-

stitute

**Minneman, Jill B.**, Inter-American Affairs

**Minnus, Ann L.**, Office of Operations, Supply and Transportation Division

**Nagelhout, Martha June**, International Narcotics Matters

**Newsom, Barbara**, U.S. Mission to UN

**O'Maley, Jane Marie**, Office of the Secretary

**Palmeri, Victor H.**, Office of the Secretary

**Phillips, Linda H.**, East Asian and Pacific Affairs

**Power, Sarah Goddard**, International Organization Affairs

**Redding, Everta**, Passport Office, Records Branch

**Ronnest, Hanne Laurine**, Foreign Service Institute

**Ruffin, Delois L.**, Office of Operations, Supply and Transportation Division

**Saridakis, Anthony A.**, Passport Office

**Schwebel, Stephen M.**, Office of Legal Adviser

**Scott, Ray Wille**, Passport Office, Philadelphia

**Shestack, Jerome J.**, U.S. Mission to UN

**Simpson, Teri L.**, Office of the Secretary

**Spero, Joan Edelman**, U.S. Mission to UN

**Stetson, Melanie A.**, Inter-American Affairs

**Theroux, Ernest G.**, Passport Office, New York

**Vanden Heuvel, William J.**, U.S. Mission to UN

**Wales, Jane MacGregor**, Bureau of Public Affairs

**Warmington, Lee A.**, Passport Office, Boston

**Weiss, Leesa Nan**, President's Commission for National Agenda for '80s

**White, Susan Y.**, Intelligence and Research

**Wilhelmi, Nancy L.**, Medical Services

**Witeck, Jeanne M.**, Office of Legal Adviser for Oceans and International Environmental and Scientific Affairs

## Retirements

**Almand, Alice O.**, Office of Management Operations

**Billauer, Shirley B.**, Passport Office, Washington

**Bodeen, Dorothy A.**, Classification/Declassification Center

**Dembski, Madge A.**, Passport Office, Washington

**Herrity, Joseph B. J.**, Office of Security, Chicago Field Office

**Honis, Lawrence P.**, Office of Security, Freedom of Information and Privacy Division

**Pollard Jr., Frederick D.**, Bureau of Administration, Office of Overseas Schools

**White, Marie B.**, Foreign Affairs Information Management ■

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## Personnel: Foreign Service



### New appointments

Albright, Norma R., Conakry  
 Arizabalaga, Edward P., Junior Officer Corps  
 Avery, David, Junior Officer Corps  
 Barnebey, D. June, Belize City  
 Bell, Belden H., Congressional Relations  
 Benton, Jonathan S., Junior Officer Corps  
 Casse, Geraldine M., Junior Officer Corps  
 Clapp, Priscilla, Junior Officer Corps  
 Cornell, Ruth A., Managua  
 Cretz, Gene A., Junior Officer Corps  
 Davis, Rebecca H., San Salvador  
 Degler, Paul G., Junior Officer Corps  
 Dewey, Arthur Eugene, Office of the Secretary  
 Douglas Jr., Howard Eugene, Policy Planning Staff  
 Ford Jr., Carl W., Policy Planning Staff  
 Fordney, Betty Anne, Nairobi  
 Fortier, Donald R., Policy Planning Staff  
 Gise, Alan A., London  
 Goldberger, David J., Junior Officer Corps  
 Green, Joyce F., La Paz  
 Greenwald, Lillana M., Mexico  
 Gregory, Thomas, Office of Communications, Programs and Engineering Division  
 Haag, David R., Office of Security, Washing-

GABORONE, Botswana—Certificates for "outstanding service to the community" are presented to *Margaret Johnson, Pat Hendzel* and *Sharon Jennings*, of the American Women's Association, by Ambassador *Horace G. Dawson Jr.*

ton Field Office  
 Harper, David Adamson, Panama  
 Hartley, Brent R., Junior Officer Corps  
 Hassani, Frederic C., Junior Officer Corps  
 Karlen, Dale A., Office of Security, Washington Field Office  
 Kata, Edward T., Junior Officer Corps  
 Kelsey, Brian R., Junior Officer Corps  
 Kirby, Richard N., Canberra  
 Lang, Archle S., Classification/Declassification Center  
 Lange, John E., Junior Officer Corps  
 Lopez, Sirlia R., Junior Officer Corps  
 Marshall Jr., Harry R., Oceans and International Environmental and Scientific Affairs  
 McCreary, Patrick Michael, Office of Security, Washington Field Office  
 McCabe, Michael V., Junior Officer Corps  
 McDevitt, Peter C., Junior Officer Corps  
 McHugh, Scott E., Office of Security, Wash-

ington Field Office  
 McMahan, Dennis E., Junior Officer Corps  
 Ojamaa, Elokai, Junior Officer Corps  
 Oreste, Michael P., Junior Officer Corps  
 Papazian, Elaine S., Junior Officer Corps  
 Pettit, James D., Junior Officer Corps  
 Quinn, Maureen E., Junior Officer Corps  
 Ramirez, Adolfo A., Junior Officer Corps  
 Sagl, Steven F., Junior Officer Corps  
 Sano, John R., Junior Officer Corps  
 Schneider, Mark B., Policy Planning Staff  
 Sguera, Stephanie, Islamabad  
 Shelton, Elizabeth B., Junior Officer Corps  
 Sikand, Ravindar K., Junior Officer Corps  
 Sorzano, Jose S., U.S. Mission to UN  
 Sutow, Edmund Keith, Junior Officer Corps  
 Todd, John A., Office of Security, Washington Field Office  
 Warren, Betsy R., Congressional Relations  
 Wolfowitz, Paul D., Director, Policy Planning Staff  
 Yordan, Carlos M., Santo Domingo  
 Zelke, Jeremy S., Office of Security, Washington Field Office

### Transfers

Ahmed, Naim, Saudi Arabia to Brasilia

PERSONNEL: FOREIGN SERVICE



**Bantom, Ronald C.**, Beirut to Office of Communications  
**Baron, Jeffrey J.**, Junior Office Corps to Winnipeg  
**Bart, Anthony**, New Delhi to Paris  
**Berryhill, Catherine I.**, Moscow to European Affairs  
**Bishop, Henry David**, Tel Aviv to Stockholm  
**Brown, Leslie H.**, Bamako to Conakry  
**Cammarata, Joan M.**, Near Eastern and South Asian Affairs to Damascus  
**Carter, Michael E.**, Office of Security to Tel Aviv  
**Cayer, Kathleen M.**, Manila to Munich  
**Clark, Joan M.**, Valletta to Bureau of Personnel  
**Cockerill, Glenn A.**, Singapore to Guatemala  
**Cokenias, Diane**, Dar-es-Salaam to African Affairs  
**Cooper, Robert L.**, Quito to Santiago  
**Copeland, Susan L.**, Seoul to Information Systems Office, Systems Design and Programming Division  
**Croak, Richard W.**, Monrovia to Bamako  
**Davis Jr., John R.**, Sydney to East Asian and Pacific Affairs  
**Dertadian, Richard N.**, U.S. Mission to UN to Islamabad  
**Descoteaux, Norman M.**, Algiers to Near Eastern and Asian Affairs  
**Dobbins Jr., James F.**, London to Politico-Military Affairs  
**Dolan, Patricia A.**, Kingston to Inter-American Affairs  
**Dollman, William M.**, Near Eastern and South Asian Affairs to Calcutta  
**Doyle, Justine Narcavage**, Kinshasa to Southern African Affairs  
**Fenner, Billy A.**, New Delhi to Canberra  
**Foote, Rachel C.**, Rome to Bonn  
**Frost, Gregory T.**, Lyon to Southern African Affairs  
**Fuller, Mary Jane**, Rome to Hamilton  
**Gaffey Jr., Joseph E.**, Office of Communications to London  
**Gaffey, Rita**, East Asian and Pacific Affairs to

**PONTA DELGADA, Azores, Portugal—At awards ceremony, back row, from left: Luis Bastos, Luis Medeiros, Ana Maria Sousa, Graciete Oliveira, Joao Medeiros, Victor Cruz. Front row: vice consul Stephanie Smith, Joao Lopes, Fernanda Medeiros, principal officer Ruth S. Matthews.**

London  
**Giles, Gilbert D.**, Yaounde to Office of Communications  
**Gober, Sally M.**, Georgetown to Munitions Control  
**Gorsky, Jeffrey H.**, Junior Officer Corps to Medellin  
**Grundon, Robert W.**, Communications Center to Ottawa  
**Hall, Charles Jamison**, Nairobi to Salvador  
**Hanson, Curtis L.**, Athens to Buenos Aires  
**Harr, Allen C.**, Pretoria to Manila  
**Harrington, Craig P.**, Athens to Monrovia  
**Helm, John W.**, Quito to Foreign Building Office  
**Hicks, Suzanne C.**, Bogota to Bureau of Personnel  
**Hofmann, Frank Arthur**, Yokohama to Tokyo  
**Holmes, Kent E.**, Sydney to East Asian and Pacific Affairs  
**Horn, Maryanne**, Ottawa to Visa Office  
**Horn, Walter C.**, Islamabad to Near Eastern and South Asian Affairs  
**Huddle, Edith O.**, Madrid to Bonn  
**Illig, David E.**, Tel Aviv to Office of Communications  
**Jackson, Benjamin F.**, Berlin to Office of Communications  
**Jatras, James George**, Tijuana to European Affairs, Soviet Office  
**Johnston, Laurie A.**, Oporto to Lisbon  
**Jones, Robert D.**, Monrovia to Dar-es-Salaam  
**Kahn, Leon E.**, Near Eastern and South Asian Affairs to Islamabad  
**Kepchar, Allen James**, Doha to San'a  
**Kitchen, Richard E.**, Inter-American Affairs to San Salvador  
**Laplante, Robert J.**, Bangkok to Frankfurt

**Latimer, Mary L.**, Manila to Office of Communications  
**Lee II, Edward Leo**, Bangkok to Office of Security, Education and Training Division  
**Lehn, Alfred M.**, Strasbourg to Office of Refugee Programs  
**Lilmatainen, Robert C.**, Oceans and International Environmental and Scientific Affairs to Seoul  
**Lijek, Mark Joseph**, Iran to Hong Kong  
**MacCallum, Robert A.**, Tokyo to East Asian and Pacific Affairs  
**Marino, Vincent J.**, Lagos to Kaduna  
**Markette, Hugh F.**, Istanbul to Madrid  
**McAteer, Mary Margaret**, Tunis to Algiers  
**Meinick, Edward P.**, Accra to San Jose  
**Morris, Robert L.**, Amman to Rio de Janeiro  
**Murphy, Peter K.**, Rome to Genoa  
**Narcavage, Pauline T.**, Near Eastern and South Asian Affairs to New Delhi  
**Nault, Raymond**, Office of Communications, Programs and Engineering Division to Manila  
**Nothels, Walter M.**, Bureau of Personnel to Guatemala  
**O'Donnell, Rosemary K.**, Santo Domingo to Inter-American Affairs  
**Ondrus, Stephen R.**, Manila to Office of Communications  
**Parker, Maurice S.**, Medellin to Visa Office  
**Percival, Bronson E.**, Oceans and International Environmental and Scientific Affairs to St. Johns  
**Perez, Jose A.**, London to Berlin  
**Perlow, Howard T.**, Foreign Service Institute to Brussels  
**Pirro, Gregory**, Jakarta to Cairo  
**Pittenger, Alice H.**, European Affairs to Paris  
**Pluta, Thomas A.**, Helsinki to European Affairs  
**Powell, Christopher J.**, Addis Ababa to Bangkok  
**Richardson, Gary A.**, Manila to Office of Communications, Programs and Engineering Division  
**Ross, Delores**, Cairo to Jakarta

