

State

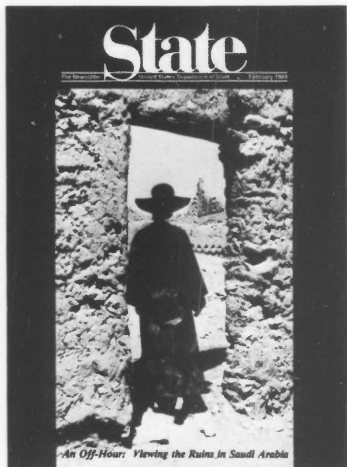
The Newsletter

United States Department of State

February 1984



Off-Hour: Viewing the Bains in Saudi Arabia



THE COVER—*Lorna Ramsay*, a secretary at the U.S. liaison office in Riyadh—she's the wife of economic officer Bill Ramsay—goes sightseeing in Diriyah, about an hour's drive from where she works. More pictures on Page 32. (Photo by *Donna Gigliotti*)



Letters to the Editor

Paddle, shmaddle

PARIS

DEAR SIR:

Robert Jordan was absolutely correct (Letters to the editor, December) when he corrected the term "paddle" to "platform." The Warsaw team was called the Warsaw Platform Association. However, STATE can be forgiven because we all called it the "paddle" team. It remains "paddle" in our hearts. The word "platform" seemed a bit too stilted for the crazies who shoved snow off the court between sets, and even between games.

I will grant that Moscow has almost always had the better team, but



the Platform Tennis Association should give its recognition to Ambassador Walter Stoessel, who had the first court built in Warsaw. When he later went to Moscow, he had the second one built, and then began the Warsaw-Moscow rivalry.

The year that Warsaw won its only victory was when Solidarity was in full bloom. The Moscow team opened the tournament by recalling the traditions of the tournament, including Moscow's unbroken list of victories. The Warsaw team responded that Poland was tired of Moscow-dictated traditions, and went on to win their only tournament, 16-6. One of my fondest memories of my Foreign Service career will always be that we

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Editorial staff

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STATE magazine (ISSN 0441-7629) (formerly the Department of State NEWSLETTER) is published by the U.S. Department of State, 2201 C Street N.W., Washington, D. C. 20520, to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel. There are 11 monthly issues (none in August). Deadline for submitting material for publication is the 10th of each month. Contributions (consisting of general information, articles, poems, photographs, art work) are welcome. Double-space on typewriter, spelling out job titles, names of offices and programs — acronyms are not acceptable. Black-and-white, glossy-print photos reproduce best.

Each photo needs a caption, double-spaced, identifying all persons left to right. Send contributions to STATE magazine, DGP PA, Room B-266. The office telephone numbers are (202) 632-2019, 1648 and 1742. Although primarily intended for internal communications, STATE is available to the public through the Superintendent of documents, U.S. Government Printing Office, Washington, D.C. 20402. Second-class postage paid at Washington, D.C., and additional mailing offices. POSTMASTER: Send address changes to PA OAP, Room 5815A, Department of State, Washington, D.C. 20520. □

Terrorism

3 eyewitness accounts of the truck bombing at Embassy Kuwait

The kamikaze driver looked 'intent, businesslike'

BY ALVIN C. THOMAS

Mr. Thomas, the communications program officer at the embassy, furnished this narrative of the assault on December 28 that took three lives (STATE, January).

IT WAS ONLY moments before the bombing. I had left the mail and pouch unit in the administrative annex, with an armload of packages addressed to support communications officer Donald Bowker. My return route to the chancery took me right past the spot where, within seconds, the explosive-laden dump truck would detonate.



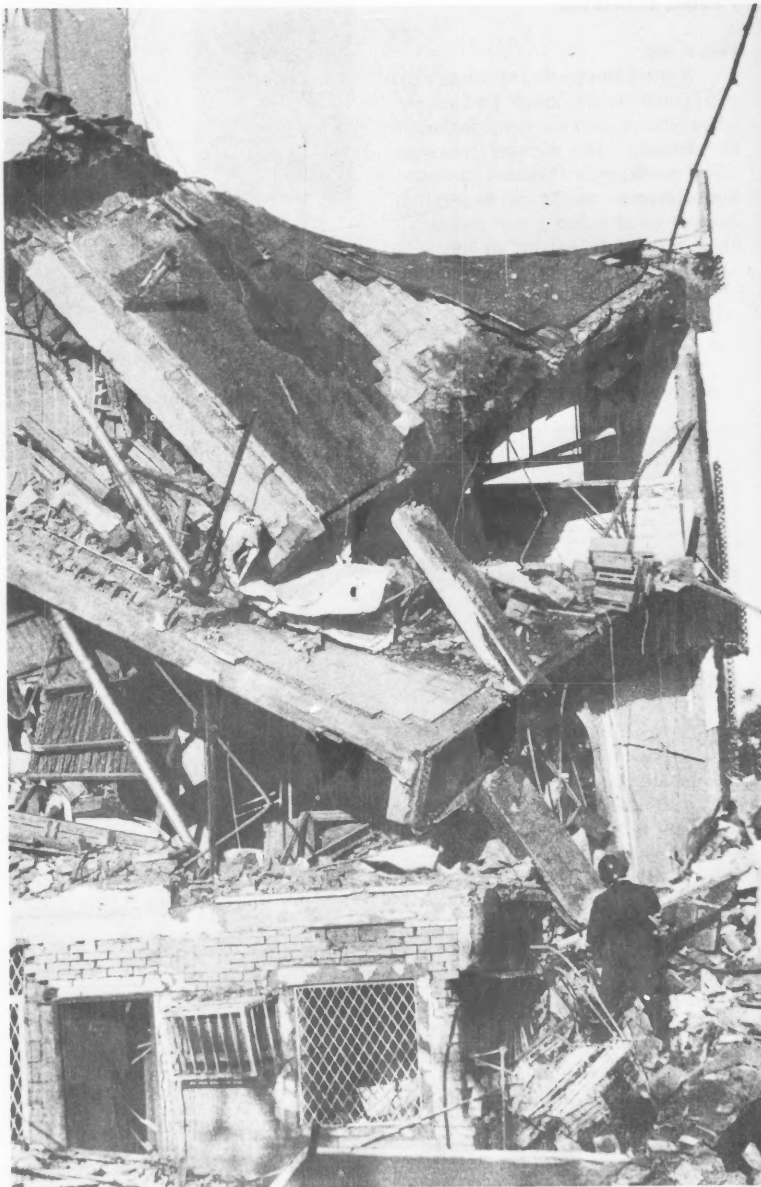
Mr. Thomas

I had just reached the curb at the chancery entrance. I was startled when the vehicle gate, on my right, crashed open. There was a roar from a high-revving engine. I thought moving instinctively to protect myself: "It's happening *here!*"

Many of us here had been reminded daily by the Department that this post was in the high-threat category. We had received numerous cables and reports on the Beirut vehicle bomb attacks, for example. Since my responsibilities include emergency VHF and HF communications nets, I had regularly attended emergency action committee meetings where options to enhance, or "harden," our compound security posture had been discussed. That vehicle control gate, now being so easily breached, had been the most-discussed security factor.

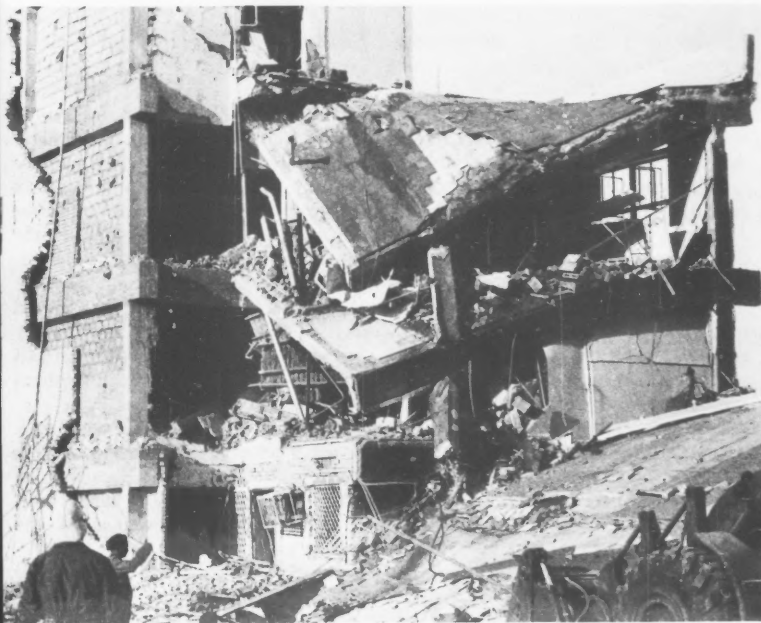
A roar... a thump

From a distance of only 35 feet, I watched the heavy-duty, short-wheel-





Administrative annex at Embassy Kuwait was the target of the Kamikaze attack.



based dump truck roar into the compound. It glanced to its right off a concrete abutment, then accelerated toward the annex parking area.

Public affairs officer David Good, in his office below ground level in the chancery at the time, heard a "thump." He estimated the explosion occurred two seconds later. My own estimate of the interval between the striking of the abutment and the explosion was also 2-3 seconds. It was enough time to catch a glimpse of an intent, business-like driver, obviously steering the truck to a predetermined spot.

A dive

I don't remember Don Bowker's packages slipping from my grasp. Only vaguely, I recall my running dive into

(Photos by Rick Gale)

the window well of the U.S. Information Service auditorium, 10-12 feet away. The vehicle, now 70-80 feet away, detonated with a tremendous force—just as I landed in the shallow well.

The explosion was like a bolt of lightning in sound and flash, but much louder and more shattering. Though I was relatively close to the detonation, I fared better than many of my colleagues. Fortunately, I was able to anticipate the explosion, and to remove myself from the blast wave. Debris rained down for a long time. A crumpled, burning embassy vehicle came to rest just 10 feet away from me, blasted there from the point of detonation. Suffocating smoke and dust wiped out visibility.

A crawl

Uncertain what to expect, I edged cautiously out of the window well. I crawled to the embassy steps and entered the lobby, where I met Marine Steve Maxwell. Shaken by the explosion, he nevertheless remained in the lobby to provide security and assistance.

A fine dust, accumulated for years in the ceiling of the chancery, had been shaken loose, creating an almost impenetrable, choking curtain.

I began feeling my way further into the embassy. I met Marine Top Sgt. Frank Keys, who was assisting injured Fathi Thimir of the consular section.

Together, we helped Mr. Thimir to clamber over the upended lobby furniture and the chunks of fallen ceiling, and got him to the lobby entrance.

Moving again into the chancery, down the central corridor toward the communications center, I passed several shaken, but otherwise uninjured, employees moving toward the lobby. The communications facility, located centrally in the chancery, was intact. Support communications officer Vivian Ford helped secure the communications programs unit and, since

fire was a very real threat, he then evacuated the place with other employees.

My wife

With the unit secure, I went to the office of chargé Phil Griffin, searching for his secretary, my wife Kay. Later, I learned that Kay and injured Harmon Morgan, who heads the military liaison office, had evacuated through an emergency escape hatch. Mr. Griffin himself was at the airport, where bombing occurred at virtually the same time.

Returning to the communications unit, I attempted to contact another post in the area. I tried to do this on the emergency HF net, without success. I began to suspect a loss of our antenna systems, and perhaps also those of the telecommunications unit. Somewhat desperate, I remembered the outside telephone trunkline, terminating in the ambassador/deputy chief of mission suite. I returned there.

In the debris

Though the line was operational, an offhook instrument somewhere among the scattered debris of the suite prevented its immediate use. The front office was so shattered, it appeared as though another separate explosion had occurred in this area, or possibly across the street in the Hilton Hotel. I searched and found the offhook instrument—and also a State telephone directory. I found my number, direct-dialed and, some 14 minutes after the explosion, was speaking to the Operations Center in Washington. I reported the one bomb attack I had witnessed, and my suspicion (incorrect) that a second attack may have occurred somewhere in the area of the Hilton or the southern end of the chancery.

Regional security officer Bill Adams eventually arrived to report, and I returned to the communications programs unit. Don Bowker had arrived; he helped establish voice communications on the HF and the crippled VHF systems. Mr. Griffin, back from the airport, used the HF

system to inform other missions of his canceled travel plans.

Calls from news people

Later, in the embassy reception area, I removed the telephone console from the debris. It was lit with incoming calls. Hoping that the console would be operational, I answered a number of the incoming calls. Most were from the Stateside media, requesting information on the bombing. I deferred until I could find David Good again. He quickly agreed to become a temporary telephone console operator, in the next few hours fielding all sorts of calls originating both locally and Stateside.

Many hours and several situation reports later, I managed to leave the embassy and go to the scene of the blast. By the time I arrived, the southern wing of the annex had collapsed. Uppermost in the mind of each of us by now were the deaths of three of our Foreign Service nationals.

What if . . . ?

Already, reports of good luck and fortunate timing were circulating. Nurse practitioner Art Broksas had left his office in the annex three or four minutes before the bombing, on an errand to the front office. General services officer Dick Johnson and his assistant, Stuart Brown, only moments before had left the former's office on the second floor of the annex, in the south wing, and moved to the administrative office in the north wing. Ursula Higgenbotham had just arrived in the budget and fiscal office directly from her own office in the annex. In all of these instances, the vacated offices were destroyed completely.

Had Mr. Griffin been at his desk in the chancery, instead of preparing for a business trip down the Gulf, he almost certainly would have been seriously injured. His area of the chancery was damaged by the blast.

Bill Ale, husband of commercial officer Wanda Ale and a seasoned, veteran firefighter, was probably the



unsung hero of the day. Overseeing the search for victims in the still-standing south wing, soon after the blast, he sensed that the structure was unsafe. He ordered a number of rescuers out of it—just moments before it collapsed.

Aftermath

A return to normal embassy operations will be slow. The north wing of the annex remains, but it must receive a clean bill of health before a decision can be made about future use. Within the chancery, at this time in mid-January, only the post communications center remains operational. Some chancery offices may be reoccupied within a three-or-four-week time frame. In the interim, offices have been shifted temporarily to the ambassador's residence. Some employees are

practically carrying their offices with them. Nevertheless, a sense of order is emerging. A delivery of modular, prefab office units is anticipated within a matter of days.

The flag

During these days following the bomb attack, many of us have existed on a daily ration of adrenalin and coffee. Each time I pass our embassy flag, I receive a different sort of emotional charge. The explosion severed the rope to our flag, leaving it stranded at full mast. I am overly sentimental perhaps. But that stranded flag has become for me a symbol in a trying situation. It symbolizes that our efforts should continue despite the threats and the senseless, cowardly acts such as the bombing attack here.

The bombing created this scene at the chancery's main entrance.

Our flag has now been reclaimed. It was lowered reverently to half-mast during a memorial ceremony for our valued co-workers—Ahmed Mahmood, Ali Jemal and Mufeed Hakeem. We shall miss them. □

'Suddenly I heard a roar. . . I thought: "I'm dead!"'

BY JEANNE GRIFFIN

The author is the wife of charge Phillip J. Griffin.

At approximately 9:25 a.m., I left my house near the embassy to meet 14 ladies from the American Women's League. They were bringing "sweets"

for their afternoon Christmas tea, to be held at the ambassador's residence on the embassy compound.

I had just passed the main carriage, and had stepped up on the sidewalk to go through the main entrance to the compound. Suddenly, I heard a roar and looked up towards the Hilton Hotel at the end of the street.

I saw a truck careening around the corner. It was a blue American-type dump truck. The driver was a small man with a mustache. I knew instantly what he was going to do, and I thought: "I'm dead!"

'I yelled'

As he passed me, I swirled around and yelled to the gate guards: "My God, he is going to hit the embassy!" Just at that moment he rammed through the gates and, not five seconds later, the truck blew up with a tremendous blast—sending up a huge red fireball and black smoke.

I could not move or even throw myself on the ground. Things were flying all around me. One of the gas cylinders from the truck that had not exploded flew over my head, on fire, and landed in the neighboring yard. The fact that I was so close to the compound wall is what had protected me.

'I ran'

I ran immediately through the gates, and the first person I saw was vice consul Jim Maxstadt trying to hold up the overhang in front of the chancery. The second person I saw was Bill Adams, our regional security officer. I told him, not too calmly, what I had seen. They proceeded to take me home, just as my two female servants came running frantically down the street to see what had happened to me. We all went home to clean up the

Emergency crews and equipment at work on the collapsed south wing of the annex.



debris in the house, for every window had blown out with the exception of three.

I shall never forget the color blue! □

'I stepped aside to avoid being hit'

BY MARIA D'SOUZA

A Foreign Service national employee, Ms. D'Souza is secretary to the public affairs officer at Embassy Kuwait.

December 12 started just as any other day, with the usual secretarial work to attend to.

At the fatal moment, I was on my way back from the annex to my office in the chancery. I must have reached halfway when, suddenly, I became aware of a sound. I noticed that a dump truck had smashed its way into the embassy premises and was approaching me at a fast speed.

Assassin appeared 'calm'

I stepped aside to avoid being hit and, in doing so, I looked up to observe who this person could be.

I noticed that, in the truck, there was just one person—fair, pleasant and calm. My next thought pictured what had happened to the marines in Beirut, and I froze—realizing that we were going to experience the same thing.

Then I found myself thrown forward, and a lot of black smoke around me. I rushed toward the entrance gate, where other embassy staff had already gathered and at the same time noticed that I had cuts in various places. Very soon, police cars arrived on the scene. I was taken to the hospital by one of the many volunteers in his private car.

'A bitter memory'

Looking back on what happened that day, I consider myself to be one of the fortunate ones. Keeping in mind where I was, it could have been worse. A day that began as any other ordinary day now remains forever a bitter memory. □

Embassy staffers mourn their dead

At 3:30 p.m. on December 28, Embassy Kuwait paid tribute to the three Foreign Service nationals who were killed in the December 12 truck bomb attack on the Embassy compound. All Embassy personnel, American and foreign, were invited to the memorial ceremony, which also hailed the survivors. Immediate family members of the three victims also attended. The event was held outside in front of the compound flagpole, on the broad driveway just inside the gate through which the fatal truck burst—facing the parking area where it exploded.

The ceremony began with presentation of the American flag by the Marine detachment. Chargé Philip J. Griffin delivered the principal remarks, translated by political assistant Kamal Abu Zaher. Consular employee Fathi Thamiir read a passage from the Koran, with the English translation read by administrative officer Thomas Widenhouse. The Reverend Gordon Robinson of the Evangelical Church of Kuwait also participated. Mr. Griffin dedicated a plaque which read:

In Memory
of our colleagues who gave
their lives in the tragic
events of December 12, 1983:
Ahmad Samarra
Mufeed Al-Hakeem
Ali Al-Jemal.



Stuart Brown, rotational officer: taps amid the rubble.

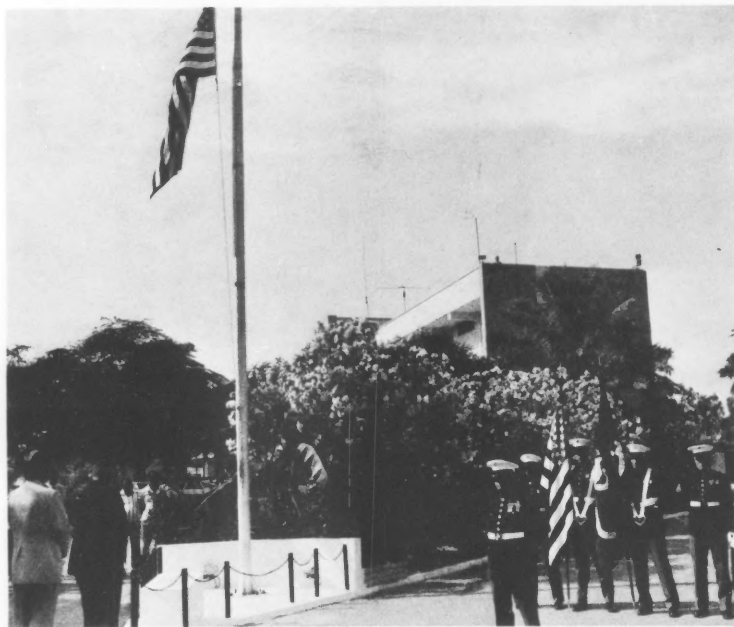
The flag was lowered to half-mast for 24 hours. Assistant general services officer Stuart Brown played taps on the bugle, standing amidst some of the ample rubble still on the grounds.

In accordance with local customs, the Embassy placed a notice on the front page of local English and Arabic newspapers, as follows: "The entire family of the American embassy in Kuwait wish to express their heartfelt sympathy and condolences to the families of their colleagues and friends who were killed in the attack on the embassy on December 12, 1983: Ahmad Samarra, Mufeed Al-Hakeem and Ali Al-Jemal. They are proud to have been their co-workers. To those of their colleagues who were injured, they send their thoughts and their best wishes for a quick recovery. Finally, they express their condolences to the family members of those killed and to those injured in other locations in Kuwait on that day." ■



Charge Phillip Griffin addresses the memorial observance, with families of Ahmad Samarra, Mufeed Al-Hakeem and Ali Al-Jemal in

attendance. Three Foreign Service nationals died in the blast.



At an earlier ceremony, Kuwait staffers mourned their colleagues who had died in the

April 18 bombing at the U.S. embassy in Beirut.

Charge Griffin with administrative officer Thomas Widenhouse, laying flowers at the base of the memorial. Political assistant Kamal Abu Zaher and the Rev. Gordon Robinson are behind them.



Honors and Awards

Leslie Brown wins \$20,000 award

Leslie H. Brown, former deputy director, Bureau of Politico-Military Affairs, was named one of the winners of the \$20,000 Presidential Rank



Mr. Brown

Awards of the Senior Executive Service, at a White House ceremony, December 19. Mr. Brown, who recently retired from the Department, currently is director of fellows at Harvard. He was the only winner of the award from State. Mr. Brown joined the Department in 1955. He was director, Bureau of Politico-Military Affairs, 1976-77; special assistant to the under secretary for security assistance, 1977-79; senior deputy assistant secretary for oceans and international environmental and scientific affairs, 1979-81, and deputy director, Bureau of Politico-Military Affairs, from 1981 until last summer. Mr. Brown has won the Department's Superior Honor Award. □

Diane Dillard wins \$5,000 consular award for '83

Diane Dillard, chief of the consular section in Embassy Beirut, is the winner of the Department's \$5,000 Consular Services Award for 1983. Wayne Leininger, Embassy Moscow, and David Lyon, Embassy Manila, were named runners-up. Each will receive the Department's Superior Honor Award and \$2,000.

Ms. Dillard, a Foreign Service officer in Class 1, was cited for her "devotion to duties and marvelous courage" in managing the consular section under the "extraordinarily difficult" conditions facing the embassy before and after the terrorist bombing last April 18. Seventeen Americans and more than a score of Foreign Service nationals were killed in the blast that



Ms. Dillard



Mr. Leininger



Mr. Lyon

day, and more than 100 were injured.

In selecting Ms. Dillard, the awards committee also lauded her "manifold talents and humane approach to problems." The panel judged the nominees on leadership, managerial ability, sensitivity to policy, functional knowledge and forward planning and development.

Other nominees were Michael Carpenter, Kingston; James Carter, Osaka-Kobe; Edwin Cubbison, Santo Domingo; Sarah Horsey, Tegucigalpa; Howard Kavaler, Jerusalem; William Kingsbury, The Hague; Nancy McKee, Ciudad Juarez; Nancy Pelletreau, Bombay; William Ryerson, Bonn; Suano Sakamoto, Port-of-Spain; Bryant Salter, Antigua; Philip Taylor, Guatemala; Barbara Tobias, Hong Kong; Stanislaus Valerga, Athens; and Donald Wells, Seoul. □

Boston: 'Passport Agency of 1983'

The Bureau of Consular Affairs has selected the Boston Passport Agency as "Agency of the Year" for 1983. Four other passport agencies—in Honolulu, Stamford, New Orleans and Philadelphia—received honorable mention. The new award was established to recognize "distinguished service to the public."

The Boston employees were cited for "exceptional productivity, valuable contributions to the efficient operation of the nationwide passport issuance system, and high level of responsiveness

to the public."

Assistant Secretary Joan M. Clark and deputy assistant secretary J. D. Blevins commended the Boston agency at a ceremony in the Department, December 2. Janet Podeiko, a staffer in Boston, was elected by her colleagues to receive the award on behalf of the agency. ■



Mr. Blevins, Ms. Podeiko, Ms. Clark.

U.S. savings bonds are guaranteed against theft, loss or destruction.

News Highlights

Notice sets standards for classified data handling

Security standards for office automation systems used for classified information were outlined in a December 22 Department Notice drafted by the Information Systems Security Staff. Information on the location of equipment, storage of data and accessibility of such systems is included in the notice.

Only those office automation systems which meet established national emanations security standards may be used for handling and processing classified information, the notice said. An information systems security officer is to be designated for each classified office system, to ensure that security standards are heeded by office users and to serve as a security management focal point.

The notice stressed that employees using office automation systems hold the ultimate responsibility of assuring the security of information being processed. Responsibilities of computer-users were said to include:

—Controlling access to work stations, which should not be left unattended while the system is in use. Security screens restricting the angle of view are necessary for computer screens in high-access areas exposed to potential public viewing.

—Labeling removable disks and tapes to show the highest classification of material recorded, and storing them in appropriate security containers.

—Removing printer ribbons from the system and storing them in security containers at the end of each day. Completely used ribbons should be destroyed.

—Duplicating backup data files and storing them in approved security containers.

For information, contact the Information Systems Security Staff in Room 6448 Main State, 632-4808. □

Employee gets 2 years in embezzlement case

A Department employee who pleaded guilty in an embezzlement case involving some \$2.3 million has been sentenced to two years in prison. A federal judge in Alexandria, Va., also ordered him to make full restitution, and his resignation was secured by the Department.

Unraveling of the case began after a subordinate employee detected financial manipulations and reported his findings to State's inspector general, who assigned a team of auditors and investigators to the case. At about the same time, foreign bank officials also noted irregularities, and they too alerted authorities.

The felon, who was in control of certain Department accounts, was engaged in a complex scheme which found him depositing Government money in his own private bank accounts, then utilizing the funds to profit from differences between official and unauthorized exchange rates for a foreign currency. He privately bought foreign currency on what is known as the "gray" market, at a low rate established by the foreign government as an incentive to outside investors. Then, in his official capacity, he "purchased" some of this currency at the higher official rate for a U.S. embassy, realizing a personal profit of \$260,000.

The employee then attempted to use this profit to set himself up in a private business dealing with currency exchanges. In this capacity, he openly offered his services to an American embassy, which spurned them.

The inspector general's investigation resulted in identifying procedural weaknesses in the State office responsible for the accounts. These weaknesses, which created opportunities for fraud, have since been corrected. □

No benefits for abortions

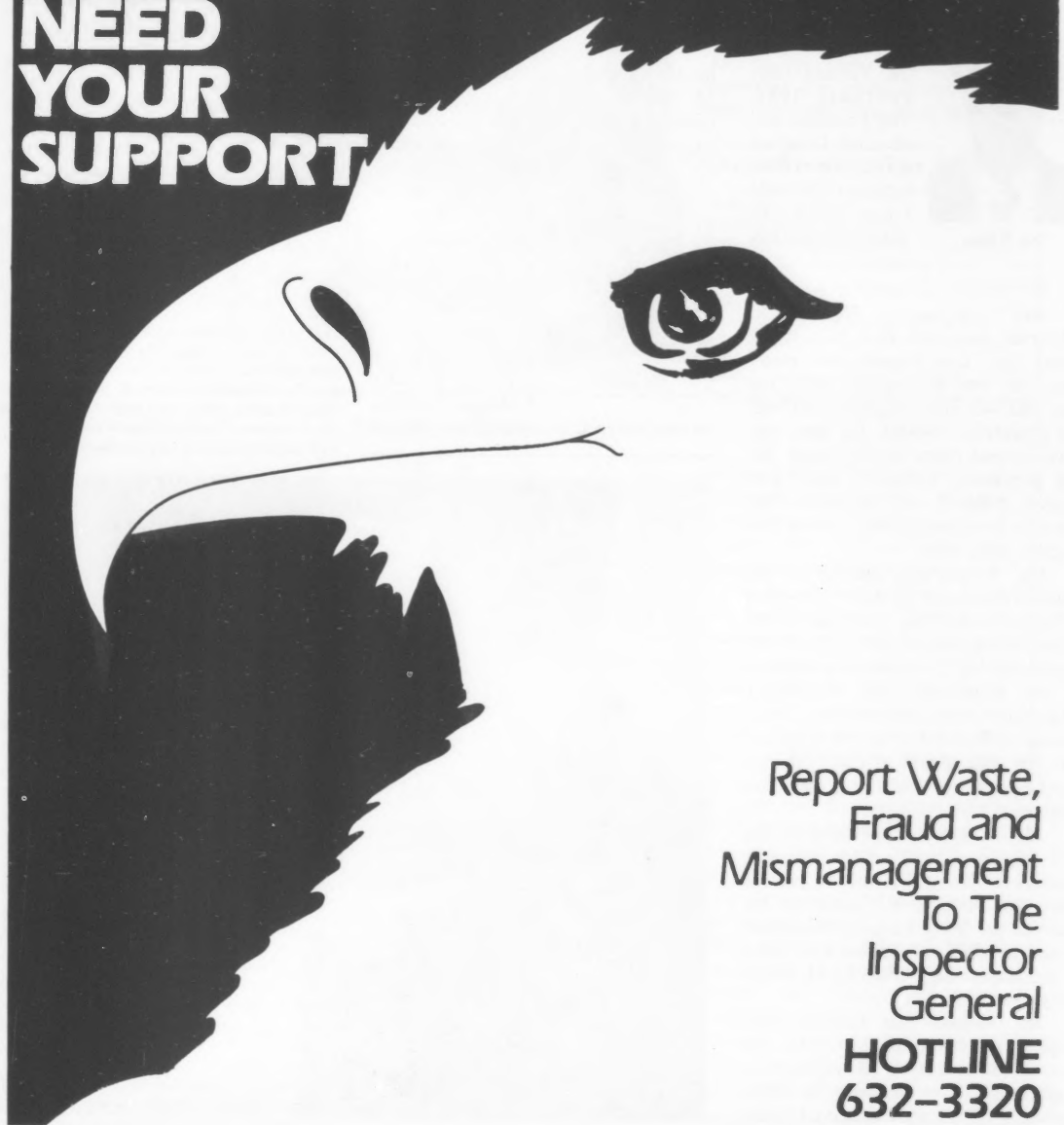
The U.S. Office of Personnel Management has announced that on November 14 President Reagan signed a bill which limits the extent to which federal employees' health benefits can be provided for abortions, under contracts commencing in 1984.

The law bars abortion benefits except where the life of the mother is endangered when the fetus is carried to term. Therefore, effective January 1, all health benefit plans which would otherwise have provided abortion benefits must limit these benefits, according to a Department Notice of December 15. ■



FRANKFURT, West Germany—Mrs. William Bodde Jr., wife of the consul general, and Mrs. Sheana Dade, president, American Consulate General Ladies Club, visit in Wiesbaden Air Force Hospital a Marine who was wounded in Lebanon.

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Appointments

Wilson: ambassador to Holy See

President Reagan on January 10 announced his intention to nominate William A. Wilson as ambassador to the Holy See. Mr. Wilson has been



Mr. Wilson

serving as Mr. Reagan's personal representative to the Vatican since February 1981. The President acted after Congress authorized establishment of relations with the Vatican (STATE, November).

Mr. Wilson, a registered mechanical and metallurgical engineer in California, was with Web Wilson Oil Tools, Inc., Los Angeles, for many years. He was an engineer with the firm, 1937-42; chief engineer, 1937-42; and president, 1945-60. He later was active in real estate development. He was president, Textool Corp., Los Angeles, 1961-65, and president, San Vicente Investments, Inc., also in Los Angeles, since 1965.

Mr. Wilson is a member of the board of trustees of St. John's Hospital in Santa Monica and a member of the board of regents of the University of California. He has served as a member of the California Post Secondary Education Commission and the Commission of the Californias, an organization for promotion of better understanding between California and Baja California.

Mr. Wilson is a member of the Los Angeles Country Club, the Los Angeles Athletic Club, the Knights of Malta and Rancheros Visitadores. He received the Navy League's Roosevelt Award in 1982, and he was a recipient of the Italian Red Cross Gold Medal last year.

Mr. Wilson was born in Los Angeles on November 3, 1914. He received a bachelor's in mechanical engineering from Stanford in 1937. During World War II he served in the

Army Ordnance Corps as a captain. He is married to Elizabeth Johnson Wilson. They have two daughters, Marcia and Anne Marie, and six grandchildren. □

Thomas Smith tapped for Nigeria post

President Reagan has announced his intention to nominate Thomas W. M. Smith, a career Foreign Service officer, as the new ambassador to



Mr. Smith

Nigeria, succeeding Thomas R. Pickering, who has become the envoy to El Salvador.

Mr. Smith joined the Department in 1956 as an exchange program officer. After transferring to the Foreign Service, he was assigned as an economic officer

in Tunis in 1958. He later took economic studies at the University of Wisconsin, 1960-61. Following his studies there, he became a finance officer in Paris, serving until 1966. From 1966 to 1968 he was an economic officer in Lagos.