**Rush, Constance M.**, Panama to Port-O-Spain  
**Sargent, Robert M.**, European Affairs to Ankara  
**Schwarck, Charles R.**, Santiago to Nicosia  
**Sellers, Michael D.**, African Affairs to Addis Ababa  
**Snelling, Annie R.**, Jakarta to Cairo  
**St. John Jr., Joseph A. L.**, Curacao to Copenhagen  
**Stelloh III, Reynold F.**, Madras to New Delhi  
**Stephens, Carmen P.**, Panama to Kuala Lumpur  
**Sternberg, Michael D.**, Athens to Rome  
**Szabados, Rudolph L.**, Nouakchott to Port-au-Prince  
**Talcott, Gregory M.**, Foreign Service Institute to Wellington  
**Thayer, Scott N.**, Junior Officer Corps to Guadalajara  
**Thomas Jr., Charles Richard**, Canberra to Office of Security  
**Toner, William Edward**, Brasilia to London  
**Trippett, Frank L.**, Karachi to Rabat  
**Trivisani, Thomas P.**, Bangkok to Foreign Affairs Information Management  
**Turner, Janice M.**, Kabul to Bridgetown  
**Tyburnski, John A.**, Panama to Pretoria  
**Velott, Larue H.**, Tel Aviv to Bureau of Personnel  
**Vernon, Daniel A.**, Foreign Service Institute to Strasbourg  
**Vogel, Lynn**, Hong Kong to Guangzhou  
**Wallace, Virginia M.**, Bonn to Office of Under Secretary for Political Affairs  
**White, Robert E.**, San Salvador to Inter-American Affairs

## Resignations

**Alston Jr., Philip H.**, Canberra  
**Bernius, Cathy L.**, Tegucigalpa  
**Blake, Robert A.**, Medical Services  
**Brown, Clarice O.**, Manila  
**Carter Jr., W. Beverly**, Office of the Secretary, Ambassador-at-Large  
**Curtis, Kenneth M.**, Ottawa  
**Daniel, Mary Marchany**, Inter-American Affairs  
**Davis, Rebecca H.**, San Salvador  
**Dhont, Gerard Albert**, Sao Paulo  
**Engelhart, Ann Kay**, Mexico  
**Fitzgerald, Regina A.**, Office of Special Representative of the President  
**Foley, Michael Daniel**, Intelligence and Research  
**Frank, Elke**, Bureau of Personnel  
**Hall, Winifred T.**, Port-O-Spain  
**Haynes Jr., Ulric St. Clair**, Algiers  
**Holum, John D.**, Policy Planning Staff  
**Johnson, Joel Lars**, Policy Planning Staff  
**Kelley, Elaine M.**, Tegucigalpa  
**Lake, W. Anthony**, Policy Planning Staff  
**Loy, Frank Ernest**, Office of Refugee Programs  
**McCarty, Nancy J.**, Hamilton  
**Mishler, Jane Elizabeth**, Santo Domingo  
**Neldle, Alan F.**, Arms Control and Disarma-

ment Agency  
**Salzberg, John P.**, Human Rights and Humanitarian Affairs  
**Schwartz, Karen Ann**, San Salvador  
**Schwartz, William B.**, Nassau  
**Shem, Judith Story**, Oceans and International Environmental and Scientific Affairs, Office of Food and Natural Resources  
**Slaughter, Robert G.**, Office of Ambassador-at-Large for Mexican Affairs  
**Smoot, Elizabeth A.**, Mexico  
**Soucy, Marie White**, Caracas  
**Steen, Margaret J.**, Georgetown  
**Symmes, Rebecca D.**, Office of Inspector General  
**Terry, Frank G.**, Office of Security, Los Angeles Field Office  
**Tuttle, Eugene P.**, Montreal  
**Watson Jr., Thomas J.**, Moscow  
**Weissman, Marvin**, La Paz  
**White, Mary Anne**, San Salvador  
**Woods, Hendrik Rand**, Bureau of Public Affairs, Office of Public Programs

## Retirements

**Bauman, Arthur C.**, Singapore  
**Dickson, Douglas D.**, Bureau of Intelligence and Research  
**Gay, Gregory**, International Organization Affairs  
**Gise, Alan A.**, London  
**Graham, John R.**, Bureau of Personnel  
**Henderson, David Ellis**, Oceans and International Environmental and Scientific Affairs  
**Kimball, John C.**, Bureau of Public Affairs  
**Kirby, Richard N.**, Canberra  
**Krizek, Eugene L.**, Congressional Relations  
**Leahy, Joseph P.**, Bureau of Personnel  
**Leonard, James Fulton**, Office of the Special Representative of the President  
**Richardson, Lilymae S.**, African Affairs  
**Smith, Robert P.**, Monrovia  
**Warg, Edward A.**, Office of Communications, Programs and Engineering Division  
**Yordan, Carlos M.**, Santo Domingo □

## 2 named to labor relations board

Arnold Zack of Massachusetts and Arnold Ordman of Maryland have been appointed to serve as members of the new Foreign Service Labor Relations Board, in connection with Chapter 10 of the Foreign Service Act of 1980, which governs labor-management relations for some 14,500 Foreign Service employees at the Department of State and other agencies. The board administers the provisions of Chapter 10. Its functions include supervising or conducting repre-

sentation elections; resolving unfair labor practice complaints; resolving issues related to the obligation to bargain in good faith; and resolving certain disputes concerning the effect, interpretation or a claim of a breach of a collective bargaining agreement.

Mr. Zack, appointed to a three-year term, is an arbitrator engaged in private law practice in Boston. He has served as a visiting professor overseas, a consultant to the Peace Corps on labor and Africa. He is a member of the African Studies Association, the Society for International Development and the National Academy of Arbitrators, and is a panel member of the American Arbitration Association, the Federal Mediation and Conciliation Service and the National Mediation Board.

Mr. Ordman, appointed to a two-year term, is an arbitrator engaged in private law practice in Washington. His arbitration activities have included cases at the State Department involving U.S. citizen employees in overseas posts. In addition, he has served in a number of key positions at the National Labor Relations Board, including chief counsel to the chairman. He subsequently received a presidential appointment to serve as general counsel of that agency. □

## Former spouse benefits

Former spouses of deceased Foreign Service employees who are interested in submitting private bills to Congress for annuity benefits, as provided under the new Foreign Service Act, should contact the Family Liaison Office, Room 1216A, 632-1742. Such persons should not be receiving an annuity from another source; have been married to an employee for at least 10 years during the employee's service; have not remarried before reaching age 60. □

## 14% more take FSO exam

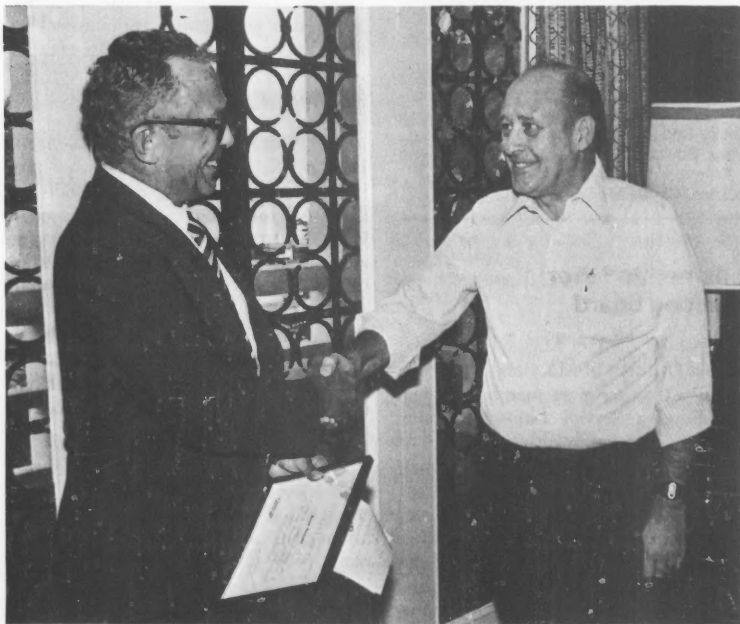
A total of 12,910 candidates took the 1980 Foreign Service written examination, an increase of 1,582 (14%) over 1979. Of the candidates, 4,248 passed the exam; 5190 passed the 1979 exam. ■

# Bureau Notes

## Secretary's Office

SECRETARY HAIG met with officials at the United Nations, in New York, for consultations, March 2. Traveling with him were SHERWOOD GOLDBERG, executive assistant; KATHRINE BACKUS, special assistant; Major DAVID MERHAR, aide to the Secretary; and WILLIAM DYESS, acting spokesman. The Secretary accompanied PRESIDENT REAGAN on his official visit to Ottawa, Canada, March 10-11. Traveling with the official party were MYER RASHISH, under secretary-designate for economic affairs; Ambassador ROZANNE RIDGWAY; Mr. Goldberg; MURIEL HARTLEY, assistant to the Secretary; KEITH SCHUETTE, special assistant; E. ANTHONY WAYNE, special assistant; Major Merhar; JOYCE NESMITH, confidential assistant to the executive assistant; and the following members of the Secretariat Staff: ALVIN ADAMS, director; W. MARK BELLAMY, staff officer; BETTE NEIL, secretary; and LINDA LEYBLE, secretarial assistant.

The acting coordinator for liaison with state and local governments, DAVID SHINN, attended a February 18 workshop on business and economic development, sponsored by the National Association of State Development Agencies, and a February 25 meeting of the Urban Consortium for Technology Initiatives, both in Baltimore. He also attended the February 21-24 sessions of the National Governors' Association, and the March 1-2 National League of Cities congressional-city conference, both in Washington. □



## Administration

### ALLOWANCES STAFF

RICHARD R. MARTIN, director, attended the administrative officers conference for African posts, in Nairobi, February 2-6, and discussed allowances matters. On February 9, in Nairobi, he met with consular officers and communicators to discuss allowances. □

### OFFICE OF COMMUNICATIONS

On February 17 JOHN TURNER assumed the duties of deputy chief of the Communications Center Division. He was formerly with the Special Projects and Programming Staff. WILLIAM E. BISCHOFF, regional communications programs officer for the inter-American area, is visiting Embassies Panama and Paramaribo and Consulates Cali and Medellin, for consultations on communications matters and to conduct communications surveys. EMANUEL COLTATU of the Programs and Engineering Division completed all academic requirements for his master of science, special studies degree, in telecommunications policy. Communications electronics officer RAYMOND NAULT departed recently on assignment to Manila. Newly-hired employees undergoing communications training in preparation for over-

**LIBREVILLE, Gabon—Ambassador Arthur T. Tienken, left, presents meritorious service increase to support communications officer Richard H. McDonald.**

seas assignments were: JIMMIE R. BLACK (Brasilia), DAVID CROWLEY (Dar es Salaam), CHARLES B. CAESSENS (Bucharest), GENE R. GRAVELLE (Nicosia), CHARLES HALL (NATO, Brussels), MICHAEL J. GALLAGHER (Manama), HARRY M. PURMORT (Khartoum), WILLIAM LOUGHNER (Gaborone), HAROLD MASON (Lusaka), TIMOTHY LAWSON (Amman), JOHN McMANUS (Brussels) and THOMAS J. PAUL (Brussels). Field personnel visiting the office on consultation were: ALLEN C. HARR (Pretoria to Manila), ROBERT L. MORRIS (Amman to Rio de Janeiro), CRAIG SPITZER (Moscow to Kigali), BRUCE HOOF JR. (Johannesburg to Canberra), PEGGY J. GIBBONS (Brussels to Rome), HARRIET L. HOPKINS (Nicosia to Vientiane), DOUGLAS LLOYD (Rome to Department), MICHAEL LEVINSON (New Delhi to Moscow), GLENN A. COCKERILL (Singapore to Mexico City) and FRANKLIN BROWN (San Jose to Lima). □

### OFFICE OF SECURITY

Deputy assistant secretary KARL D. ACKERMAN and the nine Marine security guards recently returned from Tehran were honored guests at the Marine Security Guard School graduation at Quantico, Va., February 27. The Education and Training Staff was represented at the ceremony by WALTER SARGENT. The Foreign Operations Division was represented by JOE LITTLE, TI KEMP and PAM GRAY.