Mr. Smith returned to State in Washington in 1968 to become chief, Division of UN Economic Affairs. He later held assignments as a student at the National War College, 1971-72; deputy chief of the economic section, London, 1972-75; and director, Office of West African Affairs, 1975-79. He was appointed ambassador to Ghana in 1979, and served there until June 1983. (In 1981 he was appointed a career member of the Senior Foreign Service,

MANAMA, Bahrain—Ambassador *Donald C. Leidel* presents his letters of credence to His Highness *Amir Shaikh Isa bin Sulman Al-Khalifa*, at Gudaibiya Palace. In background are *Yousef Rahma*, chief of the amiri court, left, and His Excellency *Shaikh Mohamed bin Mubarak Al-Khalifa*, minister of foreign affairs.





LIMA, Peru—At his farewell party, ambassador Frank V. Ortiz plays the cajon (the box) with Peruvian singer Lucila Campos.

class of minister-counselor.)

Mr. Smith was born in Boston on April 18, 1930. He received a bachelor's from Harvard in 1951; a second bachelor's from Cambridge in 1953; a master's, also from Cambridge, in 1956; and another master's from Wisconsin in 1970. From 1953 to 1956 he served as a first lieutenant in the Marine Corps. He is fluent in French.

Mr. Smith is a member of the American Foreign Service Association, the African Studies Association, the Metropolitan Club of Washington and the Reform Club of London. He won the Department's Meritorious Honor Award in 1970. He is married to Jane McDill Smith. They have three daughters—Julia, Ann and Sarah. □

Ambassadorial rank for Richard Imus

President Reagan has announced his intention to nominate Richard H. Imus, a career Foreign Service officer, for the rank of ambassador during his service as U.S. negotiator on textile matters in the Office of the U.S. Trade Representative. He would succeed

People at State

John H. Kelly is the new principal deputy assistant secretary, Bureau of European and Canadian Affairs. . . **John Condayan** has assumed his duties as deputy assistant secretary for operations, Bureau of Administration. . . **Jean C. Bergaust** is deputy assistant secretary for private sector initiatives, Bureau of International Organization Affairs. . . **Edward M. Rowell** is senior deputy assistant secretary for consular affairs, and **Vernon D. Penner** is deputy assistant secretary for overseas citizens services, Bureau of Consular Affairs. . .

Donald F. Ramage is the new executive director, Bureau of East Asian and Pacific Affairs; **E. Parks Olmon** is deputy executive director . . . **Gerald A. Rosen**, director, Office of Regional Economic Policy, Bureau of Inter-American Affairs, is also serving as the Department's coordinator for President Reagan's Caribbean basin initiative. . . Ambassador **James E. Goodby** is the U.S.

Peter Otto Murphy.

Mr. Imus joined the Foreign Service in 1962. He was chief of the textiles division, Bureau of Economic and Business Affairs, 1981-83. Since 1983 he has been on detail as U.S. negotiator on textile matters in the trade representative's office. ■

Department of Tax Breaks

U.S. savings bonds have unique tax-deferral advantages. Owners never pay state or local income tax on the interest, and they can postpone reporting the interest for federal income taxes until their bond is redeemed or reaches final maturity. This means that bondholders often can choose their best time to report interest, e.g., when they are retired or otherwise in a lower tax bracket.

Household Effects

It pays to know the rules

You'll pay if you don't

BY RICHARD BIENVENUE

The author works on regulations in the Transportation Division, Bureau of Administration.

THERE ARE 8,000-plus stories in the Foreign Service concerning storage and transportation of household effects. Most originate on the hallway or cafeteria circuit, and are based on misinformation or misinterpretation of the travel regulations. I'll try in this article to separate fantasy from fact, to provide you with a clearer picture of your entitlements.



Mr. Bienvenue

Fantasy: There's no limitation on the weight of household effects shipped and/or stored.

Fact: The maximum weight of household goods that may be transported or stored at Government expense is limited to those net weights shown in 6 FAM 162.2 for all foreign affairs agency employees. The total weight of household goods transported, shall not exceed the maximum weight allowance. Thus, one employee who shipped his full limited allowance from his old post, and attempted to ship the same amount from his home leave point, was liable for the cost of transporting one of the shipments. Luckily, he asked Transportation Operations for assistance, and we were able to help him avoid this large expense.

Fantasy: Those who come into the Foreign Service from the west coast are at a disadvantage.

Fact: The cost of transportation of household goods may be paid by the Government whether the shipment originates at the employee's last official



station or place of residence or at some other point, or if part of the shipment originates at the last official station and the remainder at one or more other points. Similarly, these expenses are allowable whether the point of destination is the new official station or some other point selected by the employee, or if the destination for part of the property is the new official station and the remainder is shipped to one or more other points, or the place of actual residence of the new appointee at the time of appointment to the new official duty station. Unfortunately, one new appointee misunderstood the

instructions provided and shipped her effects from Butte, Mont., to Washington, D.C. (a *temporary duty* station) instead of Seoul, Korea, her official duty station. Needless to say, this was a costly experience.

Fantasy: Excess costs are billed to the employee as they come into the Department, thereby ensuring that the most distant shipment is the one billed to the employee.

Fact: When one or more shipments are made and an employee exceeds the shipping allowance, the charges to be borne by the employee will be computed on the basis of the

ratio of the excess net weight to the total net weight of the specific shipment(s) that has been determined excess. Any subsequent shipment(s) will be excess in entirety. The excess weight will be in the last shipment initiated, or if all the shipments began at the same time, the charges will be on the least expensive shipment.

When possible, employees are advised of excess transportation charges before effects are shipped. Known charges for excess weight must be paid by or collected from the employee prior to shipment of the excess weight, and prior to the employee's departure.

One employee was transferred from a "limited shipment" post in Central America to Washington, and authorized to remove his effects from storage in London. He was, however, informed by the general services officer that the combined shipments would be over his authorized allowance. Hence, he paid the cost of moving the extra weight from Central America. There were no penalties assessed on the shipment originating from London, the furthest point.

Fantasy: Those who purchase property en route may ship these articles at Government expense.

Fact: Property acquired by the employee en route between old and new official stations shall not be eligible for transportation at Government expense. Again, the employee failed to heed the advice provided, and while en route from Paris to Singapore delayed in Dhaka long enough to purchase "Persian" carpets and "Onyx" lamps for his new residence in Singapore. He attempted to have them shipped on his travel orders but again was reminded that he was liable for these charges—primarily because the items were newly-acquired and did not conform with regulations. The only happy ending to this story, if you would call it that, was that the distances were not too great, and consequently the transportation costs were minimal.

Fantasy: Household effects may

be shipped anywhere, upon separation, resignation or retirement.

Fact: If effects are shipped between points other than those authorized, only constructive costs based on actual weight shipped, but not in excess of actual costs which would have been incurred had the shipment been made between authorized points of origin and destination, are allowable.

Retirement—a happy story it should be—particularly after you have traveled near and far for umpteen years. But unfortunately for some, this can be a very expensive proposition. Take for instance the case of the retiree who neglected to update his residency and dependency report, and directed that his household effects (maximum allowable) and privately-owned vehicle be shipped to his retirement address, Honolulu, Hawaii. The problem: His last post was Montreal, Canada, and his separation address of record was Syracuse, N.Y. It was a painful way indeed to begin his well-deserved "golden years."

Fantasy: Replacement of effects lost in transit is at the employee's expense.

Fact: The net weight of any effects which become a total loss in transit due to military action, theft, fire, shipwreck or other causes is not charged against the employee's weight allowance. Subsequent shipment may be made, equal to the lost or totally-damaged effects, without excess transportation costs being charged to the employee.

A sad story: No one wants to lose the "treasures" they have acquired, but unfortunate incidents occasionally do happen. One family recently fell victim to such an incident, and was without any personal belongings or household effects for one year. The fortunate part of this story was that the post to which they were assigned was able to provide furniture for the duration of their tour. Finally, their effects were found intact, in the same condition as when last seen, and reunited with the family prior to their departure for their next post. Had the effects not been found the family

would have had to go into debt to purchase new belongings, unless they had private insurance to supplement the payment from the Claims Program. But the Government would have transported the new effects as though there were no original shipment.

Fantasy: It is not necessary to insure household effects shipped at Government expense.

Fact: Although employees may obtain some financial relief through the "general average" provision, recovery from carriers, and the Military Personnel and Civilian Employees Claims Act of 1964, as amended, it's advisable to obtain personal insurance prior to shipment, in an amount sufficient to provide maximum recovery for lost or damaged property.

True, it's not necessary to insure household effects shipped at Government expense, but one young lady who had a penchant for luxurious items lost them all. She didn't heed the advice given her. Had she invested in insurance, she would have been able at least to replace them at full value.

Remember, the limitation imposed by the federal or Foreign Service travel regulations has the force and effect of law, and agents of the U.S. Government don't have authority or discretion to waive any such provisions, regardless of extenuating circumstances. Therefore, failure to offer guidance to an employee can't be considered a defense because no Government agency or employee has the authority to permit transportation in excess of that authorized.

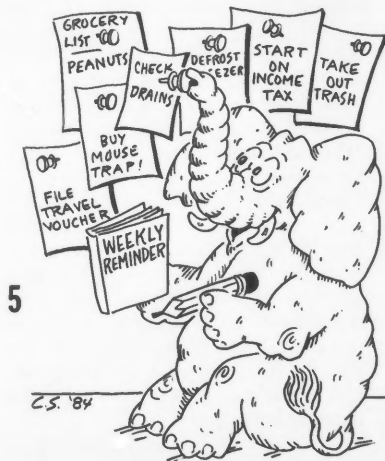
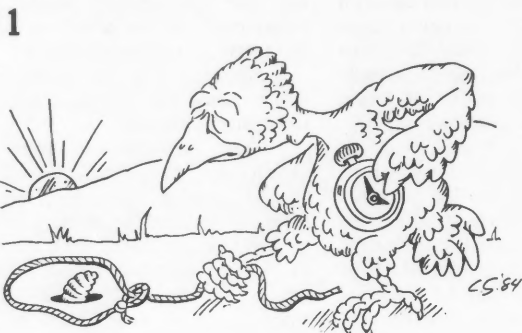
Finally, avoid becoming another chapter in these 8,000-plus stories by consulting with appropriate officials, the general services officer at post, or Transportation Operations (OPR/ST, Room 1244 N.S.) in the Department *prior* to making any decisions or commitments for transportation and storage of effects. The people I work with are dedicated professionals and, if their advice is heeded, you might avert unwanted costly invoices somewhere down the road. ■

Effusive Effusions

QUIZ FOR FEBRUARY: We have already tested you on "Metaphors: Tried and True" and "Comfortable clichés" (STATE, July 1982, June 1983).

Now, as you continue to improve your drafting skills, are you ready to restock your inventory of catchy (*ugh!*) sayings? Examine each drawing, then fire the appropriate one-liner. (Answers on Page 29.) ■

ings? Examine each drawing, then fire the appropriate one-liner. (Answers on Page 29.) ■



Foreign Service Families

Running with your own kind

(Not lions or tigers—just people like you)

BY MICHELE KOZLOWSKI

LIFE IN THE Foreign Service isn't always easy. Being a teenager and having to adjust every time your family is transferred can make it hard. And having to say good-bye to dear friends and trying to establish yourself at a new post sometimes might seem too much to cope with.

Still, coming back to the States creates an altogether different problem. How do you learn to adjust to living in your own homeland? All of a sudden you're on your own—no Foreign Service friends. You're considered a snob, simply because you were either born abroad or lived in foreign places that your schoolmates never even heard of.

At exactly this moment AWAL (Around the World in A Lifetime) comes in handy. A call to this new organization for Foreign Service young people is all it takes, and you're in. Attending one of its get-togethers is like coming home—you're surrounded by sympathetic friends. They can help you cope with re-entry into the United States.

About 35 of us kids went recently on a retreat, for two days, to the Pasadena Inn in Royal Oaks, Va. With a large contribution from the Association of American Foreign Service Women and the Overseas Briefing Center, the cost was affordable. On arrival, we were assigned our rooms and roommates. Many of us met for the first time. I soon realized it was a lot easier for me to start a conversation with a Foreign Service kid than with an "outsider."

Just being able to ask "Where have you lived?" breaks the ice.

During the retreat we got to know each other in a relaxed and casual atmosphere. We were able to talk about things that you would discuss only with a trusted friend.



Adriaen Morse Jr. and Jennifer Kahane.

Michele Kozlowski taxis friend Alexia Murray.



Clockwise, from top: Phyllis Habib, Teresa Lauderdale, Jennifer Kahane, Linda Garufi.



Participants, outside the Pasadena Inn.



Kelly Wick, left, Sasha Kahane and a friend.

We had two wonderful guest speakers, Cay Hartley and Terri Lapinski, who also led the discussion. It was on things we missed most from our last

assignment, and of course the biggest was missing our friends. We discussed how to cope without your friends and how to make new ones. One of the best

solutions suggested was forming a partners club. It would keep a list of names, available for new arrivals from abroad. From this list they could select a partner, someone who lives nearby. This partner would meet with the new arrival and help him or her adjust to the American way of life. AWAL has already put this program into motion.

We also discussed how, when you return to the States, you're confronted with many different emotions. One is what you feel when you encounter the many prejudices here, directed against blacks, whites, Orientals and Hispanics. This hits you like a slap in the face, since we were taught to live among the many different races.

Ignorance among our peers is also

(Photos by Michael Nagan)

Small group discussion is led by *Harvel Sebastian*, left. Others, from left: *Kim Blakemore*, *Cati Harrington*, *Michele Kozlowski*, *Alexia Murray*.

difficult to cope with. I can't begin to count how many times I've been asked the foolish question: "What was it like, having lions and tigers running around in the yard?"

Being stereotyped is another thing that's not easy to counteract. You're automatically classified by the way you dress. For Foreign Service kids, this is a major setback. Some of us have had to purchase clothes from the Sears catalog. And on returning to the States, we're sometimes enrolled in school right away, which doesn't give us enough time to update our clothes.

Having to deal thus with the many rejections from people is enough to lower your self-esteem. During the discussion, we all came to the conclusion that you yourself have to be self-confident. If you don't believe in yourself now, you must put your all into trying to do so, because not only will this help you now, but also later on in life when you're looking for that all-important job.

We decided to end the discussion on a positive note. We made a list of things that we're ever so grateful to have in the United States. This list included: English as the native spoken language, potable water, pasteurized milk, soft toilet tissue, supermarkets, less visible poverty, edible meat, current newspapers with Sunday comics, medical care, no malaria pills, TV, brand-name clothes and, last but not least, good ol' American boys and girls.

On the whole, the general reaction of the participants at this AWAL retreat was positive. The main complaint was that there wasn't enough time to be alone with your newly-found friends. It would have been nice just to be able to sit and talk some more. Addresses and telephone numbers were exchanged. I was fortunate enough, as



many others were, to have found a special person in this group whose friendship I treasure.

If you're a dependent of a Foreign

Service member and would like to join AWAL, call Jennifer Kahane at 448-9377 or Phyllis Habib at the Family Liaison Office, 632-3178. ■



Left to right: *Linda Garufi*, *Sarah Baron*, *Tracy Kulp*, *Adriaen Morse*.

Ask Dr. Korcak



This column by Jerome M. Korcak, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE. Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Korcak directly. In either case, your privacy will be respected; your post will not be identified.

Q.

NORTH AFRICA

When my wife went to the doctor to get a refill of Accutane (she takes it for acne) the doctor asked her some rather personal questions. Really, what does our sex life have to do with a prescription refill?

A.

Your conscientious physician is correct in investigating the status of your wife's use of effective contraceptives and plans for pregnancy. The use of Accutane in pregnancy is absolutely contraindicated, and the drug must not be prescribed for women of childbearing age. That is, not unless pregnancy has been excluded, and the woman is fully informed about the drug's dangers during pregnancy, and it is well-established that reliable methods of contraception are being utilized. I might add that, because of the significant adverse effects from isotretinoin (generic name for Accutane), it should be prescribed only for those patients with severe cystic acne who haven't responded to traditional acne therapy, including the use of antibiotics.

Q.

WASHINGTON

Do tranquilizers affect driving ability?

A.

Yes. Valium and the other ben-

zodiazepine derivatives (Dalmane, Restoril and so on) do influence driving performance. A single 5-mg. Valium affects driving skills as much as a blood-alcohol level of 0.07%, which is close to the legal intoxication limit of 0.1% for drivers in most states. A recent study showed that a single evening dose of one of these drugs changed driving behavior the next morning—a lingering "morning after" effect which increased the risk of a car accident. Therefore, remember: Drive extra carefully if you are taking these drugs—even the morning after. Or better yet, don't drive at all under these circumstances.

Q.

CENTRAL AMERICA

What's the difference between a migraine and tension headache?

A.

That's a complex question you ask. Headaches don't fall into clear-cut categories. To simplify the issues, I would say that a migraine headache is usually of vascular origin. That is, there's a change in the size or tone of the blood vessels. This causes severe, throbbing pain, generally on just one side of the head. It's accompanied by nausea and vomiting, and preceded by an "aura"—a visual signal—prior to the headache. The actual mechanics of a migraine probably include, first, a constriction of the arteries, then a dilation and pulsation which causes the very painful, debilitating throbbing. Tension headaches, on the other hand, are generally of muscular origin. Oftentimes they are a response to stress. Today our goal in managing migraines is to prevent them through a variety of treatment methods. These include drugs and biofeedback therapy, as well as special diet and exercise regimes.

Q.

WASHINGTON

I often read about women examining

their breasts for cancer. Should men also examine themselves?

A.

We seldom hear about this because it's relatively rare. But cancer of the testis is the most common solid tumor in men between the ages of 20 and 34. Because of improved treatment modes with chemotherapy and radiation, and with early diagnosis, the prognosis for this type of malignancy has improved. Still, self-examinations are easy to do, and should be performed on a regular basis. After a shower or bath, the man should examine each testis individually. While holding the hand on the outside of the scrotum and two fingers between the testis, he should feel each testis by running the fingers and thumb around it slowly and gently. He should report any hardening, enlargement or lump promptly to his doctor.

Q.

WESTERN EUROPE

Maybe it's the company I keep, but it seems there is almost an epidemic of coronary bypass surgery in my peer group. How can I avoid this surgery?

A.

You must remember that bypass surgery is really only a glorified plumbing job. Patients who have this procedure have arteriosclerosis—hardening of the arteries—affecting the blood vessels in the heart muscle. Having the surgery corrects the immediate blood flow problem, but does nothing to cure the underlying disease. Here are key ways you can cut down on the risk of developing heart disease: (1) *Stop smoking.* The heart attack death rate among smokers is higher than among nonsmokers. (2) Eat a *low-cholesterol, low-salt* diet. (3) If you have high blood pressure, follow your *treatment program* religiously. (4) *Exercise* regularly, control your weight and avoid stressful situations when

possible. All of this is easier said than done—admittedly. But though your friends have had bypass surgery, they still have artery disease, and they must continue to fight it.

Q.

NEAR EAST

Your column has addressed a number of sensitive issues, including alcoholism. And you've discussed stress, etc. But I haven't seen anything on members of the Foreign Service who need psychiatric help. . . In your profession you're no doubt isolated from some of the very real injustices which occur in the Foreign Service, and I don't wish to expand on them at this time. I do feel, however, that I am being consumed by problems over which I have no control (and which don't always involve me or may involve me only indirectly—i.e., biased reporting which dramatically affects a country in a negative way but which enhances an officer's career). Most people can shake off these inequities with a "life isn't always fair" attitude, but I find that I'm becoming more and more sensitive to them, and my health is being affected. I seem to have more and more crusades against issues I believe are dishonest, unjust, etc. . . What aid is available for Foreign Service personnel? Does acknowledging you need help affect your career? Will a person be recalled to Washington? It would be appreciated if you would devote a portion of your column, or a separate article, to this topic.

A.

My profession, like any other, has its own set of annoyances and injustices. Sometimes I can do something about these; all too often, I can't. Each profession seems to be regarded by some people in it as the most burdensome one. Certainly the Foreign Service, for a lot of reasons, would rank high on any list of difficult and frustrating occupations. So your feeling

of being "concerned" by problems, your becoming increasingly "sensitive," your feelings of helplessness, your taking up "crusades" against unfairness, your feeling of worry over your health, lead me (like you) to be concerned for your comfort, efficiency and well-being. We in the Office of Medical Services recognize the prevalence of feelings of frustration, anxiety, anger, preoccupation, helplessness, etc. And we recognize that, when these are particularly severe or prolonged, efficiency is reduced and, even, health is threatened. . . Of the things to be done about this sort of trouble, probably the first would best be an effort to discriminate the degree to which one may be "overreacting." (This in no way implies that the frustrations and injustices do not exist, but assesses rather the relative proportions contributed by the person and the environment.) Often counseling with someone who may be a trusted friend or, if one is fortunate, a skilled professional, can help in exploring this important distinction. . . Often mild medication for a limited period can be of great help in getting through a difficult time. Your Foreign Service doctor or nurse can help with this and can be useful in advising as to the need or the mechanics of further consultation. The potential overuse or too-great-reliance on medication needs only to be mentioned. . . As to more formal counseling, whether simply ventilation and decompression or regular exploratory and psychotherapeutic, our resources vary a great deal. Some posts have been assigned psychiatrists who, though regional, often may be available locally. One could request a visit from a regional psychiatrist, or request to visit the regional psychiatrist at the regional center. Some posts have excellent local access to trained mental health professionals, and many posts have unexpected resources of trained counselors. The various health insurance programs cover costs of counseling to different degrees. . . Neither acknowledging the need or the desire for consultation, nor obtaining it, should have any effect on a Foreign Service career. In my

experience, as with any illness or disability, it's not the treatment which affects a career but the illness itself. Considering the potential "damage" to a career done by anxiety, depression, preoccupation, obsession, etc. (all of which occur at one time or another in most of us), it's curious that people often worry more about the reflection presumably cast by the need for having treatment than about the need and condition itself. Of course, natural reluctance to involve oneself in potentially painful and expensive consultations can masquerade as concern about "career." Naturally, if the condition is crippling or painful enough, medical evacuation to Washington and/or curtailment of a tour may become necessary. Rarely would this happen, though, without the concurrence of the individual. . . In all cases, and at all levels, full respect is given to confidentiality. This is not always perfect, but cables (when they are necessary) are sent by medical channel; medical charts are available only on a need-to-know basis to other physicians involved in the case; and highly personal material such as psychiatric records are kept separate from the medical charts, are carefully monitored, and are available only to a few persons with a need to know. None of the charts are available to personnel officers or to promotion panels, etc. . . To close, I should say that many persons who have suffered painful and serious emotional troubles, and who have received treatment, have continued full, rewarding—even distinguished—careers. I hope this is helpful. For further information, consult either your nurse or your regional medical officer, or call or write the regional psychiatrist. Your request will, I am sure, be held confidential. □

Dr. Korcak's health hints

Smoking and heart disease

February is "Heart Month." Cigarette smoking is a major factor leading to heart disease. The link between cigarette smoking and lung cancer and chronic lung disease has been known

for years. However, knowledge of the link between cigarette smoking and diseases of the heart and blood vessels is more recent.

Each year, nearly 1 million Americans die of heart attack, stroke and related disorders—more than of all other causes of death combined. And nearly 40 million Americans have some form of these diseases.

Smoking is considered to be a factor in some 325,000 deaths each year. More of those deaths are a result of heart and blood vessel diseases than any other cause. All cigarette smokers run an extra risk of heart disease. The risk is even higher if the smoker also has high blood pressure and/or high levels of fat (cholesterol) in the blood.

We don't fully understand everything about how cigarette smoking increases the risk of heart disease. We do understand the effects of both the nicotine and carbon monoxide on the heart and blood vessels. When you smoke a cigarette, the nicotine makes the heart beat faster. As a result, the heart is forced to work harder and needs more oxygen. To make things even worse, the carbon monoxide from the tobacco smoke cuts down the amount of oxygen carried in the blood

to the heart. Smokers are more likely than nonsmokers to have hardening of the arteries, and the disease in smokers is more likely to be worse.

Cigarette smoking is one of three major risk factors for heart attack. The other two are high blood pressure and high levels of fat (cholesterol) in the blood. Persons who smoke a pack of cigarettes a day have more than *twice* the risk of heart attack than persons who have never smoked. The risk for a smoker of more than a pack of cigarettes a day is *three* times greater.

Smokers who have a heart attack have less chance for survival than a person who doesn't smoke.

No cigarettes are safe. The low-tar and low-nicotine cigarettes aren't as bad as those high in tar and nicotine. However, the risk of death by heart attack is still greater for smokers of any cigarettes than for nonsmokers. In addition, many smokers, in switching to lower tar and nicotine cigarettes, smoke more and inhale deeper to make up for less nicotine. As a result, the smoker is exposed to more of the other harmful substances in the smoke which may increase the risk of disease.

When you stop smoking, regardless of how long or how much you have smoked, your risk of heart disease will be reduced eventually. Ten years after quitting, the risk of death from heart disease is almost the same as if you had never smoked. It's important to stop smoking before the signs of heart disease appear. The risk of heart attack will not return to normal after heart disease has occurred, but still it will be lower. Don't wait until you have heart disease. *Stop smoking now!* □

Mesh playpen is hazard

(From the Foreign Service Medical Bulletin)

The U.S. Consumer Product Safety Commission has issued a warning relating to mesh-sided playpens and cribs, following the deaths of 11 infants.

The problem occurs when one side of the playpen or crib is left down. The hazard occurs because the victims rolled off the floor of the playpen or

crib, into the loose mesh pocket formed by a lowered side, and suffocated.

Seven of the eleven infants were under six weeks of age. These seven were unable to cry out when, caught in the mesh pocket of a lowered side, they could not breathe. Therefore, children should never be left in a mesh-sided crib or playpen with a side down.

These baby furniture products do not have warning labels. We encourage you to alert parents to this hazard, which has received considerable recent publicity in the United States. ■

Ocean dumping committee to meet February 7

The Committee on Ocean Dumping, a subcommittee of the Shipping Coordinating Committee, will hold an open meeting at 9:30 a.m., February 7, in Room 3906, Environmental Protection Agency, 401 M Street S.W.

The purpose is to review and discuss the draft U.S. position documents for the eighth consultative meeting of contracting parties to the convention on the prevention of marine pollution by dumping of wastes and other matter (London Dumping Convention), to be held in London, February 20-24. The agenda will also include discussions on the outcome of the December 12-14 meeting of the ad hoc group of legal experts concerned with dumping.

Members of the public may attend up to the seating capacity of the room. For information, contact Norma Hughes, executive secretary, telephone (202) 755-2927. The chairman will entertain comments from the public as time permits. □

What's my line?

Marine security guards don't often make \$6,000 in less than an hour. But at The Hague, David Vazquez did it sitting down. And sitting up. And sitting down. Etc. Etc.



Mr. Vazquez Fifty-eight minutes and 2,101 situps later, the fund was more than \$6,000 fatter and, one assumes, Mr. Vazquez' stomach was somewhat leaner.

Etc. Asserting he could do at least 2,000 sit-ups in an hour, he challenged embassy staff members, and his fellow Marines, to pledge money for his performance, to be donated to the Marine Ball fund.

Money quiz

Q—Are there any tax benefits from owning U.S. savings bonds?

A—Yes. Reporting of interest for federal income tax purposes may be deferred until EE bonds are cashed, disposed of or reach final maturity, whichever occurs first. Also, your bonds are exempt from state and local income taxes and personal property taxes.

Grievance Actions

The articles in this section are summaries of Foreign Service Grievance Board decisions, in cases brought by employees of State, AID and USIA. The board, in issuing the summaries, has taken care to protect the identity of grievants. For example, the employing agency and overseas posts are not identified except where sense demands it. Also, as a rule, only the masculine pronoun is used. The numbers are sequential, assigned to each case as it was received by the board. Headlines are by the STATE editorial staff.

Board okays 'maximum benefit of treatment'

(G-066(3))—Several years after contracting a tropical illness while posted abroad, the grievant continues to require daily medication. After an extended period of paying for this medication personally, he filed a claim for reimbursement of the previous year's cost, and asked that he be covered for future costs of treatment. In his claim, he noted that the cost of the medication continues to rise, and the prognosis is that he will require it indefinitely.

The grievant's agency disallowed the claim, noting that the Office of Medical Services in the Department of State had formed a panel of physicians to consider the case. The panel had found that the grievant had received "maximum benefit of treatment" and was therefore not entitled to additional reimbursement, regardless of how long the condition continued. The panel found that the treatment was not improving the condition, and that the condition was not worsening.

The board investigated the significance of the term "maximum benefit of treatment," which occurs in 3 FAM 685.2. It found that, although the term is not a term of art in medicine or law, it has a clearly established meaning in Office of Medical Services usage. It describes a situation in which a person has reached a therapeutic plateau; that is, the patient's condition will not be

improved by continuing treatment, and is not observed to be deteriorating. The term is applied even if continuing medication is required to maintain a given status.

The board determined that the establishment of the "maximum benefit" rule for discontinuing payment is within the agency's authority and has been administered consistently. Thus, there is no basis for not applying it to the grievant's case. □

Agency ordered to pay for its own delay

(G-008(3))—The grievant was transferred within a country from one post to another. In his former post, he was on call 24 hours a day and was allowed premium pay. At his new post, a similar situation existed; therefore, he requested standby pay. The post was initially opposed to his receiving it; however, shortly thereafter, the post acceded to his request and sent a cable to Washington requesting authorization. When no answer was received, two follow-up cables were sent. Meanwhile, the grievant was in a 24-hour, on-call work status. Four weeks later authorization was received, but no retroactive premium pay was to be permitted.

The officer then filed a grievance requesting retroactive standby pay. The agency denied the grievance, stating that the delay in responding to the post was not intentional and that it found no misapplication of any law, regulation or published policy.

The board found nothing in the regulations supporting the otherwise improbable assumption that an employee performing assigned premium work should be denied pay while the employer reviews its own decision as to whether it is, in fact, premium work. On the basis of applicable regulations and its conclusions, the grievant's situation called for immediacy in answering the post cable. The board directed the agency to reimburse the grievant effective from the first day that

he was assigned by the post to duties that fulfilled the requirement for premium pay. □

2d evaluation substituted; it's ruled prejudicial

(G-022(3))—The grievant's claim was essentially that, by substituting a revised performance evaluation report, after he had submitted his written request for admission into the Senior Foreign Service on the basis of the original report, the agency damaged his career prospects. He claimed further that the revision not only downgraded his performance, but was also flawed procedurally and substantively. He asked the board to reinstate the original report.

The board found that the revised report had the effect of pulling the rug from under the grievant when the selection board acted on his application for promotion on the basis of the downgraded report. In the board's opinion, even had the revised report been free of error, the grievant suffered arbitrary and capricious treatment in the manner in which the substitution of evaluation was handled as well as a failure of due process. In examining the report, however, the board found that the revised evaluation was substantively flawed by several inconsistencies in the narrative, and procedurally flawed by the fact that the reviewing officer's statement preceded the rating, which was then revised to fit the review. Thus, the board directed that the evaluation which it determined was falsely prejudicial be expunged from his file. However, the board found it had no basis to grant the grievant's request to have the original report reinstated. It said: ". . . Had the revision been done in a timely fashion and in a manner that conformed to guidelines and regulations, there would be no question of reinstating the original. . ."

It directed the agency to extend the eligibility period for the grievant's promotion into the Senior Foreign Service. □

Make 'good faith' effort to assign, agency told

(G-028(2))—The grievant arrived at post and, at the end of the rating period, received a highly laudatory rating. He received equally high marks from the bureau chief who reviewed the rating.

Some months later a new bureau chief informed him that he was to be transferred. The grievant contends that the notification included an assurance that the transfer would be in a manner that would not damage his career. However, he states that he was then assigned to a position in Washington which he considered a demotion.

He filed a grievance with his agency protesting his removal from the post under circumstances he considered to be disastrous for his career prospects. The agency denied the grievance and he appealed to the board. Meanwhile, his former supervisor at post submitted a highly commendatory performance rating to which the bureau chief added a reviewing statement that was extremely critical of his performance in every respect. The grievant added his objections to the reviewing statement to his first complaint, asserting that the review was falsely prejudicial and a reprisal for having submitted the earlier grievance. He later determined that his transfer back

to Washington was within agency regulations and that complaint was dropped.

The board found that the reviewing statement was substantively deficient and procedurally flawed, and ordered it expunged. With regard to the Washington assignment, the board found no evidence of a reprisal or violation of agency regulations in the manner in which it was made.

The board recommended that the agency make a good faith effort to place him in an assignment that is commensurate with his excellent career record, his grade and his demonstrated potential. □

Burden of proof not met by agency, board says

(G-034(3))—The grievant's agency recommended that he change his occupational field to improve his career prospects. He did so. The agency then failed to have his performance file considered by the panel for the new occupation, thus denying him a chance for promotion that year. He grieved, citing the agency's admitted error and asking for promotion retroactive to the date the panel's recommendations took effect.

The agency replied it had examined the grievant's file along with those of "a representative group of

those who were considered in the competition," and decided it "unlikely" the grievant would have been promoted even if properly considered by the appropriate panel. The agency provided some relief but denied the request for promotion.