The Office of Security has expressed its appreciation to members of the Office of Recruitment, Examination and Employment, the Board of Examiners and various personnel officers in the Department who participated over the past 18 months in the oral examinations of approximately 500 applicants for special agent/security officer vacancies. The applicants granted interviews were screened from 2,400 applicants. "Special thanks" were extended to CYNTHIA DEARING and JOANNE GRAVES. Field office personnel serving on traveling oral panels included HARRY ALLEN, BILLY HUGHES, BERNARD JOHNSON, MICHAEL KELLY, ALAN NATHANSON, PAT O'HANLON, OLAF SALINE and DAVID SHAFFER. Headquarters and Washington field office personnel serving on the panels for extensive periods at the Board of Examiners included TOM CHACE, CHARLES CHASE, STEVE COX, CRAIG DAUGHERTY, CHRIS DISNEY, JOHN DROTOS, BILL DURSO, BRIAN FLANAGAN, PETE GALLANT, DICK GANNON, GRACE GOODIER, KEITH GWYN, DAVE HARRISON, LUCIUS JACKSON, BILL LARSON, JOE LITTLE, JOAN LOMBARDI, DAVE MANELY, LOU MARRANO, RICK MAY, JIM MOORE, PATTI MORTON, BOB NICHOLSON, KEN ORZELL, BOB OTTWILLER, RAY SCROGGS, LARRY TAGGART and JOHN TELLO.

TOM BRUGUIER, officer-in-charge, Engineering Services Center, Frankfurt, was on duty in

the Department, February 18-March 19, to draft the technical services section of the Office of Security "Overseas Operations Handbook." BELLE JOHNSTONE, Threat Analysis Group, was on temporary duty at embassies in Tegucigalpa, San Jose, Lima, Santiago and Buenos Aires, February 18-March 7. PETE HIMMELBERGER, Technical Services Division, was on temporary duty with the Department's security enhancement team in Beirut, Damascus and Jerusalem, during February and March. JIM BLYSTONE, Foreign Operations Division, served on the Department's security enhancement team which visited Honduras, Guatemala, Nicaragua and El Salvador, February 20-March 9.

RAY SCROGGS, special assistant to the deputy assistant secretary, visited the Los Angeles and San Francisco field offices for regular inspection and consultation, March 2-5. ART JONES, domestic operations, was on temporary duty in Malta during March. LOUIS MIZELL, Command Center, was on four weeks' temporary duty in Beirut, in March and April. Mr. Mizell gave a presentation on terrorism to the Federal Criminal Investigators Association, March 5, and a talk to the Council of Governments in February. BETH RENWICK, Threat Analysis Group, delivered a three-hour presentation on terrorism to the Special Forces School, Fort Bragg, N.C., February 24, and toured the Joint Special Operations Command headquarters. ANDY CORSUN and DENNIS PLUCHINSKY, Threat Analysis Group, spoke on international terrorism to a U.S. Marine counter-intelligence reserve unit, March 7. Mr. Pluchinsky and Ms. Johnstone gave presentations to the U.S. Marine Corps Development Command, Quantico, March 20, entitled "Terrorism in Western Europe and Latin America." JOHN BEDROSIAN, chief, Threat Analysis Group, participated in the crisis response management seminar, March 2-4, at the Air Force Special Operations School, Hurlbert, Fla. He discussed the Office of Security's Command Center operations.

WILLIAM LARSON, chief, Freedom of Information and Privacy Act Staff, and GERRY McGRATH, Education and Training, attended the hostage negotiation course sponsored by the Federal Bureau of Investigation at Quantico, March 2-13. CHRIS ANDREWS, Watch Officers Group, attended the supervisory studies seminar at Harper's Ferry, February 8-13. KATHLEEN PIANKA, Freedom of Information and Privacy Act Staff, attended the "How to Communicate by Letter and Memo" course at the Foreign Service Institute, February 23-March 18. A class of new special agents were accompanied by education and training officers BRUCE TULLY, JAMES PRIETSCH and JOHN KONICKI, for intensive driver and protective security training at the Federal Law Enforcement Center, Glyco, Ga., February 9-13. With the cooperation of the U.S. Marshals Unit of the Federal Law Enforcement Center, a new training technique for protective security was introduced and a videotape of training produced for use in future training programs. Mr. Tully presented a lecture on how to conduct advances for overseas protective details to the

Department of Agriculture special agents, February 20. WILLIAM PENN, education and training, and DAVE MYERS, Technical Services Division, conducted weapons training and repair at the Boston and New York Field Offices, February 23-27. SPENCE BROWN, Foreign Operations Division, commenced Spanish-language training at the institute, March 9, preparatory to an onward assignment to Mexico City. PATTI MORTON, policy adviser, attended the administrative core course at the institute, March 9-27.

The Office of Security had protective responsibility during March and April for visits to the United States of the United Kingdom's DENNIS THATCHER, CAROL THATCHER (husband and daughter of PRIME MINISTER THATCHER), LORD CARRINGTON, and PRINCESS MARGARET; Foreign Minister FRANCOIS-PONCET, France, during his visits to Boston and New York; and Foreign Minister HANS-DIETRICH GENSCHER, Federal Republic of Germany. Special agents in charge of protection were KEN HILL, JOHN GIBBONS, JEFF BOZWORTH and BOB DAVIS. □

#### INFORMATION SYSTEMS OFFICE

JAKARTA, Indonesia—The embassy here, having entered the world of word processing 14 months ago with a modest WP-5 system, has quickly outgrown that system, adding a WP-25 (three work stations and two printers) last November. Plans for fiscal year 1981 are to flesh-out the WP-25 with nine more work stations; plans for the following year include a second WP-25 system and a VS.

The WP-5 initially was installed in the chancery to provide limited word processing capability for the mission and for operator training. Twenty operators were trained using the WP-5. The WP office was physically prepared to accommodate the WP-25 system prior to its arrival. The system arrived in late November and became operational in just two days. After its arrival, the WP-5 system was relocated in the general services warehouse, several miles from the chancery compound. It is being used for inventory control.

The WP-25 system presently is installed in the word processing center, providing service to all offices of the embassy. As the additional nine work stations are received they will be "remoted" to selected offices. Budget and fiscal, consular, personnel and general services have been identified as the first offices to have remote work stations. This configuration was selected because it not only permits word processing support for the entire embassy but also a classroom training environment for new operators.

The current demands for word processing far exceed the equipment available. Software "glossaries" have been developed for the budget and fiscal section and for warehouse inventories. However, to totally commit the programs to word processing, additional equipment (additional work stations) is required. Almost daily, offices in the embassy given some word processing support,

have been identifying additional areas suitable for word processing application. Opportunities to improve post information and reporting with word processing have presented themselves, but cannot be taken advantage of because of the lack of word processing equipment. The Bureau of Administration has been asked to assist the post by providing up to nine additional work stations as soon as possible.

The embassy has developed its own operator training capability, using two Foreign Service national employees as instructors. This is considered the best word processing training facility in Indonesia, superior to the local WANG office training center.

Training is conducted on an individual, as well as class, basis. The WANG training textbook with cassette tapes is used for first-level operator training. Mission-prepared lesson plans are used for second and third-level training. Training support is also being provided to AID in preparation for the arrival of its WP-25 system, with nine work stations.

Software (glossaries) has been developed in-house for such things as mission monthly maintenance and utility costs, housing reports and telephone listings. Over 40 regular reports are being maintained with word processing equipment. The mission is studying mission standard forms (i.e., travel authorization, telegram, memo, etc.) to determine which forms are suitable to be printed on continuous rolls for word processing use. □

*Lyta Faisal with word processing equipment.*



## LANGUAGE SERVICES DIVISION

Verbatim reporter FERD KUYATT traveled to New York for SECRETARY HAIG's appearance before the National Conference of Christians and Jews, February 9. HARRY OBST interpreted for U.S.-German Democratic Republic cultural agreement talks, February 9-12. SOPHIA PORSON headed an interpreter team at a Project Roland Joint Logistics Subcommittee meeting in Seattle, February 10-12. BILL FUKUDA flew to Honolulu for the annual U.S.-Japan medical meeting, February 12-13. TED HERRERA traveled to Cypress Gardens, Fla., to interpret for the Mexican under secretary of commerce, who was meeting with U.S. officials at the U.S. Annual Grain Council conference, February 15. On February 17, the secretary of the Italian Christian Democratic party met with Secretary Haig, Assistant Secretary GEORGE VEST, and Under Secretary-designate WALTER STOESEL, with NEIL SEIDENMAN interpreting. On the same day, Deputy Secretary-designate WILLIAM CLARK and acting assistant secretary JOHN BUSHNELL briefed the Latin American and Caribbean ambassadors on U.S. policy toward El Salvador, with DON BARNES and TONY HERVAS interpreting. On February 18, STEPHANIE VAN REIGERSBERG addressed a Georgetown University class on English for foreigners, on careers in languages. On February 23, the Secretary was interviewed for French television, with ALEC TOUMAYAN and Ms. van Reigersberg interpreting. Verbatim reporter MARIE TAYLOR reported the interview. Mr. Herrera, Mr. Hervas, and Ms. van Reigersberg interpreted for U.S.-Colombian aviation talks, February 23-26, with the latter two continuing with meetings of the U.S.-

Spain Joint Council on Science and Technology, February 27. LOUISE KELLY and PAUL KOVENOCK traveled to Philadelphia, February 26, for a two-day seminar of that city's Council for International Visitors. Staff reporters Taylor and Kuyatt reported the Secretary's on-the-record conference with members of the British press, February 27, as well as an interview of the Secretary by Time reporters, March 4.

Preparatory to the President's trip to Canada on March 11-12, the division translated or did text comparisons of a number of agreements and conventions which were to be signed during the visit. Last-minute changes to one of the agreements were handled by phone moments before the signing by PRESIDENT REAGAN and PRIME MINISTER TRUDEAU. Language Services translators who shared in these text preparations included MARY BIRD, JACQUELINE JARMAN and PIERRE POLLIN. Mr. Toumayan accompanied the President on the trip.

Mr. Hervas was detailed to the Administrative Office of the U.S. Courts for one month, beginning March 13, to assist in testing prospective court interpreters in Houston, Los Angeles, San Francisco and Seattle. Mr. Obst spoke to students of Ellen Glasgow Elementary School, Alexandria, March 12, on "The Importance of Learning Foreign Languages." □

## African Affairs

On February 23-27, the bureau hosted 15 visiting scholars at the annual Scholar-Diplomat Seminar. Among those leading discussions were

CHESTER A. CROKER, assistant secretary-designate; LANNON WALKER and MABEL M. SMYTHE, deputy assistant secretaries; and office directors and desk officers from other bureau offices. Mr. Crocker participated in a panel discussion on "The Climate for Foreign Investment: Challenges Ahead for U.S. Policy and International Business," at the eighth annual Washington conference of the International Business Government Counselors. The conference, attended by over 100 international business executives, was held February 24-25 in Washington. On March 5, Mr. Crocker addressed the Executive Seminar at the Foreign Service Institute on U.S.-Africa policy. Ms. Smythe spoke to faculty and students at Lincoln University, on the role of blacks in international politics, March 11. On March 12, she delivered a speech on "U.S.-Africa Business Relations—How Relevant to Africa's Economic Development?" at Georgetown University's School of Foreign Service. She briefed senior high school students on career opportunities and the State Department's role in policymaking, March 13. Ambassador DONALD NORLAND traveled to Fayetteville, N.C., February 26, to address the Foreign Policy Association on "South Africa: Can Race War Be Avoided?"

Six bureau officers participated in a seminar at American University, February 11-March 5, for 75 undergraduates from various universities who are enrolled in a special foreign policy seminar organized by former Congressman CHARLES

**KINSHASA, Zaire—Ambassador Robert B. Oakley, center, presents safe driving awards to, from left, Mushimba Kayembe, Citizen Makarzu, Luvuila Na Masidivongi, Tamba Matundu, Mbwaki Mbongo.**



WHALEN. KEN BRILL, Office of East African Affairs, spoke on Uganda on February 11; ED BRYNN, Office of West African Affairs, discussed Sahelian development and western Saharan issues in a February 19 morning session, while MARGARET McMILLION of the same office spoke on Chad in the afternoon. JIM OVERLY, Office of Central African Affairs, addressed the February 25 seminar on Angola. LARRY WILLIAMSON, deputy director of East African affairs, spoke on issues affecting the Horn, February 26. DAVID DLOUHY, Office of Southern African Affairs, discussed South Africa on March 5.