The board referred to a 1979 U.S. District Court case in which the judge ruled that, in cases of administrative error which deny a chance for promotion, the burden of proof is on the agency to show that promotion would not have occurred even without the error. The board noted the agency could have reconvened a panel to determine the grievant's ranking but did not do so. The agency also failed to provide persuasive evidence that the grievant would not have been promoted if properly considered, the board found. The board found that the agency had not met the burden of proof imposed by the court decision, and ordered the agency to award the grievant a retroactive promotion. □

Employee 'misinformed, misled,' board holds

(G-041(1))—The grievant alleged that his agency had incorrectly placed him in a category for promotion competition that had made it impossible for him to be promoted for several years. As redress, he requested a two-grade promotion. The promotion issue was deferred at the agency's request that it be permitted to file a brief, depending on the decision of the board.

The grievant's title and position skill code had been changed while his personal skill code remained the same. The effect of this reclassification was to remove him from all promotional opportunities. A considerable time later, the agency realized that the reclassification had deprived the grievant and those like him of promotional opportunities; therefore, to correct the situation, it returned the positions to the position skill code they had been given before the reclassification. Shortly thereafter, the grievant was promoted.



The board found that the heart of the controversy centered on whether the agency had a responsibility to inform the grievant of the effects its reclassification action would have on his promotion prospects. The board did not dispute the agency's right to make personal adjustments to accord with the needs of the Service. It agreed that the agency, in making these adjustments, did not have the responsibility to inform employees of all possible implications of each personnel action.

On the other hand, the record indicated that while the agency felt a responsibility to inform employees of personnel changes, the evidence showed that the grievant responded in appropriate ways to the general information he received about his career advancement. He had queried a number of people, including his supervisors and career counselors, as to why he had received no promotion, but had never been told that to be eligible for a promotion he would have to change his personnel classification or skill code. He was, in fact, misinformed and misled.

In light of the facts and circumstances of this case, the agency's failure to inform the grievant of the effects of the reclassification on his promotion potential resulted in the removal of any reasonable opportunity for promotion as contemplated by the regulations. Accordingly, the board concluded that the agency did not meet its responsibility to respond meaningfully to the grievant's questions by advising him of the effect of the reclassification on his promotion potential. The grievance was sustained with regard to this issue. □

Reports are 'tainted,' but promotion is denied

(G-039(3))—The grievant, a junior officer, had completed a year of training in Washington when he was transferred abroad for an additional period of training designed to help him develop proficiency in an occupational specialty. While in Washington, he had

received high marks for his performance, but at post several of his supervisors judged his performance low, largely because he concentrated his efforts more on an occupational specialty of his preference than on the work he was assigned. Before he had finished a full tour at the post, the agency decided to terminate his limited appointment.

The grievant claimed that the decision was based on falsely prejudicial evaluation reports, which he asked to have expunged from his record. He also asked that he be promoted retroactively. After reevaluating his entire record, the agency decided to withdraw the termination action and to extend his limited appointment in order to give him additional time to develop an occupational specialty. It denied his request for promotion.

The grievant based his appeal to the board on a claim that the low performance ratings were the unfair consequences of an incident that had cast grave doubt on his integrity. The incident involved the authenticity of a document prepared at the post which was of benefit to him. Before the

incident was resolved, several supervisors had prepared the protested performance ratings. Subsequently, an investigation exonerated him completely and established that the entire affair was the result of misunderstandings.

When the board examined his record of performance, it found that he had not satisfied completely the requirement to develop an occupational specialty. At the same time, the board concluded that the incident at post had tainted several performance reports rendered on him. As a result, the board ordered the removal from his file of evaluation material it found to be defective, but denied the promotion request. □

No harm done by agency's delay, board decides

(G-048(3))—The grievant was appointed to the Foreign Service at grade FS-5. Soon after appointment, he requested retroactive reclassification to FS-4, claiming that his qualifications at the time of his appointment qualified him for the higher level. The Board of Examiners in the grievant's agency had published standards for initial appointments. The standards provide that the base level is FS-6. A candidate with a master's degree is appointed at FS-5. The FS-4 level requires FS-5 qualifications plus 18 months of experience "in a field similar to or closely related to the work" of the agency and equivalent to the FS-5 level.

The grievant asked the Board of Examiners to review his classification. When the board notified him it had reviewed his prior service and had found he was properly classified at FS-5, he grieved, claiming his initial classification had been subject to "unpublished and unadmitted standards."

The grievance board, on appeal, found no evidence of this, and decided the agency had followed its published procedures and standards both in classifying the grievant and in reviewing his case.



**Payroll Savings really works
...and that's no CROCK!**



The grievant complained he had been a victim of prejudicial discrimination based on race, sex and age. The board stated that equal employment opportunity complaints are outside its jurisdiction.

Approximately five months elapsed between the formal filing of his grievance with the agency and the agency's final decision. 3 FAM 66.4.-3b., which applies to all the foreign affairs agencies, requires a decision within 90 days from the date of formal filing. The board agreed with the grievant that the agency's action was not timely but noted that a grievant may take his grievance to the board as soon as the 90-day period is ended, whether or not his agency has completed its consideration. It concluded that the grievant was not harmed by the delay and consequently no remedy was required. □

Employee fails to get report expunged

(G-069(3))—The grievant complained that evaluation material in his file, including an inspector's report, was inaccurate and falsely prejudicial and seriously damaged his career. He requested that the protested material be removed from his personnel files and that he be immediately tenured and promoted.

The board examined the contested evaluation reports, and found no substantial merit in the grievant's claims as to the documents at issue. Inasmuch as the evidence before the board was consistent with the rating officers' comments, the grievance was denied. □

Board agrees school had 'aura of immorality'

(G-094(2))—The officer alleged that the private American school where he was stationed was not adequate within the meaning of applicable regulations because it was not U.S.-accredited and because too few of the mostly American faculty members have

U.S. certification. He argued that the school therefore could not provide services reasonably comparable to those provided by public schools in the United States, which is the test of adequacy in those regulations. Further, he condemned the moral atmosphere and environment of the school, and he provided affidavits from other parents, both American and local nationals, which supported his contention that an immoral climate pervading the school was harmful to the development of the students. He asked that the school-away-from-post allowance be raised to cover the cost of sending his child to a school in the United States.

His agency denied his grievance and, on his appeal to the grievance board, the agency forwarded his grievance to the Department of State for final resolution, the Department having statutory responsibility to promulgate regulations relating to education allowances. The Department denied his grievance, stating that, although school accreditation and teacher certification are desirable, the adequacy of a school is determined, for the most part, by whether students are being prepared to move up to the next higher grade. With regard to the moral issue, the Department said in effect that it had not been provided with specific and substantiated information to sustain a legal finding that the school is inadequate on moral grounds.

The board, in considering the appeal, asked the Department whether the specific allegations contained in the affidavits with regard to the moral issue had been investigated, and also asked for copies of all reports of investigations, inspections by either the Department or the agency. In its response, the Department said that on the basis of a recent appraisal of the financial condition of the school the decision was taken to authorize a school-away-from-post allowance beginning with the next academic year. Further, that as the grievance involved a request for such allowance, the Department considered it unnecessary to respond to the board's

questions. At the same time, the Department acknowledged that its decision did not resolve the officer's grievance, saying in part "the grievance is not mooted because in the context of Foreign Service regulations, the Department is prohibited from paying a school allowance for a period prior to the date when a school is reclassified for allowance purposes."

The board found that, while the Department chose not to reply to its questions, on the basis of undisputed material already in the record there was substantial evidence to support a conclusion that an aura of immorality existed at the school during the period claimed by the grievant that can be considered to have adversely affected the academic environment of the school. It concluded that the school was thus not adequate within the meaning of the Department's regulations and should have been so held at the time the officer filed his grievance. The board directed that the grievant be awarded the school-away-from-post allowance for the school year at issue. □

Grievant must pick up tab for overweight shipping

(G-098(2))—The grievant alleged he had been unjustly billed for overweight charges resulting from his shipment of household effects (HHE). He stated that when he left the United States for his post he had an HHE allowance of 11,000 pounds which he did not exceed. He made no purchases of HHE during his tour and had disposed of some he had brought; therefore, he assumed his return shipment was within the HHE allowance of 11,000 pounds.

The grievant stated that an administrative officer at the post told him his HHE were overweight but that the shipper was suspected of "overpacking" and "running up costs." According to the grievant, the administrative officer said he would make the shipper absorb the difference.

The agency denied the grievance, stating that an investigation of similar complaints concerning the shipper revealed no "overpacking." The administrative officer did not recall the statements which the grievant claimed were made to him about being absolved of overweight charges.

The board concluded that the grievant's shipment was overweight. He did not have his shipment reweighed, as others had done. In the other cases, the shipper was not at fault, and the agency's investigation of the shipper found no indication of overpacking. The board stated that, even if it assumed that the administrative officer had made the statement that the grievant "would not be held liable for the overweight costs. . .", it did not believe that the administrative officer had the authority to waive the weight limitation. □

FOREIGN SERVICE GRIEVANCE BOARD—Chairman *Richard I. Bloch*, second from left, and *Raymond L. Perkins*, left, executive secretary, present plaques of appreciation to *Leonard J. Robock* and *Carl E. Davis*, right, special assistants to the board, on their retirement.

Request for education allowance granted

(G-106(3))—The grievant disputed the Department's decision that he repay the second-semester educational allowance for his [child's] senior year. He maintained that, prior to his going on summer home leave, he learned from the head of his area that he would be returning to post; therefore, he had asked the embassy before his departure to pay the entire year's educational allowance as required by the school's regulations.

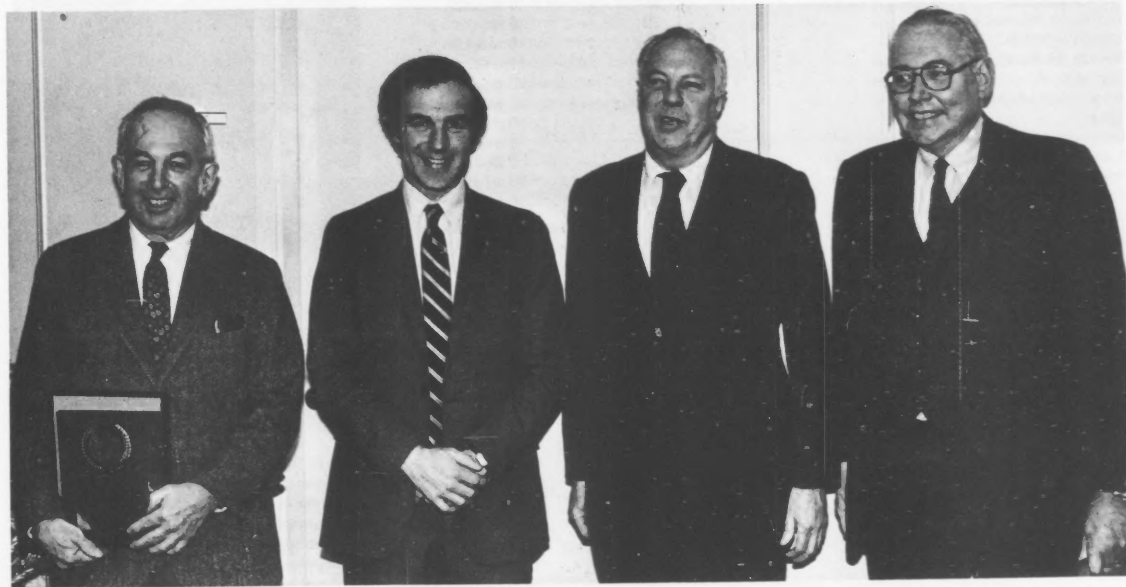
While on home leave, the grievant learned that he was to be transferred to Washington. Concerned for his [child], he was told by officials from the area and the office to which he was assigned that the education allowance could be arranged within the requirements of regulations, and that his child would be permitted to return to the school.

The grievant returned to the post to complete departure matters. Approximately one month later, when he returned to Washington, his child remained in the school. The agency decided that the grievant was entitled to

the educational allowance for the first semester only, and asked that he repay the allowance advanced for the second semester.

The grievant requested a waiver, basing his claim on Standard Regulation 276.45, which states the conditions under which an agency may grant a waiver for part or all of the educational allowance. He directed attention to two specific factors in the regulation that substantiated his claim: (1) that the child's educational progress would be affected by his or her withdrawal before the end of the school year, and (2) that the school's regulations forbade a refund if the child were withdrawn before the end of the school year.

In its finding for the grievant, the board agreed that both of these factors applied to this case. The child's educational progress would be adversely affected by transfer in the middle of the senior year. Also, the school's regulations explicitly stated that no refund would be given if the child were withdrawn before the end of the school year. ■



Education and Training

Schedule of courses at Foreign Service Institute

Program	Mar.	Apr.	May	Length of course
Area studies				
Africa, Sub-Sahara	—	16	—	2 weeks
East Asia	—	16	—	2 weeks
Latin America	—	16	—	2 weeks
Near East and North Africa	—	16	—	2 weeks
People's Republic of China	5	—	—	2 weeks
South Asia	—	16	—	2 weeks
Southeast Asia	—	16	—	2 weeks
USSR/Eastern Europe	—	16	—	2 weeks
Western Europe	—	16	—	2 weeks
Overseas Briefing Center				
Two-week family workshop	—	2	9	2 weeks
English-teaching seminar	—	30	—	1 week
Career counseling seminar	13	—	—	4 days
Community skills seminar	—	—	14	
Going overseas				
Saturdays	—	—	5	1 day
Evenings	—	18	23	1 day
Re-entry	12	—	—	1 day
Center for the Study of Foreign Affairs				
Foreign policy symposia	Dates to be announced			1 day
Science and technology symposia	Dates to be announced			1 day
Language and advanced area courses				
French	5	2,30	29	20 weeks
German	5	30	—	20 weeks
Italian	5	30	—	20 weeks
Portuguese	5	30	—	24 weeks
Spanish	5	2,30	29	20 weeks
Familiarization and short-term (FAST) courses				
Arabic, Egyptian	—	30	—	6 weeks
Arabic, formal spoken	—	30	—	6 weeks
French (metrop.)	5	2,30	29	10 weeks
French (sub-Sah.)	5	2,30	29	10 weeks
German	5	30	—	10 weeks
Indonesian/Malay	—	30	—	6 weeks
Italian	5	30	—	10 weeks
Japanese	—	30	—	6 weeks
Polish	—	30	—	6 weeks
Portuguese (L.A.)	5	30	—	10 weeks
Portuguese (Eur.)	5	30	—	10 weeks
Russian	—	30	—	6 weeks
Serbo-Croatian	—	30	—	6 weeks
Spanish (Eur.)	5	2,30	29	10 weeks
Spanish (L.A.)	5	2,30	29	10 weeks
Thai	—	30	—	6 weeks
Administrative training				
*Administrative core	26	23	21	3 weeks
General services operations	19	16	14	3 weeks
Personnel operations	19	16	—	2 weeks
Budget and financial management	19	16	14	6 weeks
**Coping with Violence Abroad	12,19	2,16	7,14,21	1 day
		30	29	
*Prerequisite before taking GSO, PER and B & F.				
**This course used to be available on a walk-in basis. You must now register.				
Consular training				
ConGenRosslyn basic consular course	Continuous enrollment			24 days

—(Continued on next page)

Equal employment course is offered

A one-day management training course on equal employment opportunity is being offered by the Foreign Service Institute from March through September. Enrollment will fulfill the Department's requirement that all supervisory personnel attend such a course. Eligible to participate are officers at grades FO-1 through 3, GS-15 through 12 and FP-1 through 3. Depending on availability of space, consideration will be given to supervisory personnel in lower grades.

The seminar will cover such topics as laws, regulations, procedures and policies; the concept of affirmative action; rights and responsibilities of a complainant; the effect of discrimination; and sexual harassment. The course will be given on March 21, May 23, July 18 and September 19. For information, call Rochelle Dobbins, Foreign Service Institute, 235-8771. □



Peter K. Murphy, now consul general in Genoa, Italy, was presented the insignia of a Knight of the Order of Grimaldi, by Prince Rainier III, at the National Day celebrations in Monaco. He was credited with "strengthening" U.S.-Monegasque relations during his service earlier as consul in Nice and Monaco.

Effusive effusions

(See Page 16)

1. The early bird catches the worm.
2. Pork barrel politics.
3. A dog in the manger attitude.
4. To clam up.
5. Memory like an elephant.

Science policies

The Center for the Study of Foreign Affairs, at Foreign Service Institute, conducted a seminar, January 25, on opportunities and challenges in developing international science policies. Participants included experts from Washington organizations concerned with science and foreign affairs. □

New records handbook

The Department's Foreign Affairs Information Management Center has issued a completely revised edition of "Records Management Handbook, Appendix A, Departmental Records Disposition Schedules." It contains all disposal authorities covering records maintained in Department offices. A limited initial distribution was made; additional copies may be obtained. □

Family work accord with the Philippines

The Department has concluded a bilateral work agreement with the Philippines, bringing the total of such agreements to 12. The agreements pave the way for family members of Government employees overseas to work in the host countries.

Such agreements have also been negotiated with Bolivia, Canada, Colombia, Denmark, El Salvador, France, Jamaica, New Zealand, Norway, Sweden and the United Kingdom.

In addition, informal arrangements for employment of family members have been made with several countries under reciprocal work regulations issued in 1979 by the U.S. Im-

—(Continued from preceding page)

Program	Mar.	Apr.	May	Length of course
Immigration law and visa operations	*Correspondence course			6 months
Nationality law and consular procedure	*Correspondence course			6 months
Overseas citizens services	*Correspondence course			6 months
Consular employees professional seminar	—	9	—	2 weeks
	*See Airgram A-2653			
Economic and commercial training				
Information systems managers program	19	—	—	4 weeks
Executive development				
*Advanced television workshop	15	—	—	3 days
Executive performance seminar	11	—	—	5 days
Overseas supervisory workshop	4	—	13	5 days
Supervisory studies seminar	—	8	—	5 days
Executive EEO seminar	21	—	23	1 day
*By invitation only				
Political training				
Foreign affairs interdepartmental seminar	19	—	21	2 weeks
Executive-congressional relations	—	9	—	1 week
Orientation				
Orientation for Foreign Service officers	—	25	—	6½ wks
Orientation for Department officers	—	9	—	1½ dys
Orientation for Foreign Service personnel	—	9	—	1 week
Department clerical orientation	19	16	14	5 days
Foreign Service secretarial training				
Foreign Service secretarial training	5	30	—	6 days
Foreign Service secretarial refresher/re-entry	To be arranged			Individual
First-time ambassador's secretary's briefing	To be arranged			Individual
Clerical workshops				
Managing words (word processing training)	To be arranged			Individual
Department correspondence	To be arranged			Individual
OCR telegram preparation workshop	To be arranged			Individual
*The art of dictation workshop	15	—	—	4 hours
*The art of machine transcription workshop	15	—	—	4 hours
*Workshop in the preparation of travel vouchers	—	—	—	Individual
Proofreading techniques	—	—	—	Individual
Telephone techniques workshop	16	—	—	4 hours
*To be announced				
Secretarial skills				
Basic office skills	26	—	—	24 hours
Management skills seminar for secretaries	26	—	—	3 days
Communications skills				
How to communicate by letter and memo	—	—	14	10 days
English and communication skills	—	—	7	40 hours
Fundamentals of writing for government	—	—	9	20 hours
Speech and oral communication	—	3	—	6 weeks
Fundamentals of speech	—	5	—	24 hours
Workshops for managers				
Notetaking for managers	—	—	—	24 hours
Advanced writing for senior managers	19	—	—	22 hours
*To be announced				

migration and Naturalization Service. The regulations allow certain diplomatic visa holders to obtain work permits in the United States in exchange for reciprocal treatment of

family members of U.S. Government employees overseas.

For information, contact Sonya Sandman, Family Liaison Office, Room 1212A, 632-3178. □

Current Publications

Public affairs bureau lists its offerings

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

Vice President Bush

"U.S. Condemns Salvadoran Death Squads," toast at dinner given by Salvadoran President Magana, San Salvador, El Salvador, December 11 (Current Policy No. 533).

European affairs

"CSCE Followup Meeting Concludes in Madrid, September 9, 1983," Secretary Shultz's remarks and text of concluding document, December 1983 (Reprint, from Department of State Bulletin, October 1983).

Human rights

"Human Rights and Foreign Policy: Commemoration of the Universal Declaration of Human Rights," December 1983 (Selected Documents No. 22).

Inter-American affairs

"The Political Economy of the Caribbean Basin," Kenneth W. Dam, deputy secretary of state, conference on trade, investment and development in the Caribbean basin, Miami, December 2 (Current Policy No. 530).

"The Caribbean Basin Initiative and Central America," Kenneth W. Dam, deputy secretary of state, International Trade Mart's world news business briefing, New Orleans, November 29 (Current Policy No. 529).

Middle Eastern and South Asian affairs

"Afghanistan: Four Years of Occupation," Bureau of Intelligence and Research report, December 1983 (Special Report No. 112).

GIST

U.S. prosperity and the developing countries (12/83).
U.S. export controls (12, 83).

Multinational corporations (12/83).
INF: Where we stand (12/83).

Background Notes

ASEAN (11/83).
Chile (11/83).
French Antilles and Guiana (11/83).
Mongolia (12/83). □

Volume focuses on Mideast 'quest for peace'

The Department has released "The Quest for Peace: Principal U.S. Public Statements and Documents Relating to the Arab-Israeli Peace Process, 1967-1983."

This 134-page publication presents principal U.S. public statements and related documents concerning U.S. efforts since the June 1967 war to help resolve the Arab-Israeli dispute.

BOGOTA, Colombia—Ambassador *Lewis A. Tambs*, left, and President Reagan's special representative for Central America, Ambassador *Richard Stone*, meet the press at the airport here.



The central focus of this selection is the policies, positions and initiatives taken by the United States in its continuing efforts to help resolve the dispute between Israel and its neighbors, including the status of the occupied territories and the Palestinian people. The documents included present the U.S. position on various aspects of the dispute and describe U.S. negotiating efforts.

Key UN resolutions and selected foreign government documents that record significant events are also included in order to provide a comprehensive collection. The documents are arranged chronologically in a series of topical sections. Each section includes a narrative summary that provides historical context.

The work was prepared by the Office of the Historian, Bureau of Public Affairs, Department of State. The office from time to time prepares and publishes reports, studies, and documentary collections that provide historical background on important foreign policy topics.

Copies (GPO Stock No. 044-000-01997-3; Department of State Publication 9373) are available for purchase from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. The price is \$4 (domestic prepaid). Checks or money orders should be made payable to the Superintendent of Documents.

For information contact Nina J. Noring (202) 632-2058 or Paul Claussen (202) 632-9477. □

'Traveler tips' issued by consular bureau

U.S. citizens traveling overseas on pleasure or business may wish to obtain one of the "Traveler Tips" series from State's Bureau of Consular Affairs. These pamphlets, the bureau said, contain useful information on: how to make travel arrangements, customs and currency regulations, special problems encountered by dual nationals and sources of additional information. Currently available are:

- "Tips for Travelers to the Caribbean."
- "Tips for Travelers to China."
- "Tips for Travelers to Cuba: A U.S. Government Warning."
- "Tips for Travelers to Eastern Europe and Yugoslavia."
- "Tips for Travelers to Greece."
- "Tips for Travelers to Mexico."
- "Tips for Travelers to Saudi Arabia."
- "Tips for Travelers to the Soviet Union."

Also available is "Visa Requirements of Foreign Governments," which lists the entry requirements for U.S. citizens traveling to most foreign countries, and where and how to apply for visas and tourist cards.

Single copies of these pamphlets are available free of charge from any of the 13 U.S. passport agencies. Single copies may also be obtained by sending a postcard to: Passport Services, Room 386, Department of State, 1425

K Street N.W., Washington, D.C. 20524.

Specify which publication(s) you wish to receive and a return address. For information contact Elee Roeder, Bureau of Consular Affairs, 632-1488. □

More publications for travelers

Travelers planning a pleasure or business trip abroad may wish to obtain the following publications from the Bureau of Consular Affairs:

—"Your Trip Abroad." Contains information on passports, visas and overseas citizens services that are intended to help prepare the traveler for a pleasant and trouble-free trip. This publication may also serve as a reference guide to be taken along on your trip.

—"Travel Tips for Senior Citizens." Provides vital information on passports, visas, health, currency.

—"Travel Warning on Drugs Abroad." Contains important facts on the potential dangers of being arrested for illegal drugs abroad and the type of assistance that U.S. consular officers can and cannot provide.

Single copies of these publications are available from any of the 13 U.S. passport agencies. They can also be obtained free of charge by sending a postcard to: Bureau of Consular Affairs, Department of State, Room 6811, Washington, D.C. 20520. Specify which publication(s) you wish to receive and a return address.

For information contact Elee Roeder, Bureau of Consular Affairs, 632-1488. □

New 'Foreign Relations' volume is released

The Department has released "Foreign Relations of the United States, 1952-1954, Volume IV, The American Republics."

The work presents the previously classified record of U.S. diplomacy and foreign policy in Latin America during the last year of the Truman administration and the first two years of the Eisenhower administration.

A Department news release said the record reflects the anticommunist focus of American foreign policy and the effort to prevent communist influence from getting a foothold in the American republics. The perceived threat of international communism to peace and security in Latin America is seen as coming to a head in Guatemala with the overthrow in 1954 of the Arbenz regime by anticommunist forces.

In Bolivia, a radical regime not open to communist influence received generous U.S. assistance. The Latin American governments were said to be primarily concerned with economic problems. Conflicts with major foreign-owned firms in the region's principal industries were seen as a persistent concern for American diplomacy.

The volume includes various sections on

multilateral topics, including general diplomatic and economic relations; policy regarding hemispheric defense and the provision of armaments and military assistance; economic and technical assistance; the 10th Inter-American Conference, at Caracas, Venezuela, March 1954; the meetings of ministers of finance or economy of the American republics at the fourth extraordinary meeting of the Inter-American Economic and Social Council (Rio Conference), at Quito, Brazil, November-December 1954; and policy regarding political developments in Central America.

Other sections of the volume cover bilateral relations with Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, Cuba, the Dominican Republic, Ecuador, El Salvador, Guatemala, Haiti, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru, Uruguay and Venezuela.

The Foreign Relations series has been published continuously since 1861 as the official record of United States foreign policy. The current volume is the sixth to be published in a series of 16 volumes covering the years 1952-1954. It was prepared in the Office of the Historian, Bureau of Public Affairs, Department of State.

Copies (Department of State Publication No. 9354; GPO Stock No. 044-000-01988-2) may be purchased for \$23 (domestic postpaid) from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Checks or money orders should be made out to the Superintendent of Documents.

The Office of the Historian has prepared a brief descriptive summary of the volume. For information, contact Paul Clause (202) 632-9477 or John P. Glennon (202) 632-7768. ■

Money quiz

Q—You can have only one name put on the U.S. savings bonds you purchase. True or False?

A—False. Bonds may be issued in the name of two persons as coowners or in the name of one person with a second person as beneficiary.

Q—How safe are my U.S. savings bonds?

A—They're backed by the full faith and credit of the U.S. Government. If lost, stolen, mutilated or destroyed, they will be replaced free on request—and will bear the original issue dates.

Q—What's one way to avoid paying federal tax on the interest your U.S. savings bonds earn?

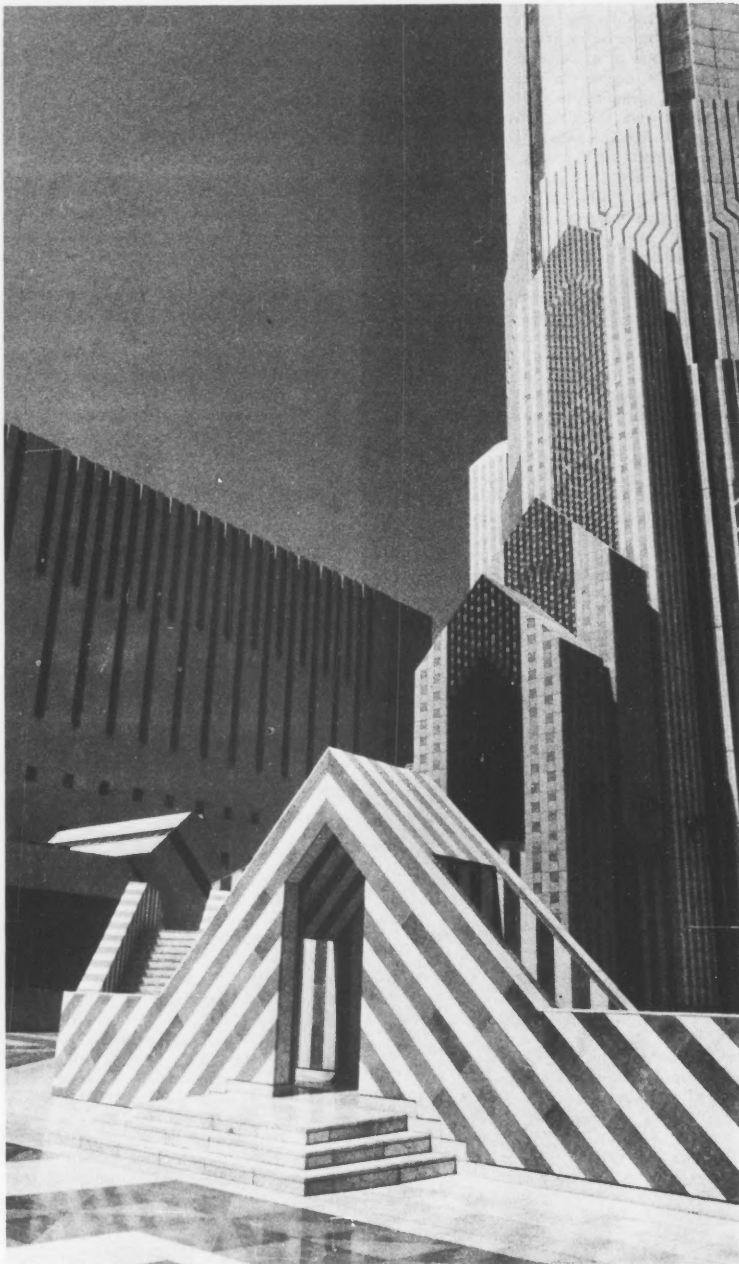
A—Cash bonds in after you're retired—in the period during which your contributions to the retirement fund are being returned to you in the form of monthly payments. It is likely that all of your accrued interest will be offset by tax exemptions and deductions.

Posts of the Month: Jidda, Riyadh, Dhahran

FOREIGN SERVICE people in Saudi Arabia serve at three different posts—the embassy in Jidda, the U.S. liaison office in Riyadh and the consulate in Dhahran. Later this year, the embassy will be moved from the western port city of Jidda to the capital at Riyadh, in the center of the country. Dhahran is in the eastern part of the large peninsula. This is another in a continuing series on posts overseas. The photos are by *Donna Gigliotti*.



Security officer *Steve Craig*, after scuba diving in the Red Sea near Jidda.



The ministry of information in Riyadh.



Marsha Campbell shopping for dates near Dhahran.

Marine security guards in Jidda, from left: Michael Clabaugh, Tim Schlewitz, T.J. LaPorte, Scott Merrill, Tony Cuff.



Community liaison officer Beth Kouttab, Riyadh.



Kathy Brennan out shopping in Jidda.

POSTS OF THE MONTH: JIDDA, RIYADH, DHAHRAN

The Dhahran consulate.



The visa line in Jidda.



Political officer *David Pearce* and daughter *Jennifer*, at Riyadh.



Secretary *Catherine Ward*, Dhahran.

The embassy in Jidda.