KAY CLARK-BOURNE spent February 9 in Atlanta, speaking on U.S.-Nigerian relations, at Emory University, and on Nigerian political affairs, at Spelman College. She traveled to Chicago on February 25 to address representatives of multinational corporations on "Nigeria's Fourth Five-Year Plan and its Implications for U.S. Business." WILLIAM HUDSON, Office of West African Affairs, spoke to visiting pupils from Phafe School in Southborough, Mass., on West African issues, March 5. GEORGE MARTENS, staff member of the African-American Labor Center, gave a briefing on trade unionism in West Africa, at the interdepartmental Sahel and coastal West African countries meeting, March 10, in the Department. MARSHALL CARTER, deputy Nigeria desk officer, participated in an American Management Association seminar on business in Nigeria, in New York, March 19. While in New York, she participated in consultations on diamond and gold mining in Sierra Leone. DANIEL H. SIMPSON, deputy director for southern African affairs, traveled to southern Africa for consultations. In February GREGORY T. FROST, on transfer from Lyon, took up his duties as assistant country officer for South Africa. In March CYNTHIA HANSON transferred from the Office of Inter-African Affairs to become country officer for Botswana, Lesotho and Swaziland, and assistant country officer for Zimbabwe. □

## Arms Control and Disarmament Agency

Acting director JAMES L. MALONE approved a reorganization of the Non-Proliferation Bureau, changing a three-division structure to two, effective March 8. The Nuclear Safeguards and Technology Division is headed by JOERG H. MENZEL, and the International Nuclear Affairs Division by RICHARD L. WILLIAMSON. The Nuclear Energy Division was abolished, and its staff reassigned to the two new divisions.

The agency's Office of Operations Analysis is sponsoring a series of briefings on Soviet analyses methodology. ALLAN REHM of CIA gave a March 6 briefing on "Systems Analyses and Operations Research as Applied in the Soviet Military." The second briefing was given March 23 by JOHN BATTILEGA of Science Applications,

Inc. His subject was "Asymmetries and Conclusions Drawn from Soviet Style Analyses of Nuclear Force Issues."

PRESIDENT REAGAN, on February 24, accepted the resignations of chairman McGEORGE BUNDY and members of the General Advisory Committee on Arms Control and Disarmament. On the same day, the President accepted the resignations of Ambassador HERBERT F. YORK as U.S. representative to the comprehensive test ban negotiations, and Ambassador ROBERT W. BUCHHEIM as chairman of the U.S. component of the U.S.-USSR Standing Consultative Commission on SALT.

ALAN F. NEIDLE, an agency deputy assistant director, has retired after a career spanning nearly 25 years. Mr. Neidle joined the State Department as an attorney-adviser in 1957, and transferred to the agency in 1962. In 1974, he returned to the Department as special assistant to the assistant secretary for international organization affairs. Three years later, he was named an agency deputy assistant director, serving in the Multilateral Affairs Bureau. LAWRENCE D. WEILER, special assistant for public and academic liaison, retired for the second time, having returned to Government service to be U.S. representative to the 1978 UN Special Session on Disarmament, with the personal rank of ambassador. Mr. Weiler joined the Department in 1955 as an assistant to HAROLD STASSEN, who was special assistant to the President for disarmament matters. Mr. Weiler spent his entire Government career working on arms control issues, first for the Department, then with the agency after its establishment in 1961. He was agency counselor prior to his initial retirement in 1973, when he became a professor at Stanford University. He returned to Government service in 1977, and at the conclusion of the disarmament session at the United Nations, he became a special assistant. WILLIAM J. DURCH has left the agency after three years, first with the Weapons Evaluation and Control Bureau and more recently as a member of the Planning Staff in the Office of the Director. ALAN M. JONES has left the agency following nearly four years in the International Security Programs Bureau, where he worked on SALT and other strategic issues.

Other departing officers include: STEFAN H. LEADER, who was with the agency for three years, initially in the Office of Public Affairs, where he worked on the SALT ratification effort, and later on arms transfers in the Weapons Evaluation and Control Bureau; TEENA MAYERS, who was with the agency for three years, as a congressional assistant in the Office of the General Counsel and as a conference coordinator in the Office of Public Affairs; GAIL E. ROSENBERG, who spent three years as a public information specialist in the Office of Public Affairs; ALAN H. SHAW, who worked in the International Security Programs Bureau for nearly three years on SALT and related issues; JANET Z. BARSY, who had been a congressional relations officer in the Office of the General Counsel for the past two years. She joined the agency in 1978 from the staff of the Senate Foreign

Relations Committee, to work as a public information specialist in the Office of Public Affairs.

HARRY R. MARSHALL JR. has transferred from the agency to the Department to accept an appointment as principal deputy assistant secretary for oceans and international environmental and scientific affairs. Mr. Marshall had been an attorney-adviser with the agency since 1976. Lieutenant Colonel GEORGE P. BOWMAN retired after serving 24 years with the U.S. Air Force, and more than four years with the agency. He worked on nuclear energy matters in the Non-Proliferation Bureau. CARLTON E. THORNE of the Operations Analysis Staff has been detailed to the Policy Planning Staff of the Department for three months, under the agency's Senior Executive Service training program. During the detail, he is expected to work on advance planning for possible future SALT negotiations. □

## Consular Affairs

On February 25, Assistant Secretary DIEGO C. ASENSIO addressed the Consular Officer Association luncheon at the Watergate Hotel. His topic was "Consular Affairs in the '80s." Mr. Asencio attended two "Face to Face" dinner programs sponsored by the Carnegie Endowment for Peace and the American Foreign Service Association. "U.S. Policy Toward Hostage Taking" was the subject of discussion for the program on February 25. The other, on March 10, concerned immigration and refugee policy. Both events were at the Carnegie Conference Center. On February 28 Mr. Asencio addressed the Cocoa Beach Chamber of Commerce. On March 2 he traveled to Tallahassee to meet with Gov. BOB GRAHAM and other state officials, and was the guest of honor at a dinner hosted by the governor. "Consular Relations in Today's World" was the topic of an address given by Mr. Asencio to a gathering of International Junior Diplomats, March 11, at the Diamond Head Restaurant. Special assistant RICHARD MCCOY accompanied him. Mr. McCoy addressed the basic consular course at the Foreign Service Institute on "The Role of the Consular Officer in Foreign Policy."

The deputy assistant secretary for overseas citizens services, LOUIS P. GOELZ, was the keynote speaker at a dinner graduation ceremony, at Quantico Marine Base, for new diplomatic post security guards. Mr. Goelz spoke on the important role of the security guard at the February 27 dinner. CARMEN DIPLACIDO, director of the Office of Citizen Consular Services, traveled to Switzerland, March 2, with ROBERT DALTON of the Legal Adviser's Office and SHELDON KRYS, executive director of the Bureau of Near Eastern and South Asian Affairs. They discussed Swiss third-country representation on behalf of the United States. On his return, Mr. DiPlacido met with consular personnel in Frankfurt to discuss Overseas Citizen Services workloads.

NORBERT J. KRIEG, deputy assistant

## BUREAU NOTES



secretary for passport services, traveled to Boston, January 23, to tour the Boston Passport Agency and address the farewell ceremony given in honor of the retiring agent-in-charge, JOHN J. FLYNN. Mr. Flynn, who retired after 38 years of Government service, was honored not only by the State Department, but also by other U.S. Government and nongovernment agencies in the Boston area. Mr. Krieg was accompanied by RICHARD MCCOY and CATHERINE GERARDI from the Office of the Assistant Secretary for Consular Affairs. Members from Passport Services attending the ceremony included MICHELE TRUITT, VINCENT MOORE and KATHI WARD. Overseas Citizens Services was represented by JAMES WARD and Mr. DiPlacido. Mr. Krieg presented 10-year service certificates to TIMOTHY BARRY, Public Information Branch, and RUTH DIENER, Research and Liaison Branch. Also in March, SAKAE HAWLEY, Los Angeles Passport Agency, was detailed for one month to the San Francisco Agency as acting agent-in-charge. VINCENT MOORE, special assistant to the associate director for passport services, was detailed as acting agent-in-charge to the Boston Passport Agency.

New arrivals in the Visa Services Directorate are MARYANN HORN and MAURICE PARKER, in the Systems Liaison and Procedures Division, and SUSAN PARKER, in the Advisory Opinions Division. □

## East Asian and Pacific Affairs

The deputy assistant secretary for East Asian and Pacific affairs, MICHAEL ARMACOST, with the director of Korean affairs, ROBERT G. RICH, traveled to Korea as members of the presidential delegation to the inauguration of Korean President CHUN DOO HWAN, March 3. Mr. Rich remained in Korea for consultations with embassy and foreign ministry officials, then

**BOSTON**—Consular Affairs officials attend the retirement ceremony for John J. Flynn. Left to right: Richard McCoy, Carmen DiPlacido, Ann DiPlacido, Norbert J. Krieg, Catherine Gerardi, Vincent R. Moore, Mrs. Flynn, Mr. Flynn, Michele Truitt, James Ward, Kathi Ward.

traveled to Tokyo and Honolulu to consult with naval officials. WILLIAM T. BREER, deputy director, Office of Korean Affairs, traveled to New York, January 13, and addressed some 65 members of the International Foreign Trade Council, on U.S.-Korean relations. Ambassador WILLIAM H. GLYSTEEN JR., was in Washington for consultations, and assisted in preparations for the visit of the Korean president. Mr. Glysteen was here January 26-February 4.

**KUALA LUMPUR, Malaysia**—Ambassador Barbara Watson calls on King Yang di-Pertuan Agong.



The director of the Office of Chinese Affairs, CHARLES W. FREEMAN JR., spoke at the Harvard Club, March 4. On March 10-11 he spoke at the Army Command and General Staff College, Ft. Leavenworth, Kan., about Chinese-U.S. affairs. The deputy director of that office, SCOTT S. HALLFORD, spoke at the FBI academy, Quantico, Va., February 23, about U.S.-Chinese relations. NEIL E. SILVER, deputy political chief on the China desk, addressed the National Association of Evangelicals, February 3, about China. The political military officer for the China desk, JEFFREY BUCZACKI, spoke to Brigham Young University students at the Capitol, March 6, about national security policies. □

## Economic and Business Affairs

Deputy assistant secretary B. BOYD HIGHT visited Mexico City, February 9-11, for discussions with Mexican civil aviation officials. On February 24-26, Mr. Hight chaired the U.S. delegation at the U.S.-Canada-European civil aviation conference tripartite consultations, in Washington. The director of the Office of Aviation, JAMES FERRER JR., traveled to Stockholm as chairman of the U.S. delegation to civil aviation consultations with Denmark, Norway and Sweden, February 16-20. The United States held civil aviation talks with Colombia, in Washington, February 23-27. RICHARD W. BOGOSIAN, chief of the Aviation Negotiations Division, was chairman of the U.S. side. GARY C. COUEY, of the Aviation Policy and Programs Division, spoke before the convention of the Northeast Corporate Aircraft Association, on international clearance procedures for private aircraft. The convention was held at South Hackensack, N.J., February 10.





**ECONOMIC AND BUSINESS AFFAIRS**—Assistant Secretary *Deane R. Hinton*, center, toasts four bureau award recipients. From left: *Michael Calingaert*, deputy assistant secretary for international resources and food policy, Superior Honor Award; *Patricia Kolar*, Food Policy Division, meritorious honor and cash award; *B. Boyd Hight*, deputy assistant secretary for transportation and telecommunications, Superior Honor Award; *William T. Diroll*, Special Trade Activities Division, meritorious honor and cash award. In accompanying photo, Mrs. *Gail Woolwine* adjusts medal received by her husband, *Jim Woolwine*, Tropical Products Division, who received a meritorious service increase. (Photos by *David Humphrey* and *Glenn Hall*, Visual Services)

## European Affairs

On March 4, the President announced his intention to nominate Ambassador **LAWRENCE S. EAGLEBURGER** as assistant secretary of state for European affairs. Mr. Eagleburger was a member of the official party which accompanied **PRESIDENT REAGAN** on his visit to Ottawa, March 10-11.