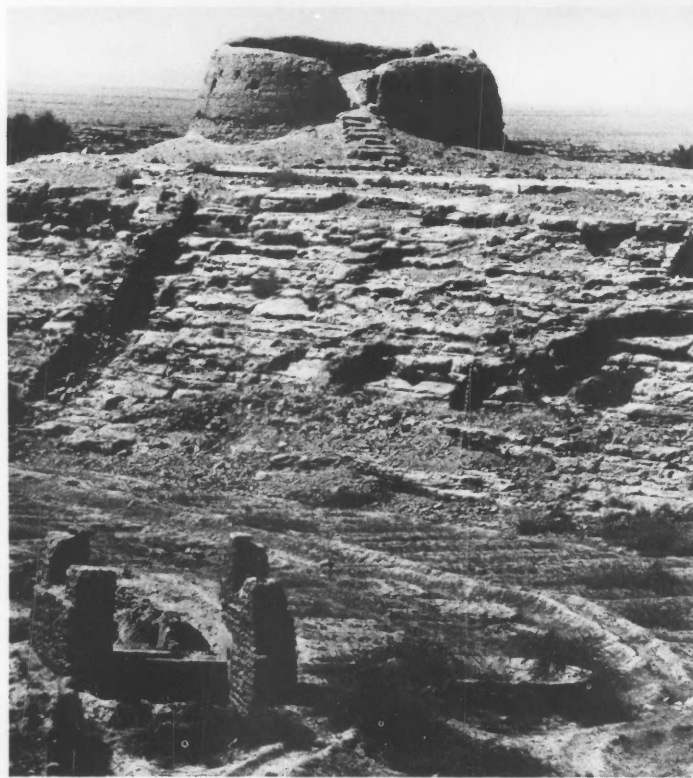
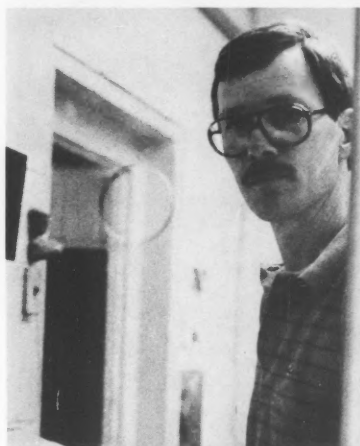
Riyadh drivers, from left: *Ali Mir, Aurang Zeb, Ch. Shafiq Ahmed, Ismail Mohammed.*



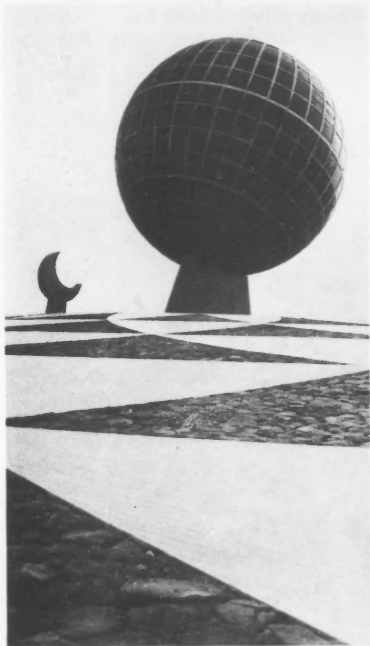
Dhahran general services assistant *Omer Siddik Omer.*

Michele Suddarth at a "souk," or market, in Jidda.

Communicator *Larry Krause*, Dhahran.



The ruins at Diriyah, an ancient town near Riyadh.

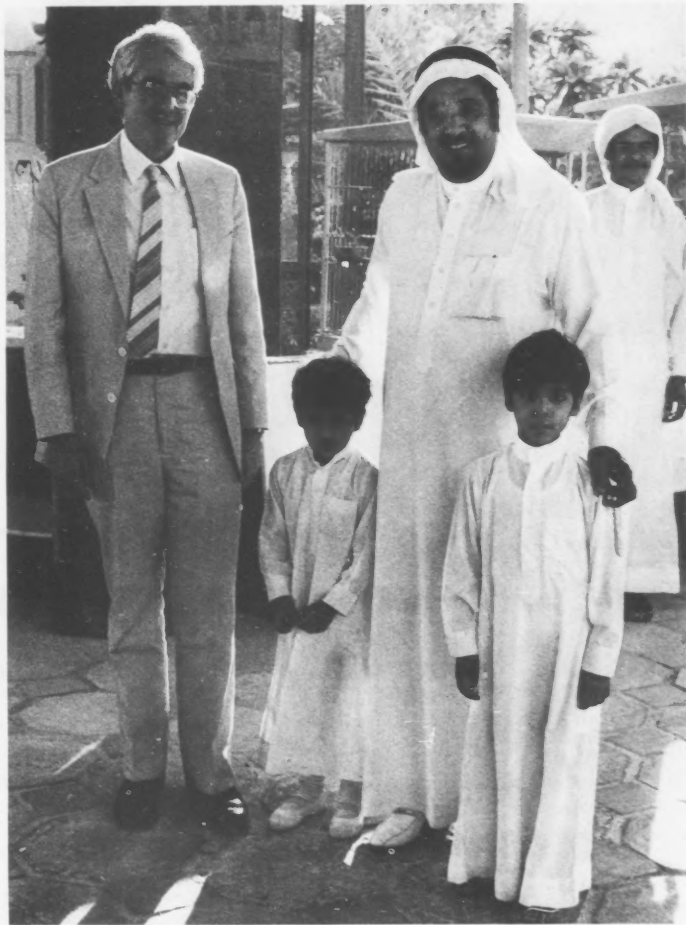


A sculpture along the corniche of the Red Sea in Jidda.



Financial economist *Bill Ramsay*, Riyadh.

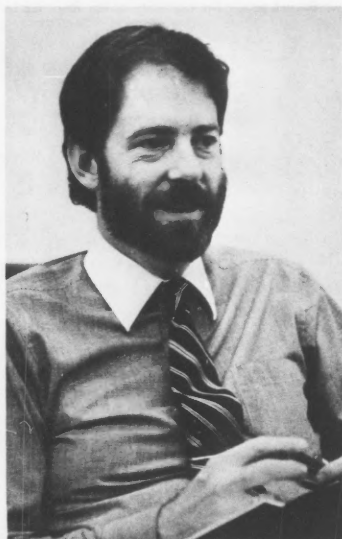
Dhahran consul general *John Eddy* with an Arab official and the official's two sons.



Regional medical officer *Fuad H. Kandalaft*, with *Andrew Young*, son of secretary *Becky Young*, Jidda.

Administrative officer *Bob Carr*, Jidda.

Consular officer *Ron Schlicher*, Dhahran.



The Nasseef building, part of the National Museum, in Jidda shopping area.



A minaret of the Themiri mosque in Riyadh.



General services employees in the Jidda warehouse, from left: *Asghar Mir*, *Abdulkarim Bolow*, *Bill Blaine*.



Wearing hats to shield themselves from the sun, on an excursion to Diriyah, near Riyadh, are, from left: *Richard Stockman*, *Lorna Ramsay*,



Foreign buildings officer *Tom Farley*, left, and administrative officer *Larry Blackburn*, at site of new embassy compound in Riyadh.

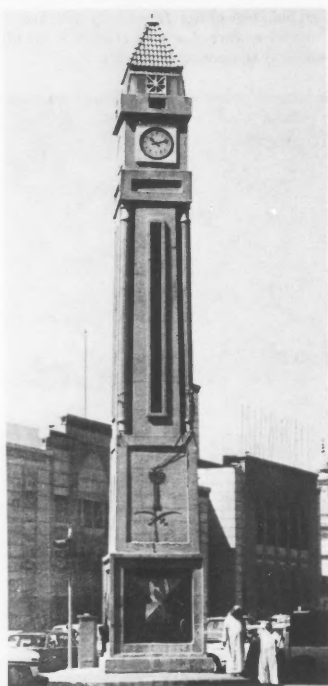
Chargé *Roscoe (Rocky) Suddarth*, on the tennis court in Jidda.



Roger Merrick, Kathy Allegrone, Fatima and Dan Goodspeed, Samir Kouttab, Charlie Allegrone.



Themiri Gate in Riyadh.



The Dirah Clock Tower in Riyadh.

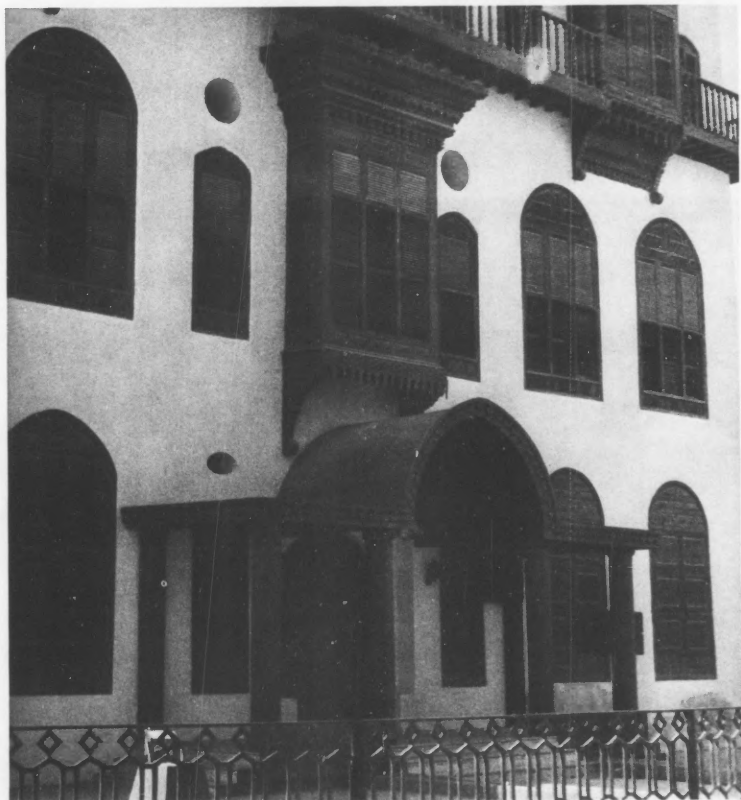


Ian Malleck with his mother *Ann* in Riyadh.

The National Museum in Jidda. ■



Ninth graders *Fran Maffei*, *Jennifer Carr* and *Vera Altman*, Jidda.



Diplo-Crostic No. 24

BY CAROL BECKER

Department of State Historical Office

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 quote 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-Crostic No. 23" appeared in the November issue; the solution was in the December STATE.)

1I	2N	3B		4D	5V	6T	7G	8a	9C		10I	11A	12K	13Q		14a	15C	16Z	
17K	18W	19F	20M		21P	22Q	23Z	24O	25V		26Y	27J	28X	29Z		30H	31P	32a	
33T	34A	35M	36U	37L	38D	39W	40a		41W	42I	43E	44H		45J	46Q	47L		48O	49N
50R	51W	52S		53E	54R	55Z		56T	57K	58E		59Q	60D	61K	62L	63X	64A		65X
66Q	67E	68U	69D		70U	71Y	72B	73A		74Y	75R	76V	77W	78Z	79B		80L	81Z	82F
83S	84Y	85V		86I	87P		88R	89Z	90A		91G	92D	93Y	94N		95K	96Y		97C
98Q	99X		100Q	101W	102Z	103L	104T		106F	106a	107D	108I	109K	110W	111Q	112R	113O	114V	115X
116Y		117Z	118G	119A		120C	121Q	122Z	123T		124Q	125U	126R	127G		128A	129T		130H
131L	132Y	133I	134K		135D	136T	137Z	138R	139N	140M	141P	142W		143J	144B	145N	146Y	147S	148a
148F		150P	151T	152D	153S		154X	155Y	156M		157J	158D	159F	160I	161R	162G		163V	164Y
168G	166O		167P	168K	169B	170P	171S		172a	173M	174D		175A	176H	177R	178O		179P	180H
181U	182a	183L	184X	185B		186F	187O		188G	189Q	190X	191M	192W	193O	194B		195S	196V	197O
198U	199E		200P	201I	202L	203Q	204W	205a		206C	207T	208V	209E	210G	211D	212T		213a	214I
215V	218M		217D	218J	219S	220T	221K		222G	223E	224X	225U	226O	227Z					

DEFINITIONS

WORDS

- A. Septentrional
119 90 34 175 73 11 64 128
- B. General pardon
144 169 185 3 194 72 79
- C. "Honor is the subject of my _____"
(Julius Caesar, I.2)
206 120 15 9 97
- D. In 1938 he circled the globe in a record 91 hours
38 107 135 60 174 4 158 92 211 217
152 69
- E. Followed by Word F, mental reservation (Fr.)
53 67 223 209 43 199 58
- F. See Word E
105 82 186 149 19 159
- G. Side dish
127 210 188 165 118 91 222 7 162
- H. Mountain pass
44 180 30 130 176
- I. Ignis fetuus
201 86 10 42 1 108 160 214 133
- J. "_____ is wholly experimental"
(R. L. Stevenson)
46 27 218 157 143
- K. Grimm heroine
134 221 95 61 17 57 168 12 109
- L. Precision
183 37 202 47 103 131 80 62
- M. "A _____ Yankee in King
Bellyhoo's Court"
(said of Calvin Coolidge)
140 35 191 216 173 20 156
- N. Ancient Hebrew dry measure
139 145 94 49 2

DEFINITIONS

WORDS

- O. The living space under a gable
166 98 24 48 187 193 226 113 187 178
- P. Wanderlust
200 150 179 31 21 87 170 141 167
- Q. In Tom Brown, the residence of the headmaster
13 100 124 46 203 59 121 22 66 111 189
- R. Turn inward
112 54 138 50 75 126 177 161 88
- S. "The life to be is still the unguessed _____" (Whittier)
219 153 171 195 147 83 52
- T. Serious mental disorder
207 212 123 6 136 129 33 220 56 151 104
- U. The capture of this island was codenamed "Iceberg"
225 68 198 181 36 70 125
- V. Curved pieces of metal used by certain salesmen
76 196 5 25 163 215 208 114 85
- W. Friendly college
110 41 101 51 77 18 204 192 142 39
- X. "an _____ indigested piece" (how Sam Johnson defined an essay)
184 28 190 63 154 99 65 115 224
- Y. Son of Edward III
26 116 164 74 84 146 132 71 96 93 155
- Z. "Intrapid", "Antares", "Falcon", and "Snoopy", for example
81 16 29 137 102 117 89 55 23 78
122 227
- a. Shameless boldness
205 172 213 40 8 148 182 32 106 14

Personnel: Civil Service

Promotions

GG-12

Mingalone Jr., Joseph C., U.S. Mission to the United Nations

GM-13

Baker, Rita Marie, Foreign Affairs Information Management Center

GM-14

Johnson, Willie, Communications and Planning Engineering Division

GS-3

Barricella, Irma Lois, Passport Agency, New York

Bennett, Patricia, Diplomatic Pouch and Courier Operations Division

Early, Michael A., Financial Operations, Office of Communications and Records

Hyman, Donald A., Passport Agency, New York

GS-4

Buzby, Daniel John, Bureau of Administration, Personnel Management Division

Castro, Iris Yolanda, Passport Services

Farah, William Joseph, Office of the Assistant Legal Adviser for Management

Horkey, Charles J., Office of Security, Document Information Systems

Lindsay, Susan E., Passport Services

GS-5

Bennett, Joyce M., Economic and Business Affairs, Food Policy Division

Candelario, Fern M., Office of Mexican Affairs

Faust Jr., Jack Leroy, Passport Agency, Los Angeles

Harris, Frances R., Office of Security, Document Information Systems

Jackson, Gail Marie, Economic and Business Affairs, Industrial and Strategic Materials Division

Johnson, Talaya C., Medical

Services

McDowell, Arthur Rena, Passport Services

Williams, Cheryl Demetrius, Medical Services

GS-6

Edwards, Kevin T., Public Affairs, Correspondence Management Division

Jefferson, Una M., Oceans and International Environmental and Scientific Affairs, Office of Fisheries Affairs

Leach Jr., Carl Celester, Diplomatic Pouch and Courier Operations Division

McIvey, Ethel Lee, Office of Security, Document Information Systems

O'Neill, Virginia E., Passport Agency, Stamford

Williams, Gladys E., European and Canadian Affairs, Central Europe Division

GS-7

Brown Jr., Carlton Joe, Washington Finance Center

Bryant, John W., Office of Fiscal Operations

Cahoon, Fannie Elena, International Narcotics Matters

Coffey, Walter C., Passport Agency, Chicago

Davis, Linda, Political Affairs, Office of Public Diplomacy

Finver, Frank Jonathan, Passport Agency, Washington

Fritsche, Sue Carolyn, Consular Affairs, Management and Administration

Johnson, Ruthe B., Passport Agency, New York

Jones, Diane M., Passport Agency, New Orleans

Karasz, Ilonka Lieselotte, Passport Agency, Washington

Kennedy, Cynthia M., Passport Agency, New Orleans

McGeachy, Joan Ellen, Passport Agency, Seattle

Millan, Sonia R., Passport Services

Oberlin, Paul Christopher, Passport Agency, Washington

Schuler II, James Lee, Passport Agency, Washington

Vezina, Mary A., Office of

Security, Evaluations Division

Winslow, Jeffrey J., Passport Agency, Chicago

Zuraski, Phyllis L., Visa Services, Office of Public and Diplomatic Liaison, Written Inquiries Division

GS-8

Ayer, Margaret F., Passport Agency, Los Angeles

Baker, Tura L., Legislative and Intergovernmental Affairs

Beck, Doris A., Office of Mexican Affairs

Johnston, Pamela D., Intelligence and Research, Office of Economic Analysis

Lira, Joelle M., Near Eastern and South Asian Affairs

GS-9

Day, Mary Ann, Public Affairs, Office of Public Programs

James, Barbara A., Office of the Under Secretary for Management

Judkins, Christine C., Office of Fiscal Operations

Marino, Sylvia M., Passport Agency, Philadelphia

Mathy, Richard A., Passport Agency, Chicago

Miller, Steven A., Office of Public Communication, Special Projects Staff

Rodriguez, Felix A., Passport Agency, Houston

Weaver, Jessie B., Office of the Executive Secretariat, Information Management Division