**PATRICIA KLINGENMAIER** has joined the staff of the executive director, as secretary to the personnel unit. Ambassador **THOMAS O. ENDERS**, U.S. representative to the European Community, returned to Washington, February 26, for consultation. Former Ambassador **RICH-**



**ARD N. GARDNER**, Italy, was in the Department, March 2-6, for debriefings and farewell calls on Department officials. Ambassador **TERENCE TODMAN**, Spain, was in the Department for consultation, March 9-10. The new envoy to the Vatican, **WILLIAM WILSON**, and **JOHN DOOLEY**, officer-in-charge of Vatican affairs, Office of Western European Affairs, visited

**ATHENS, Greece**—Ambassador **Robert J. McCloskey**, center, with Greek employees of the General Services Office, who have received meritorious service increase certificates. From left: *John Petrakis*, *Evangelos Metaxatos*, *Maria Daskaliadou*, Mr. McCloskey, *Stavros Moutafis*, *John Stephanides*. Kneeling: *John Kalyvas*.

**TODD STEWART**, director of the Office of Maritime Affairs, discussed the UN Conference on Trade and Development's code of conduct for liner conferences, with representatives of the Shippers Advisory Committee (Atlantic Region) of the National Maritime Council, March 9; with the Water Freight Transportation-Maritime Committee of the National Industrial Traffic League, March 10. In January the Maritime Transport Committee of the Organization for Economic Cooperation and Development elected Mr. Stewart chairman of its special group on international organizations, which coordinates the organization's members' positions on ocean shipping questions in the UN Conference on Trade and Development and other forums. Mr. Stewart headed the U.S. delegation to the meetings of the committee and its subordinate bodies, in Paris.

New employees in the bureau include **KATHERINE MONTGOMERY**, Office of East-West Trade, and **PETER QUANDT**, Office of Development Finance. □





Anchorage, February 25-27, as part of a presidential delegation to welcome Pope JOHN PAUL II to Alaska. GEORGE A. GLASS consulted, February 23-March 13, in the Department prior to going to U.S. Mission Berlin as publications procurement officer. JOHN KING, officer-in-charge of the Defense Policy Section, Office of European Political and Security Affairs, attended the NATO defense planning symposium in Damp, West Germany, January 27-30. ROGER DANKERT, also of the Defense Policy Section, visited U.S. Mission NATO, in Brussels, February 4-6, to attend the plenary session of the Senior Civil Emergency Planning Committee. □

**SOFIA, Bulgaria**—Ambassador *Jack Perry* presents awards to employees who helped to reopen the embassy when full relations were restored between Bulgaria and the United States in 1960. From left, front row: *Lalka Lazova, Mr. Perry, Violetta Boneva, Sevdalina Krusteva*. Second row: *Pavlina Aladzova, Lyuben Glavanakov, Iskren Ivanov, Anton Tsenov*.

**FOREIGN SERVICE INSTITUTE**—At awards ceremony, from left: *Jose Molina, Susana Framinan and Catherine Hanna*, Meritorious Honor Awards; *Elizabeth McKune, Martha Gowland and Maria Aranha*, high quality step increases.

## Foreign Service Institute

JOHN RATLIFF, associate dean of the School of Language Studies, represented the institute at the Defense Language Institute's fourth annual language program review, in Monterey, Calif., February 10-12. DOUGLAS JONES has been named chairman of the newly-created School of Language Studies' Department of Program and Staff Development. During the week February 23-27, STEVE ZAPPALA, head of the Spanish and Italian sections in the School of Language Studies, was at the Language Training Centre in Kingston, Jamaica, at the request of the Jamaican government. The purpose of his trip was to evaluate the system there of oral interview testing in Spanish, French and English, as well as the classroom methodology used there. In addition to reviewing live and taped tests and visiting classes, Mr. Zappala conducted a two-day seminar on testing. The trip was made under the auspices of the Organization of American States. New staff members at the institute are GAYLE B. ARMSTRONG, J. BRIAN ATWOOD, SANDRA BROWN, LINDA COE, BERNADETTE COURTNEY, MARYEDNA GIACOMIN, KIRK-PATRICK KOTULA, NORMA PAGE ROWE, JOHN SHEELY, PIERRE SHOSTAL and ANTOINETTE TUCCI. □



## Intelligence and Research

Bureau director RONALD I. SPIERS and bureau analysts consulted with Ambassador MORTON I. ABRAMOWITZ, Thailand; chargé EDWARD STREATOR, London; Ambassador JAMES E. GOODBY, Finland; Ambassador TERENCE TODMAN, Spain; and Ambassador GORDON BEYER, Kampala, between mid-February and mid-March.

*Office of Analysis for the Near East and South Asia:* Director GEORGE S. HARRIS returned from a three-week briefing trip to Cairo, Lagos and Khartoum, March 5. He also participated in and delivered the summation of the Iranian academic conference on March 10. JOSEPH V. MONTVILLE, chief of the Near East Division, spoke to the Monmouth County, N.J., chapter of the English-speaking Union on the political psychology of the Middle East conflict, March 12. He also attended a lecture by EDWARD L. KEENEN at the Cosmos Club, sponsored by the Harvard Graduate Society, on "The USSR and the Middle East," March 13. Analyst RICHARD QUEEN, of the same office, taped an interview with Austrian television on his hostage experience, March 4. Iran analyst STEPHEN R. GRUMMON lectured on Iran at the Alexandria Kiwanis Club, February 19-20. WALTER K. ANDERSON, India analyst, lectured on Indian Ocean superpower confrontation during public appearances in Harrisburg, Pa., February 19-20. Analyst LILLIAN HARRIS was interviewed on the value of negotiations to world peace, for videotape presentation at Hanover College, Ind., February 26. She also presented a

paper on "China's Islamic Connection" at the Association of Asian Studies annual conference, Toronto, Canada, March 13. Egypt analyst GARY DIETRICH discussed the Middle East peace process and U.S. foreign policy in the Persian Gulf, with a group of Bethesda/Chevy Chase citizens, hosted by Professor JOHN ERSKINE, for the "Great Decisions" Public Broadcasting Service program, February 26. He also spoke to the national convention of the Veterans of Foreign Wars on the problems and opportunities for U.S. foreign policy in the Middle East, March 1.

*Office of Analysis for the Soviet Union and Eastern Europe:* MARTHA MAUTNER, deputy director, addressed a Presidential Classroom assembly on U.S. foreign policy, in the Department, February 26. Analyst SIDNEY PLOSS, of the Soviet Internal Division, published an article entitled "Zum Nachfolgeproblem in Kreml," in the journal Osteuropa. JAMES BODNAR, analyst in the East Europe Division, attended the NATO regional experts meeting, in Brussels, March 2-5. From the Soviet Foreign Political Division, analyst MORTON SCHWARTZ spoke to a model UN Group in the Department, February 13. He spoke to several groups at Weehauken High School, Weehauken, N.J., on U.S.-Soviet relations, March 9. On March 10 he addressed the social science faculty and a political science seminar at Queens College, N.Y., on decision-making in foreign policy.

*Office of Analysis for Western Europe:* Analyst JENNIFER NOYON attended a conference on "Middle Eastern Culture," February 20, at Columbia University. JOHN C. WIEKING joined the Office of Economic Analysis as an analyst for the Trade, Investment and Payments Division, March 9. LOUIS SARRIS, deputy director for the Office of Analysis for East Asia and the Pacific, represented the United States at the NATO experts meeting on East and South Asia, in Brussels, February 18-20. HUNT JANIN, chief of the Northeast Asia Division of that office, spoke to a group of visiting foreign military officers and to a group of U.S. students on "U.S. Foreign Policy under the Reagan Administration," March 12-13. □

## Inspector General's Office

AMBASSADOR TESHIMA, inspector general of the Japanese foreign ministry, and members of his staff paid a call on inspector general ROBERT LYLE BROWN to discuss inspection operations as conducted by their respective offices. A similar exchange took place with chief inspector GORDON WINKLER of ICA. Mr. Brown has been calling on members of Congress and of congressional committees, and has begun a series of meetings with assistant secretaries and other Department officials to discuss implementation of the Foreign Service Act of 1980. In connection with the emphasis on controlling waste, fraud, and mismanagement, Mr. Brown chaired the first Depart-

ment meeting on this subject, on March 19. The new executive secretary of the group is inspector HERBERT SCHULZ.

Deputy inspector general FRANCIS X. READY addressed members of the new administrative core course at the Foreign Service Institute, in March, on the operations of the Office of the Inspector General. DONALD I. COLIN, special assistant to the inspector general, has been transferred, and left March 14 for his new assignment in Bangkok with the Orderly Departure Program for Vietnamese refugees. LYNN W. BURGNER, acting director of audits is to be transferred to Embassy Ottawa as the budget and fiscal officer. MARVIN L. WOLFE, who has served almost four years as an inspector, has joined the Bureau of Near Eastern and South Asian Affairs as budget officer.

VERONICA TURNER of the Secretarial Staff was providing secretarial services on the spot to the inspection team headed by JAMES B. ENGLE, which was inspecting embassies and constituent posts in Belgium, Luxembourg and the Netherlands through mid-April. Eighteen inspectors are scheduled to participate in training on administrative subjects at the Foreign Service Institute in late April and early May. They will work with the self-instructional modules containing problems in an overseas environment in such areas as property management, procurement and contracting, voucher certification and preparation, and vehicle programs. □

## Inter-American Affairs

On February 28, deputy assistant secretary JAMES CHEEK traveled to New York to address

a conference on human rights organized in conjunction with Columbia University.

## OFFICE OF MEXICAN AFFAIRS

ROBERT PASTORINO, deputy director, participated in seminars on U.S.-Mexican relations in Phoenix and Las Cruces, N.M. He also visited the International Boundary and Water Commission headquarters in El Paso. On March 11, PAUL STORING was the featured speaker at a day-long symposium in Mexico, Central America and the Caribbean, sponsored by Delta College at Saginaw, Mich. On March 11-13, GORDON DuGAN addressed and participated in a U.S.-Mexico seminar at the Air Force Academy, Colorado Springs, Colo. DONALD LYMAN, economic officer for Mexican affairs, addressed the War College on U.S.-Mexican Relations. ERIC JAMES, international relations officer for Mexican affairs, addressed the Philadelphia World Affairs Council on U.S.-Mexico relations.

## OFFICE OF REGIONAL POLITICAL PROGRAMS

GERALD C. McCULLOCH, international organizations officer, attended the multilateral diplomacy seminar at the Foreign Service Institute, February 23-27. GEORGE F. JONES, director of the office, attended a colloquium, February 26, in Carlisle, Pa., on the U.S. military role in the Caribbean. □

**SAN SALVADOR—Political secretary Brenda Januzzi at farewell party in her honor just before her departure from post. She was presented the Meritorious Honor Award for her work for two years here.**



## International Narcotics Matters

Efforts directed toward enhanced control of drug trafficking in the Caribbean included an interagency session with the Bahamian foreign minister and attorney general, during which a previously-developed action program of collaboration with the Bahamas was reviewed.

JOHN L. McGRUDER, policy and program assessment coordinator, conducted two country program evaluations in Latin America. On February 2-7, Mr. McGruder evaluated the U.S.-supported narcotics control program in Ecuador, and from February 8-21 he was joined by WILLIAM CAMP, an Office of Personnel Management officer, and DOMINIC IACOVO, presidential management intern, in an evaluation of the narcotics control efforts in Peru. Both evaluations assessed the effectiveness of the programs and could provide a framework for future planning.

JOHN A. McLAUGHLIN, senior aviation and technical adviser, Office of Global Strategy and Support, visited Delaware in February to inspect aircraft being procured by the Bureau of Refugee Affairs. Later that month, Mr. McLaughlin visited various southwestern U.S. plants to inspect and accept aircraft for the international narcotics control program. On March 11, Mr. McLaughlin went to Miami to facilitate the preparation of a patrol boat for use in the narcotics interdiction efforts of a Caribbean country. GEORGE RECACHINAS, financial analyst in the Office of the Controller/Executive Director, visited Ecuador and Colombia to conduct a financial review of the narcotics control programs there. JOHN J. CONWAY, deputy executive director, and BONNA BONARD, contract specialist, traveled to Dallas for contract negotiations with Cooper Airmotive, Inc., regarding aircraft support contracts relative to the U.S. narcotics control program in Burma.

The bureau welcomed EUGENIA WRAY as secretary to BRUCE FLATIN, director, global strategy and support. □

## Near Eastern and South Asian Affairs

Deputy assistant secretary JOSEPH TWINAM discussed "The Middle East: Policy Issues and Economic Prospects" during the Department's Executive-Diplomat Seminar, February 10. On February 9, deputy assistant secretary MORRIS DRAPER addressed 50 members of the Womens' Labor Zionist Organization of America on various Mideast topics, at a Department briefing. ERNESTINE HECK, country officer for Afghanistan, traveled to Kansas City, Mo., February 10, where she discussed the Afghan situation and the Soviet invasion before



**ALEXANDRIA, Egypt—At awards ceremony, from left: Lewis A. Afram; Sayed I. Mohamed; Walter M. McClelland, consul general; Makram N. Waghris.**

the Mercury Club, students and faculty of Johnson County Community College, and during "Issues 81," a briefing series for Kansas City students involved in the model UN program. On February 10, ROGER MERRICK, deputy director for Saudi Arabia and the Yemens, Office of Arabian Peninsula Affairs, began a three-day series of lectures and meetings focused on the Persian Gulf. The series, sponsored by the Cincinnati Council on World Affairs, took Mr. Merrick to Anderson College, Taylor University and Franklin College, all in Indiana. On February 9 and 10, ALAN ROY, country officer for Libya, traveled to the Milwaukee area, where he participated in the Institute on World Affairs' "Great Decisions" program on the Middle East. Mr. Roy also spent a day at the University of Wisconsin at Madison, where he spoke on Libya and Mideast issues.

JOHN HIRSCH, deputy director, Office of Israeli and Arab-Israeli Affairs, also traveled to Wisconsin in February, addressing the Milwaukee chapter of the Zionist Organization of America, February 8. On February 12, BERNARD

JOHNS, country officer for Syria, discussed U.S. policy toward the Middle East, before members of the Chicago Council on Foreign Relations and the Mid America-Arab Chamber of Commerce. DAVID WINN, country officer for Lebanon, briefed a group from the Chapin School on Mideast issues, during a meeting in the Department, February 11. MARGARET DEAN, country officer for Bahrain, the United Arab Emirates and Qatar, spoke before the Mideast seminar at Mount Vernon College, in Washington, February 18.

Ambassadors consulting recently in the bureau include ARTHUR W. HUMMEL JR., Pakistan; SAMUEL W. LEWIS, Israel; and ANGIER B. DUKE, Morocco.

EDWARD L. PECK, director of the Office of Egyptian Affairs, traveled to Aswan, Egypt, January 21, as a member of the U.S. delegation at the meeting of bilateral and multilateral donors of economic assistance to Egypt. The group met with PRESIDENT SADAT and numerous Egyptian ministers. Mr. Peck subsequently visited Cairo for

**TUNIS—At awards ceremony, from left: Khedija Jarrar, Ambassador Stephen W. Bosworth, Elvire Carleton, Mary Ann Casey, Lewis R. Murray.**



consultations in the embassy, the Sinai Field Mission, where he took part in an aerial inspection, and Tel Aviv and Jerusalem, where he met with embassy, consulate general and Israeli government officials, as well as private citizens in Israel and the West Bank. □

### SINAI SUPPORT MISSION

Director FRANK E. MASTRONE joined a Department team headed by deputy assistant secretary MICHAEL E. STERNER for bilateral



discussions with the governments of Israel and Egypt, on the security arrangements to be implemented in the Sinai peninsula following Israel's final withdrawal, scheduled for next April. □

**SINAI SUPPORT MISSION—Director Frank E. Mastrone, center, accepts Superior Honor Award, on behalf of support mission and field mission staffs, from Harry G. Barnes, former director general. James Wallen, associate director for engineering, is on left.**

### Oceans and International Environmental and Scientific Affairs

Acting assistant secretary THOMAS R. PICKERING met with a panel of experts to discuss the foreign policy implications of genetic engineering and U.S. energy cooperation with developing countries, February 20 and 23. The meetings were coordinated by MARGARET GOULD and DAVID LOWENFELD of the Policy Assessment Staff, and RICHARD SCRIBNER of the American Association for the Advancement of Science. The panel's final reports and recommendations will be presented to the Oceans and International Environmental and Scientific Advisory Committee in May.

The U.S.-Spain Joint Committee on Science and Technology held its eighth session in Washington, February 27. Mr. Pickering headed the U.S. delegation as U.S. co-chairman, while MANUEL BARROSO, the Spanish co-chairman, led a three-man delegation from Madrid. This program falls under the U.S.-Spain treaty of friendship and cooperation, which expires in September. However, the science and technology programs, which include cooperative research projects and postdoctoral and short-term travel grants, will continue through December 1982. One of the major objectives of this session was to propose an administrative budget for the period after the treaty's expiration. The ninth session of this committee, tentatively scheduled for June, will be held in Madrid.

Former principal deputy assistant secretary

LESLIE H. BROWN left the bureau on February 13 to become deputy director of the Politico-Military Affairs Bureau. The incoming principal deputy assistant secretary for the bureau will be HARRY R. MARSHALL, who was most recently with the Arms Control and Disarmament Agency. MORRIS D. BUSBY, deputy assistant secretary for oceans and fisheries affairs, traveled to Guam and Saipan to participate in the Western Pacific Regional Fishery Management Council meeting, February 3-5. While in the South Pacific, Mr. Busby consulted with the governor of Saipan and other high-ranking officials of the Government of the Trust Territory, February 5-7. En route back to Washington, Mr. Busby met on February 9 with the regional director of the National Marine Fisheries Service, in Honolulu. Mr. Busby concluded negotiations for a Pacific albacore tuna vessel treaty with the Canadians, February 17, in Washington. On February 18, Mr. Busby addressed the annual directors' meeting of the Restoration of Atlantic Salmon in America, Inc., in New York. On February 21, Mr. Busby and TUCKER SCULLY, director of the Office of Oceans and Polar Affairs, traveled to Buenos Aires, Argentina, to head a delegation to the preparatory meeting for the 11th consultative Antarctic meeting. JAMES A. STORER, director, Office of Fisheries Affairs, spoke on "Fisheries Allocations" before the Committee on the Economic Potential of the Ocean, Marine Technology Society, February 27, in Washington. JOHN R. DAVIS of the Office of Fisheries Affairs attended the February meeting of the Caribbean Fishery Management Council, in San Juan, Puerto Rico, February 17-19. The 57th annual meeting of the International Pacific Halibut Commission was held

February 3-5 in Vancouver, B.C. CHRIS DAWSON, Office of Fisheries Affairs, and JAMES LEWIS represented the Department at the meeting. The halibut fishing seasons and quotas that will govern both Canadian and U.S. fishermen in their respective areas were set by the commission during the proceedings.

The deputy assistant secretary for environment, health and natural resources, MARY ELIZABETH HOINKES, headed the U.S. delegation to the ninth session of the senior advisers on environmental problems of the Economic Commission for Europe, in Geneva, February 10-13. Mrs. Hoinkes was elected for a two-year term as chairman. JACK BLANCHARD of the Office of Environment and Health also served on the delegation. Mrs. Hoinkes, at the invitation of the Italian government, addressed the Italian parliament on the "Global 2000" report, in Rome, February 25. DONALD KING, director of the Office of Environment and Health, attended a workshop conducted by the International Energy Agency, in Paris, February 9-13. Mr. King also spoke at Huntingdon College, Auburn University and at the Alabama conservancy on "Global 2000," February 27-28. Mr. Blanchard participated in the U.S.-Canada Coordinating Committee meeting, on transboundary air pollution, in Ottawa, February 4-5. ANDREW SLEIGHT, Office of Environment and Health, headed the U.S. delegation to the UN Environment Programme-Economic Commission for Latin America meeting, in Managua, on the Caribbean action plan, February 22-27. WILLIAM J. WALSH III, Office of Environment and Health, participated as executive secretary in the meeting of the executive committee of the U.S.-Japan medical cooperation program, in Honolulu, February 9-15.

BILL L. LONG, director of the Office of Food and Natural Resources, addressed the Brookings Institution's public policy conference for federal management and program executives, in Williamsburg, Va., March 6, on long-range global issues of resource management, environmental quality and population. On February 6 he presented an analysis of the "Global 2000" report and its implications to a senior seminar sponsored by the CIA. DAVID McCLINTOCK, food and agriculture adviser in the Office of Food and Natural Resources, spoke to the National Association of Counties' first national agricultural lands conference, in Chicago, February 5, on international pressures on the U.S. cropland base. THOMAS PARKER, international wildlife adviser in the Office of Food and Natural Resources, was a member of the U.S. delegation to the third meeting of the parties to the convention on international trade in endangered species, in New Delhi, India, February 25-March 8. BARBARA BAUM, an American Association for the Advancement of Science/State Department science, engineering and diplomacy fellow, in the Office of Food and Natural Resources, gave a series of keynote speeches on the "Global 2000" report at various community colleges in Connecticut, March 6-7, as part of a statewide program on long-term global issues. ■

—(Continued from Page 1)

about them. I feel that a picture of each one, with his own biography and accomplishments, should be featured in the next issue. Of course, the operation was downplayed because it was such a failure—causing loss of face, “men and machines,” etc., of which no country could be proud. But just because circumstances ruined the rescue attempt is no reason for it to be buried in footnotes. It is a “glorious” moment in history when men give their lives for others, and they should be lauded to the skies!

Sincerely yours,  
HARRIET S. DANNENHAUER  
Secretary □

**Fish story sequel**

ANTANANARIVO, MADAGASCAR  
DEAR SIR:

I would appreciate your assistance in clarifying a letter to the editor and photo concerning me that appeared in the February issue. The letter/photo was entitled “Antananarivo—Another mess for the admin—Rob Nolan and assistnat Rakoto retrieve fallen fish at the 1980 Marine Corps ball.” My wife, Nancy Nolan, was the source of this info. For the record, I would like to make the following points:

(a) I was in no way personally responsible for that ill-fated stuffed tuna’s last leap for freedom.

(b) At the time of the tuna’s fall to the floor of the ambassador’s residence, I was 50 feet across the room, minding my own business.

(c) The “fish fall” was caused by the collapse of a cardtable leg (due to

human error or technical failure.

(d) My rescue attempt at retrieving the fish was an effort to restore some semblance of dignity to an event which had been coming off heretofore in a very dignified manner.

I have personal reasons for setting the record straight. After four years in African admin work, I have now been assigned to the Department. I am attempting to clean up my act before arrival in Washington. Obviously my corridor reputation will suffer if my identity is that of someone unable to balance a fish platter, under pressure.

In addition, I noticed that a substantial portion of my head was cropped by the photo editor. As a junior officer, I realize that I am outranked by thousands of people in the Department’s bureaucracy. But do you really think that a stuffed tuna outranks a junior officer?

Sincerely,  
ROBERT B. NOLAN  
Administrative officer □



Mr. Nolan, including most of the top of his head.

**Household effects**

KATHMANDU, NEPAL

DEAR SIR:

Almost every issue of STATE contains a letter complaining about long delays in receiving the household-effects allowance (HHE) overseas—two, three and five-month delays. I am able to sympathize with those concerned, but I can hardly feel sorry for them. I have been waiting over nine months to receive my HHE. This equals others before me who have had to wait this length of time. There seems to be a major defect in the system, and perhaps STATE could do an investigation on the transportation department and find out where the problem lies. Definite action is needed to alleviate the hardships of lengthy delays of HHE.

I think we deserve better actions and answers than “Welcome to the Foreign Service” or “That’s the State Department for you.”

GREG TWEIT □

**Stolen bond**

RABAT, MOROCCO

DEAR SIR:

In answer to your “Money quiz” (on U.S. savings bonds), I cannot but comment on the validity of same. For over a year, which gives you some idea how long it takes this “safe” “free-on-request” service to become a fact, I have plugged away in an attempt to have a stolen (and cashed) bond reinstated. I wonder, therefore, how “safe” they really are. By the way, I have been a supporter of this type of savings for many years, but if this is how “safe” they are, perhaps I should now do otherwise.

Sincerely,  
JOSEPHINE I. LINDSAY □

**Bonn Bulletin buddy**

MANILA, PHILIPPINES

DEAR SIR:

Re Mark Sanna’s suggestion in the February issue that an annual award

**TRANSFER TREMORS . . . . . by ebp**

I was almost transferred to NAIROBI, but KENYA imagine my surprise when it was canceled.

I was almost transferred to FRANCE, but I already had had my LYON’s share of European assignments.

I was almost transferred to NEW DELHI, but as, at the time, I was investing IN DIAMonds, I wanted to go to Holland. □

be given to the best newsletter published by an overseas post, I think it's a great idea. Most of these newsletters are dreadfully boring, and an award of some kind might jack up the publication. In my 20 years overseas with State, the best publication I've seen is the Bonn Bulletin. It's really super!

Sincerely,  
FRANCES MC PHAUL □

### Coverage in depth

NORTH WEYMOUTH, MASS.  
DEAR SIR:

Perhaps the s/he syndrome has gotten to be a bit much for STATE. I knew that was my problem when I started to read double in the February issue.

In the event that I am the only one to experience this—pages 17 through 32 and 41 through 56 are missing, and everything else is double.

Assuming that I am not the only one curious about what is contained in the missing pages, will February's STATE be re-issued?

Sincerely,  
PAUL B. MCCARTY  
FSO (ret.)

*Sorry 'bout that. We can't re-issue, but we're mailing you a good copy. We'll try our best to accommodate anyone else who writes in.* □

### Mutual backscratching

BUJUMBURA, BURUNDI  
DEAR SIR:

I thought you might like to know we ran your ad for "Talent Wanted" here in the heart of Africa. (See last page of our post newsletter, Tanganyika Times.)

If anything appropriate passes through our newsletter, I'll send it on to you. Meanwhile, keep up your innovative good work on STATE. It is becoming better and better!

Sincerely,  
SUSAN SOUTHWICK  
Family Liaison Officer and  
editor, Tanganyika Times □

### More kudos

WEST PALM BEACH, FLA.  
DEAR SIR:

Congratulations on your new look! I have been reading your magazine's predecessors since 1920, and I fully appreciate how you have grown and improved over the years.

By the way, I hope you will include in the next "Library Booklist" two books—"The Diplomat's Wife," published in 1956, and "American Foreign Service Authors," in 1973. The first was by me and the second by my wife, Katherine Randall Boyce, and me. Both books are in the State Department Library.

With sincere best wishes,  
RICHARD FYFE BOYCE  
Consul general (ret.) □

### She has arrived

ATHENS, GREECE  
DEAR SIR:

Are "direct transfers" in the Foreign Service no longer recognized and

mentioned?

I arrived in Athens on direct transfer from Tunis in June 1979 and have tried various and sundry means of merely having this mentioned under "Transfers"—including a direct communication to you in November 1979.

This is Friday the 13th—dare I hope for better luck?

Sincerely,  
VIRGINIA CHESLICK □

### Synchronize your watches

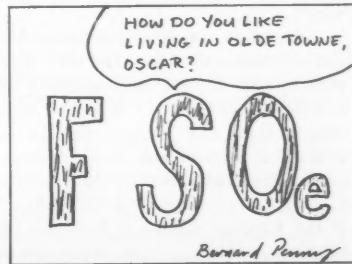
BUENOS AIRES, ARGENTINA  
DEAR SIR:

I apologize for the delay in bringing this to your attention, but perhaps it will be in time for the next issue listing "Time Around the World" (July 1980, Page 44).

When it is 12 noon in Washington, D.C., it is 2 p.m. in Buenos Aires. When it is 12 noon daylight saving time in D.C., it is 1 p.m. in Buenos Aires.

Sincerely,  
GEORGE L. KELLY ■

### FSOs



## Obituaries

**John Moors Cabot**, who served as ambassador to Sweden, 1954-57; to Colombia, 1957-59; to Brazil, 1959-61; and to Poland, 1962-65, died after a stroke at Georgetown University Hospital, on February 23. He was 79.



Mr. Cabot  
(1956 photo)

Mr. Cabot was consul general in Shanghai during the late '40s, when the Communists came to power in China. While serving as ambassador to Poland, he represented the United States in its only regular contact with the People's Republic of China. An early advocate of the need for U.S. economic aid for, and social and political reform in Latin America, he was appointed assistant secretary for inter-American affairs in 1953. He served as minister to Finland, 1950-53. His last assignment before retiring in 1966 was a detail to the National War College as deputy commandant.

Beginning his career in 1926, Mr. Cabot served in Callao-Lima, Santo Domingo, Mexico City and Rio de Janeiro. After appointments as second secretary at The Hague and Guatemala, he returned to the Department, where he was assistant chief of the Division of American Republics, 1942-44, and chief of the Division of Caribbean and Central American Affairs, 1944-45. He was counselor in Buenos Aires, and then served as counselor in Belgrade, where he was remembered for his foresight in predicting the break between Tito and Stalin.

A native of Massachusetts, Mr. Cabot graduated from Harvard University and earned a bachelor's of literature from Oxford University. After retiring from the Foreign Service, he worked as a consultant at the Georgetown University School of Foreign Service, and as a lecturer and consultant at the Fletcher School of Law and Diplomacy, where a new inter-cultural center has been named in his honor.

Survivors include his wife, two sons, two daughters, one brother, one sister and 11 grandchildren. The family suggests contributions to the American Foreign Service Scholarship Fund, 2101 E St. N.W., Washington, D.C. 20037. □

**Harold H. Tittman Jr.**, who served as ambassador to Haiti and Peru in the late '40s, died on December 30. He was 88.



Mr. Tittman

Mr. Tittman was a native of Missouri and a graduate of Yale University. He served in the Army as a first lieutenant during the first world war. Starting his career in 1920, he served in Paris, Rome, then Washington, as assistant chief of the Division of European Affairs. He was consul general in Geneva for one year, and counselor in Rome, 1940-41. Before his appointment as ambassador to Haiti in 1946, Mr. Tittman served in the Vatican City as assistant to the personal representative of the President. He was appointed ambassador to Peru in 1948, retiring in 1955. Survivors include two sons, Harold H. III and Barclay, of 102 Estabrook Rd., Concord, Mass. 01742. □

**Evelyn J. Spence**, 61, an employee in the Passport Office, Correspondence Branch, since 1979, and for many years in the Bureau of Consular Affairs, died of a heart attack on January 18. Ms. Spence joined the Department in 1940, and was transferred to the American Hemisphere Exports Office of the old War Services Board, in 1942.



Ms. Spence

Returning to the Department after the war, she worked for the Division of Protective

Services, then became a consular assistant in the Bureau of Consular Affairs, Office of Special Consular Services. She was a staff aide in the Passport Office until 1962, when she was assigned to the bureau's Refugee and Migration Affairs Office. Ms. Spence worked in the administrative section of the Passport Office as an office services assistant, 1964-67, and as a passport assistant, 1967-79.

Survivors include her sister-in-law, Mildred B. Spence, of 12603 Denley Rd., Silver Spring, Md. 20906. □

**Judith Cisar**, a Foreign Service secretary assigned to Embassy Luxembourg, died of a stroke in the Frankfurt military hospital on November 21. Miss Cisar had served in Luxembourg for two years. Her previous assignments included Rangoon and Saigon. She leaves her mother, Mrs. Esther L. Canada, of 1201 Crenwelge Dr., Fredericksburg, Tex. 78624, and a sister and brother, also in Texas. □

**William A. Fowler**, 77, who specialized in trade agreements and served as consul general in Rio de Janeiro before retiring in 1962, died on February 17.

During the early years of his career, which began in 1934, he served in Washington as assistant chief of the Division of Trade Agreements, assistant chief for commercial treaties and agreements, then chief of the Division of Commercial Policy. He was chairman of the Trade Agreements Committee, 1944-45, and a member of the Committee for Reciprocity Information. Assigned to London as first secretary and consular officer in 1945, he served there as U.S. representative on the Executive Committee of the Preparatory Commission of the United Nations, and on the International Sugar Council. After serving as an economic-social adviser to the United Nations, he was assigned to negotiate a trade agreement with the Netherlands and the Belgo-Luxembourg Economic Union in Geneva. In 1948, Mr. Fowler was deputy U.S. representative during the first session of the Economic Com-



mission for Latin America, in Santiago. From 1949 until 1951, he was first secretary and consular officer in Belgrade, followed by a Department appointment as deputy director of the Office of German Economic Affairs. He was counselor in Stockholm, 1954-59.

Mr. Fowler was born in Washington. He had a bachelor's from Whitman College and a master's from the University of Oregon. He also attended Harvard University for three years. Survivors include his wife, of 120 Libby St., Sequim, Wash. 98382, and two daughters. □

**Howard J. Ashford Jr.**, 57, who served as a political adviser in Bonn before retiring in 1978, died on February 17. Mr. Ashford was a native of New York. He graduated from Washington and Jefferson College, and served overseas in the Army during the war.

Joining the Foreign Service in 1948, he served in Dhahran and Berlin. In 1952, he was appointed political officer in Ankara, where he returned in 1968 as counselor for the Mutual Security Agency. Mr. Ashford was counselor of political affairs in Kabul, 1963-65, then served on consecutive details to the Air Force War College and to the Department of Defense. His Department assignments included two years as a Foreign Service inspector and, in 1974, staff director of the Board of Examiners for the Foreign Service.

Survivors include his wife, of 821 Forbes Rd., Carlisle, Pa. 17013. □

**William H. Dodderidge**, 65, a retired Foreign Service officer, died on February 16. A native of Kansas, he graduated from the University of Kansas and served overseas as a lieutenant colonel in the Army during the war. Before joining the Department in 1948, he was an administrative officer with the Veterans Administration. He served as lieutenant colonel in the Air Force, 1953-56, and then returned to the Department.

Mr. Dodderidge was first secretary in Manila, 1957-60, and in Tegucigalpa,

1960-63. After a detail to the Department of Defense, he was assigned to Washington as a management and program analyst until his retirement in 1967. Survivors include his wife, of 6010 Beech Ave., Bethesda, Md. 20034. □

**Eugene Lawrence Padberg Jr.**, 66, a retired consular officer, died on January 31. A native of Missouri and a member of the Missouri bar, he graduated from St. Louis University and earned his law degree from Washington University. He worked for the Department of Justice for seven years before joining the Foreign Service in 1948.

Mr. Padberg served as consular officer and second secretary in Tel Aviv, Winnipeg, Fortaleza and Tehran. Returning to Washington in 1958, he was officer-in-charge of economic affairs for several offices in the Bureau of African Affairs. His last overseas assignment before retiring in 1963 was to Johannesburg as consular officer. Survivors include a brother and a sister, Juanita P. Wagner, of 4525 Laren La., Dallas, Tex. 75234. □

**Orris Cregg Page**, 74, a former foreign buildings officer, died of a heart attack at his home in St. Petersburg, Fla., on February 10. Mr. Page, who worked for a private contractor as a construction supervisor for 13 years, joined the Foreign Service in 1947. He served in Dhahran, Jidda and Beirut as attaché, and was deputy regional director of the Office of Foreign Buildings Operations in Tokyo, 1954-55. Subsequent appointments as a foreign buildings officer were to Djakarta, Port-of-Spain and Tel Aviv. He retired in 1963.

Mr. Page, a native of Missouri, attended the University of Oregon and George Washington University. During the war, he served overseas as an Army captain, and then worked for the Veterans Administration as an architectural engineer, 1946-47. He leaves his wife, of 1301 40th Ave. N.E., St. Petersburg, Fla. 33703, and a brother. □

**Harold B. Quarton**, 92, of Madison, Wisc., a consular officer who

retired in 1949, died on February 4. His 37-year career included assignments to Berlin, Rotterdam, Helsingfors, Malmo, Viborg, Riga, Reval, Coblenz, Havana, Guayaquil, Keijo, Málaga and Tampico. Mr. Quarton, a native of Iowa, graduated from Grinnell College, and earned a master's diploma from George Washington University. There are no known survivors. ■

## New Directives

### Organization and functions

Certain functional statements for the Bureau of Personnel are revised and renumbered to reflect organizational changes since the bureau's statement was last issued. Principal changes are as follows: (a) The Recruitment Division (PER/REE/REC) is restructured. It includes a new Special Recruitment Branch (REE/REC/SR), and a new Foreign Service Officer Recruitment Branch (REE/REC/FSO), which subsumes the Special Programs Recruitment Branch (REE/REC/SP) which is abolished. (b) A new Employment Division (PER/REE/EMP) is established which subsumes the former Standards and Requirements Branch (REE/EXAM/SR) and parts of the Employment Support Division (PER/REE/ESD), both of which have been abolished. (TL:ORG-130)

### General services

Effective October 5, the following directives became effective: (a) Mileage reimbursement for authorized travel by privately-owned vehicles was increased from 20 cents to 22.5 cents per mile. (b) Several locality subsistence rates in high-cost areas have been revised, and subsistence rates for some cities and states have been deleted. (Uniform Foreign Affairs Regulations) (TL:GS-271)

Auto parts and services for American vehicles are not available at certain posts. For this reason, employees at these posts may ship their foreign-made, foreign-purchased, privately-owned vehicles to the United States at Government expense. Hong Kong, Nouakchott and Rangoon have been added to the list of posts granted this exception.

The maximum per diem rates for official travel have been changed for various locations in Alaska, the Commonwealth of Puerto Rico, Hawaii and the Virgin Islands. These rates were established by the Department of Defense Civilian Personnel Per Diem Bulletin Nos. 95, dated September 16; 96, dated October 6; and 97, dated November 12. (Uniform Foreign Affairs Regulations) (TL:GS-273)

Effective February 15, S/IG inspectors who perform protracted temporary duty travel on a recurring basis may be paid a special allowance under Section 32 of the State Department Basic Authority Act of 1956, as amended. This special allowance is intended to assist inspectors to defray expenses related to their extended absence from their duty station. □

# Library Booklist

## South Africa

### Selected new books—Part I\*

#### General

- ATKINSON, Norman. *A history of educational policy in South Africa*. Salisbury, Univ. of Rhodesia, 1979. 339p. On order.
- BERRIDGE, G. *Economic power in Anglo-South African diplomacy*. London, Macmillan, 1980. On order.
- BISSELL, Richard and Chester A. Crocker, eds. *South Africa into the 1980's*. Boulder, Colo., Westview, 1979. 254p. DT779.9.S674
- BUNDY, Colin. *The rise and fall of the South African peasantry*. London, Heineman Educational Books, 1979. 276p. HC517.S7B86
- CARTER, Gwendolyn M. and P. O'Meara, eds. *Southern Africa: the continuing crisis*. Bloomington, Indiana Univ. Press, 1979. 404p. DT746.S63
- CARTER, Gwendolyn M. *Which way is South Africa going?* Bloomington, Indiana Univ. Press, 1980. 162p. DT779.952.C37
- CHARTON, Nancy, ed. *Ciskei: economics and politics of dependence in a South African Homeland*. London, Croom Helm, 1980. 253p.
- CLIFFORD-VAUGHN, F. McA., ed. *International pressures and political change in South Africa*. Capetown, Oxford Univ. Press, 1978. 109p.
- COUNTER INFORMATION SERVICES. *Buying time in South Africa*. London, Counter Information Services, 1978. 55p. DT763.C73
- DESMOND, Cosma. *Christians or capitalists?: Christianity and politics in South Africa*. London, Bowerdean Press, 1978. 160p. BR115.P7D457
- GANN, Lewis H. and P. Duignan. *South Africa: war, revolution, or peace?* Stanford, Calif., Hoover Institution, 1978. 85p. DT763.G34
- GELDENHUYS, Deon, ed. *The role of multinational corporations in South Africa*. Johannesburg, The South African Institute of International Affairs, 1979. 25p. HD2922.R64
- GELDENHUYS, Deon, ed. *Sanctions against South Africa*. Braamfontein, The South African Institute of International Affairs, 1979. 27p. DT779.9.S26
- JACKSON, John D. *Justice in South Africa*. London, Seeker and Warburg, 1980. 239p. JQ1973.J32
- LEGUM, Colin. *The western crisis over Southern Africa: South Africa, Rhodesia, Namibia*. New York, Africana, 1979. 260p. DT746.L44
- MACASKILL, Frederick. *In search of liberty: incorporating a solution to the South African problem*. New York, Books in Focus, 1979. 230p. HB95.M32
- MCCLELLAN, Grant S., ed. *Southern Africa*. New York, Wilson, 1979. 272p. DT763.S63
- ROTBURG, Robert I., ed. *Conflict and compromise*

- in South Africa*. Lexington, Mass., Lexington, 1980. 212p. DT763.C663
- SCHLEMMER, Lawrence and Eddie Webster, eds. *Change, reform, and economic growth in South Africa*. Johannesburg, Ravan Press, 1978. 244p. HCS17.S7C45
- SEILER, John, ed. *Southern Africa since the Portuguese coup*. Boulder, Colo., Westview, 1980. 252p. DT746.S62
- SIZWE, No. *One Azania, one nation: the National question in South Africa*. London, Zed Press, 1979. 215p. DT770.S56
- STULTZ, Newell M. *Transkei's half loaf: race separatism in South Africa*. New Haven, Yale, 1979. 183p. DT846.T7S78
- UNITED NATIONS. Secretariat. *Activities of transnational corporations in Southern Africa: impact on financial and social structures: report of the Secretariat*. New York, United Nations, Economic and Social Council, 1978. 80p. HG5851.A3U48
- VAN DEN BERGHE, Pierre L. *The liberal dilemma in South Africa*. London, Croom Helm, 1979. 164p. DT763.L557
- VAN DER MERWE, Hendrik W., ed. *African perspectives on South Africa: a collection of speeches, articles and documents*. Stanford, Calif., Hoover Institution, 1978. 612p. DT779.9A37
- VAN RENSBURG, W. C. J. *Mineral supplies from South Africa: their place in world resources*. London, Economist Intelligence Unit, 1978. 64p. HD9506.S72V35
- VAN ZYL, SLABBERT, Frederick and David Welsh. *South Africa's option: strategies for sharing power*. New York, St. Martin's, 1979. 196p. DT779.9.V36

#### History

- DAVIES, Robert H. *Capital, state, and white labor in South Africa, 1900-1960: an historical materialist analysis of class formation and class relations*. Brighton, England, Harvester Press Ltd. 1979. 414p. HD8801.D38
- ELPHICK, Richard and H. Giliomee, eds. *The shaping of South African society: 1652-1820*. Capetown, Longman, 1979. 415p. DT761.S5
- GANN, Lewis H. and Peter Duignan. *Why South Africa will survive: a historical analysis*. London, Croom Helm, 1981. 312p. On order.
- GELDENHUYS, Deon. *South Africa's search for security since the Second World War*. Braamfontein, The South African Institute of International Affairs, 1978. 19p. DT779.7.G36
- MARKS, Shula and Anthony Atmore, eds. *Economy and society in preindustrial South Africa*. London, Longman, 1980. 385p. On order.
- MUNGER, Edwin S., ed. *The Afrikaners*. Capetown, Tafelberg, 1979. 183p. DT788.A38
- PAKENHAM, Thomas. *The Boer War*. London, Weidenfeld and Nicolson, c1979. 659p. DT930.

P27

- SCHREUDER, D. M. *The scramble for Southern Africa, 1877-1895: the politics of partition re-appraised*. New York, Cambridge Univ. Press, 1980. 384p. DT745.S36
- WARWICK, Peter, ed. *The South African War: the Anglo-Boer War of 1899-1906*. Oxford, Blackwell, 1980. 416p. On order.

#### The United States and South Africa

- CLARK, Dick. *U.S. corporate interests in South Africa: report to the Committee on Foreign Relations, United States Senate*. Washington, D.C., GPO, 1978. 231p. HD2922.C53
- LEMARCHAND, Rene, ed. *American policy in Southern Africa: the stakes and the stance*. Washington, Univ. Press of America, 1978. 450p. DT747.U6A5
- NOER, Thomas J. *Briton, Boer, and Yankee: the United States and South Africa, 1870-1914*. Ohio Kent State, 1979. 192p. DT771.U5N63
- MYERS, Desaix B. *U.S. business in South Africa: the economic, political, and moral issues*. Bloomington, Indiana Univ. Press, c1980. 375p. HG5851.A3M92
- PRINSLOO, D. S. *United States foreign policy and the Republic of South Africa*. Pretoria, Foreign Affairs Assoc., 1978. 141p. DT771.U5P73
- ROTBURG, Robert J. *Suffer the future: policy choices in Southern Africa*. Cambridge, Mass., Harvard, 1980. 311p. DT746.R67
- SCHMIDT, Elizabeth. *Decoding corporate camouflage: U.S. business support of apartheid*. Washington, Institute for Policy Studies, 1980. 140p. On order.
- SEIDMAN, Ann. *South Africa and U.S. multinational corporations*. Westport, Conn., L. Hill, 1978. 251p. HG5851.A3S43
- UNITED STATES. Congress. House. Committee on Foreign Affairs Subcommittee on International Economic Policy and Trade. *U.S. policy toward South Africa*. Hearings, 96th Cong., 2nd Session, 1980. 912p. DT771.U5U54
- UNITED STATES. Congress. House. Committee on International Relations. Subcommittee on Africa. *United States policy toward South Africa*. Hearings, 95th Cong., 2nd Session, 1978. 21p. DT779.7.U63
- UNITED STATES. Congress. House. Committee on International Relations. Subcommittee on Africa. *United States private investment in South Africa*. Hearings, 95th Cong., 2nd Session, 1978. 641p. HG5851.A3U5
- WESTERN Massachusetts Association of Concerned Scholars, ed. *U.S. military involvement in Southern Africa*. Boston, South End Press, 1978. 276p. DT747.U6U7
- WHITAKER, Jennifer S. *Conflict in Southern Africa*. New York, Foreign Policy Association, 1978. 96p. (Headline Series) D450.H4 No. 240 ■

\*Next month's list will focus on race relations in South Africa. Call numbers are given for those books in the State Department Library.

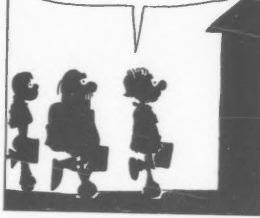
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**SUPERC RAT**

BY  
**CHIP  
BECK**

IN RATAN OUR VIP  
RECEIVES HOSPITALITY  
TYPICAL OF 'BACKWATER  
POSTS!....



YOU CAN CHANGE FOR  
THE RECEPTION HERE  
AT THE 'GUEST HOUSE'!



WE'RE WORKING ON THE  
AMBASSADOR'S RESIDENCE  
AND HE THOUGHT YOU'D BE  
MORE COMFORTABLE HERE.



WHY ARE EMBASSY  
ATTEMPTS TO PRESERVE  
THEIR HARDSHIP PAY  
ALWAYS SO BLATANT?



THEY FORGOT TO  
SAY WHAT WE'RE  
SUPPOSED TO WEAR.



I GUESS IT'LL BE  
FORMAL TO IMPRESS  
ME.



ORDINARILY I DON'T  
MIND A GOOD PARTY...



...IT'S JUST THAT I  
LOOK RIDICULOUS  
IN A TIE!



AMBASSADOR  
!!!

SUPERC RAT!



WHAT'RE YOU DOING  
WITH THAT TIE?



DON'T YOU KNOW  
WHAT THE 'NEW  
BREED' LOOK IS IN  
THE FOREIGN  
SERVICE  
THESE  
DAYS?



SAFARI SUITS!!



I SHOULD  
KNOW!



GOOD THING I CAME  
PREPARED! AH, HERE  
THEY ARE!



MY TROPICAL  
WHITE  
LEOTARDS!



NOW I FIT IN. THEY'LL  
LOVE ME! AM I  
THIRSTY...



WHERE DID  
EVERYONE  
GO?



PARTY'S OVER. THE  
AMBASSADOR GOT TIRED AND  
KICKED EVERYONE OUT.  
SAID HE'D SEE YOU IN  
THE MORNING.



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