GS-10

Holobaugh, Gregory, Office of Communications

GS-11

Cooper, Jacqueline H., Office of Position and Pay Management

Mitchell, Wanda L., Bureau of Administration, Personnel Management Division

GS-12

Contos, Carolyn A., Bureau of Administration, Allowances

Staff

Elliott, Elizabeth J., Administrative Services

Garrison, Susan H., Field Installation and Support Division

Handley Jr., Frank Gray, Office of Technical Specialized Agencies

Kim, Elena Patricia, International Narcotics Matters

Lotocki, Mary Lynn, Inter-American Affairs

McLe, Daniel Terence, Secretariat Staff

Propp, Kenneth R., Office of the Legal Adviser

GS-13

Keating, Terry Michael, Office of U.S. Budgetary Presentation and Payments

Kendrew, Claudia D., Oceans and International Environmental and Scientific Affairs, Office of Oceans and Polar Affairs

Oveson, Sanny, Oceans and International Environmental and Scientific Affairs, Population Affairs

Reynolds III, John B., Office of the Legal Adviser

Shenwick, Linda S., Office of Foreign Buildings

Stogdale, Debra L., Office of Strategic Nuclear Policy

GS-15

Vandavelde, Kenneth J., Office of the Legal Adviser

Appointments

Austin, Kenneth L., Diplomatic Pouch and Courier Operations Division

Baer, Diane L., International Organization Affairs, Office of Administrative Services

Barabba, Vincent P., U.S. Mission to the United Nations

Barton, Tania R., Bureau of Personnel, Office of Recruitment, Examination and Employment

Bianchi, Stephanie J., Foreign Affairs Information Management Center

- Bouton, Norman M.**, Classification/Declassification Center
- Bracey, Glynnis A.**, Near Eastern and South Asian Affairs
- Calderon, Hugo Nelson**, Office of Facilities Management and Administrative Services
- Catlett, John R.**, Passport Services
- Coles, Candace Luran**, International Organization Affairs, Office of Administrative Services
- Davidson, Davida A.**, Foreign Service Institute
- Davis, Ernest T.**, Passport Services
- Fei, Edward T.**, Oceans and International Environmental and Scientific Affairs, Office of Export and Import Control
- Feldman, James H.**, Classification/Declassification Center
- Fleming, Mitchell D.**, Visa Services, Office of Legislation, Regulations and Advisory Assistance
- Flournoy, Jeffrey W.**, Visa Services, Office of Legislation, Regulations and Advisory Assistance
- Garcia, Kelly Rae**, African Affairs
- Gifford, Robert B.**, International Narcotics Matters
- Grip, Carl J.**, Classification/Declassification Center
- Guida, Regina Angela**, Near Eastern and South Asian Affairs
- Hudson, Tim William**, Intelligence and Research, Office of the Geographer
- Hughes, Keith M.**, Passport Services
- Jackson, Eldora Camille**, Office of the Comptroller, Financial Operations
- Johnson, Rosie J.**, European and Canadian Affairs
- Johnson, Terri Ann**, Bureau of Personnel, Office of Management
- Jones, Sharron Lanett**, Office of Accounting
- Kelly, Colleen Margaret**, Economic and Business Affairs
- Kenney, Beth T.**, Bureau of Administration, Personnel Management Division
- Leeson, Kenneth William**, Office of the Coordinator for International Communications and Information Policy
- McMahon, Kathryn A.**, Near Eastern and South Asian Affairs
- Miller, Johnathan Scott**, Office of Latin American Diplomacy
- Morrow, Christina Noelle**, Refugee Programs
- Nelson, Debra Jean**, U.S. Mission to the United Nations
- O'Shea, Erin E.**, U.S. Mission to the United Nations
- Owens, Douglas J.**, Office of the Comptroller, Financial Operations
- Reich, Otto Juan**, Office of Latin American Diplomacy
- Rivers, Cynthia M.**, Passport Services
- Sander, John Robert**, Foreign Service Institute
- Schlattman, Laura Anne**, Refugee Programs
- Shepherd, Cheryl Ann**, European and Canadian Affairs
- Sheridan, Michael H.**, Office of the Comptroller, Financial Operations
- Shorter, Henrietta**, Office of Security, Washington Field Office
- Smith, Donna Marie**, European and Canadian Affairs
- Sommers, Joseph G.**, Passport Services
- Sonia, Clarence L.**, Diplomatic Pouch and Courier Operations Division
- Spirides, Catherine**, Passport Agency, Washington
- Stephens, Robert Hunter**, Bureau of Personnel, Office of Civil Service Career Development and Assignments
- Swankowski, Steve T.**, Overseas Citizens Services
- Tolbert, Colette Nitcheu**, Foreign Service Institute
- Tracy, Mary**, Foreign Service Institute
- Utz, Tina L.**, Office of Protocol
- Velez-Perez, Helga L.**, Foreign Service Institute
- Waters, Lynette Ruth**, Passport Services
- Weaver, Stacey D.**, Passport Services
- Wilhelm, Cynthia R.**, Bureau of Administration, Personnel Management Division
- Williams, Robert Eric**, Passport Agency, Los Angeles
- Wood, James C.**, Office of Foreign Missions
- Yager, Brenda Lee**, Oceans and International Environmental and Scientific Affairs
- ### Reassignments
- Beach, Dana E.**, Foreign Service Institute to Citizens Emergency Center
- Bridgeforth, Latanya Kelly**, Passport Agency, Washington to Office of Security
- Brown, Caysandra**, Citizens Emergency Center to Bureau of Consular Affairs, Public Affairs
- Brutten, Lori Beth**, Bureau of Administration to Bureau of Personnel, Office of Management, Human Resources Management Division
- Burlin, Ann N.**, Office of Fiscal Operations to Information Systems, Systems Design and Programming Division
- Flynn, Barbara A.**, Economic and Business Affairs to Near East and South Asian Affairs
- Hall, Deborah A.**, Bureau of Personnel, Office of Management, Operating Systems Division to Bureau of Personnel, Office of Foreign Service Career Development and Assignments
- Heckman, Susan Diane**, Pre-Assignment Center to Office of Public Communication, Correspondence Management Division
- Hegens, Wilma M.**, Pre-Assignment Center to Economic and Business Affairs, Special Trade Activities and Commercial Treaties Division
- Makle, Iris J.**, Consular Affairs, Office of Management and Administration to Visa Services, Office of Legislation, Regulations and Advisory Assistance
- Moeller, Patricia A.**, Economic and Business Affairs, International Resources and Food Policy, Office of International Commodities to Office of the Under Secretary for Economic Affairs
- Price, Aileen Wanita**, Pre-Assignment Center to Office of Performance Evaluation
- Smith, Gloria A.**, Foreign Service Institute to Passport Services
- Taylor, Linda A.**, Foreign Service Institute to Office of Small and Disadvantaged Business Utilization
- Vigil, Becky J.**, Office of the Under Secretary for Management, Executive Office to Foreign Service Institute
- ### Resignations
- Dieffenderfer, John H.**, Near Eastern and South Asian Affairs
- Gordon, Robert C.**, Port Louis
- Jackson, Michael Roy**, Bureau of Personnel
- Lira, Consuelo M.**, Near Eastern and South Asian Affairs
- McGrath, Mary Margaret**, Copenhagen
- McKeever, Georgia B.**, Santo Domingo
- Milliken, Karen M.**, Foreign Service Institute
- Nash, Frank V.**, Bureau of Personnel
- South, Odalia M.**, Santiago
- ### Retirements
- Edwards, Wheeler S.**, Passport Agency, San Francisco
- Gonzales, Lydia T.**, Passport agency, Los Angeles ■

Personnel: Foreign Service

Appointments

Austin, Kenneth E., African Affairs
Besom, Katherine Phelps, Havana
Cziesla, Manfred J., UNESCO
Gissberg, John Gustav, Tokyo
McAnneny, Robert John, Office of the Inspector General
Mlotek, Ronald Sol, Office of the Legal Adviser
O'Gorman, Kenneth Patrick, Office of the Inspector General
Walsh, Mayra M., Santo Domingo
Watson, Dennis L., Paris

Transfers

Ahmad, Sharon Erdkamp, African Affairs to Bureau of Personnel
Babin Jr., Anthony J., China to East Asian and Pacific Affairs

Barr, Alan Whittier, Greece to Singapore
Baxter, John C., Upper Volta to African Affairs
Ben-Aida, Suzanne, Zambia to African Affairs
Bevacqua, Carmen F., United Kingdom to Office of Communications, Foreign Operations
Bonamy, Barbara A., Malaysia to East Asian and Pacific Affairs
Bortle, Florence G., Peru to Capetown
Bosch, William G., Bolivia to Inter-American Affairs
Bowers, Charles R., European and Canadian Affairs to Bonn
Brand, Julie A., Office of the Comptroller, Financial Systems Division to Field Installation and Support Division
Bullock, Frederic D., Jamaica to Office of Communications

Cade, Lorelie M., Denmark to European and Canadian Affairs
Campello, Marie, Mexico to Prague
Casey, Patricia M., Oman to Oslo
Champagne, Rita V., Medical Services to Bureau of Personnel
Clarke, Robert William, Soviet Union to Foreign Service Institute, Language Training
Colon, Raymond L., Nicaragua to Bureau of Personnel
Coviello, Cheryl, Brazil to U.S. Mission Geneva
Culpepper, Frances R., Pakistan to Vientiane
Cunningham, Glenda S., Portugal to European and Canadian Affairs
D'Andrea, Michael A., Mauritius to Dakar
Delisi, Scott H., India to Antananarivo
Dipaolo, Donna Marie, Train-

ing Complement to Foreign Service Institute, Language Training
Dodge, Dawn M., European and Canadian Affairs to Medical Services
Donnelly, Bruce E., Pakistan to Frankfurt
Durman, Elizabeth Ann, Ivory Coast to Brussels
Evans, Teresa Matthews, Mexico to London
Falk, Leo J., Foreign Service Institute to Bureau of Personnel
Ferebee, Josephine M., Organization for Economic Cooperation and Development, Paris to Medical Services
Greene, Earle S., United Kingdom to Bucharest
Gullins, Marva I., Soviet Union to Medical Services
Ham, Bradford W., Italy to Office of Communications
Harrop, William C., African



SANTIAGO, Chile—Fashions in America's 13 original colonies and a "Georgetown-style" flower shop are entered by U.S. embassy people in an international costume and flower show here. *Giselle Theberge*, wife of the ambassador, is in the left photo. The other shows dresses of the colonies, recreated from a doll collection and modeled by embassy youngsters. Front row, from left, with the colonies they represent: *Monica Telles*, Maryland; *Jennifer Taher*,

Virginia; *Amanda Durkee*, Georgia; *Jean Phillipson*, Connecticut; *Christine Ramirez*, Pennsylvania; *Annette Dixon*, Delaware. Back row: *Maria Louise Francher*, New Hampshire; *Michelle Harrington*, New York; *Vanessa Hall*, South Carolina; *Andrea DeShazo*, Massachusetts; *Janice Randaw*, New Jersey; *Colanda Jones*, Rhode Island; *Diana Nice*, North Carolina.



PORT-OF-SPAIN, Trinidad and Tobago—At awards ceremony, front row, from left: Joseph

Powell, Angeli Blood, Augustine Salazar, Barbara Nelson, Otto Bruce. Back row: Isaac

Herbert, Carlos Hall, Lars Hyde, Ambassador Melvin H. Evans, Wilfred Jimmette.

Affairs to Office of the Inspector General
Hayden Jr., Walter A., African Affairs, Economic Policy Staff to Bureau of Personnel
Hollingsworth, W. Catherine, Brazil to Inter-American Affairs
Holtz, Nancy Jo, Office of the Inspector General to Bureau of Personnel, Office of Foreign Service Career Development and Assignments
Houston III, Robert B., Mauritania to African Affairs
Huddleston, Vicki J., Mexican Affairs to Bamako
Hunter, Donald Carter, European and Canadian Affairs to Near Eastern and

South Asian Affairs
Jackson, Laura M., Foreign Service Institute, Language Training to Vientiane
Jenkins, Alton L., Mexico to Bureau of Personnel
Kahn, Louis E., European and Canadian Affairs to Foreign Service Institute
Kemp, David I., Inter-American Affairs, Office of Southern Cone Affairs to Foreign Service Institute
King, Charles S., Inter-American Affairs to Bridgetown
Kolankiewicz, Anthony M., Philippines to Singapore
Kramer, Elizabeth A., Italy to European and Canadian Affairs
Krieger Jr., George J., Euro-

pean and Canadian Affairs to Office of the Comptroller
Landberg, James S., Economic and Business Affairs to Mexican Affairs
Le Beau, John J., El Salvador to Havana
Leggio, Anthony, Italy to Foreign Service Institute
Limeri, Patricia R., Iceland to Vienna
Littrel Jr., Warren E., Bureau of Personnel, Office of Management to Foreign Service Institute, University Training
MacPherson, Alexander, Near Eastern and South Asian Affairs to Beirut
Majourau, Paul M., Mauritania to Lagos
Marvin, Judith I., Zaire to

Kingston
Massey, Thomas W., Bureau of Personnel to Monrovia
McDonald Jr., John W., International Organization Affairs to Bureau of Personnel
McGinness, Alfred J., Foreign Service Institute, Language Training to Madrid
Medeiros, John, Economic and Business Affairs to Hong Kong
Merikoski, Juha O., Belgium to European and Canadian Affairs
Miller, Thomas Joel, Legislative and Intergovernmental Affairs to Special Representative of the President
Mitchell, Margaret Zettel,

PERSONNEL: FOREIGN SERVICE

Ireland to Office of Communications
Morgan, Thomas J., Politico-Military Affairs, Office of Munitions Control to Foreign Service Institute
Morton, Patricia Anne, Equal Employment Opportunity and Civil Rights to Bureau of Personnel
Moyer, Shelia K., East African Affairs to Bureau of Personnel
Naudzius, Dorothy Ann, Korea to Belgrade
Neal, George E., El Salvador to Office of Communications
O'Gara, Teresa I., Norway to European and Canadian Affairs
Pavlik, Joan D., Senegal to Oslo
Penner Jr., Vernon D., Germany to Consular

Affairs
Perez, Abelardo Infante, Inter-American Affairs to Montevideo
Peters, John G., European and Canadian Affairs to Bureau of Personnel, Office of Recruitment, Examination and Employment
Peterson, Marion R., Foreign Affairs Information Management Center to Bureau of Personnel, Office of Management
Powell, Bernice Ann, Foreign Service Institute to Algiers
Rackley, Woody B., Thailand to Ouagadougou
Ronayne, William P., Brazil to Office of Communications
Rotklein, Bernard J., Politico-Military Affairs to Oceans and International Environmental and Scientific

Affairs, Office of Nuclear Technology and Safeguards
Schiermeyer, Lois M., Nigeria to African Affairs
Schroeder, Charles A., China to Office of Communications
Schwegel, Virginia S., Kuwait to Near Eastern and South Asian Affairs
Seward, Marjorie D., Nicaragua to Tegucigalpa
Shafer, Francis E., Commerce Department to Bureau of Personnel
Shinn Jr., William T., Soviet Union to Bureau of Personnel
Shirley, Katherine H., Secretariat Staff to Special Domestic Assignments Program
Short, George D., Greece to Office of Communications
Skotzko Jr., Eugene, Algeria to

Tunis
Smith II, Walter Burges, European and Canadian Affairs to Bureau of Personnel
Smith, Maria Kirsten, Ecuador to U.S. Mission in Geneva
Spence, Melvin T., Jamaica to Foreign Service Institute
Starr, Dennis Julian, Afars and Issa to Georgetown
Stephens, Jerry M., Turkey to Malabo
Taylor, William T., Saudi Arabia to Near Eastern and South Asian Affairs
Tennant, S. Louise, Egypt to Port-au-Prince
Tessmer, Karen Sylvia, Ghana to Paris
Tomsen, Peter, China to Foreign Service Institute
Tucker Jr., Frank M., Finland to European and Canadian



BOGOTA, Colombia—At awards ceremony, left to right, first row: *America de Lara, Maria Cristina de Rodriguez, Marina Quijano, Ines de Sundquist*. Second row: *Pilar Cabrera, Guillermo Ramirez, Nelly Carvajal, Teresa*

Bocanegra, Maria Cristina de Castillo, Luis Enrique Garzon, Hernando Morales, Luis Francisco Rodriguez, Jose Cubillos. Third row: *Eduardo Rodriguez, Agustin Hormaza, Jose Cubillos, Marco T. Mendez, Jaime Guevara,*

Jairo Lugo, Ambassador Lewis A. Tambis, Jaime Barrera, Egidio Cortes, Luis Roza, Ruben Gomez, Jesus Lopez, Francisco Pineros, Jorge Naranjo, Elias Jose Amaya.

Affairs
Tyson, Herbert L., Office of Foreign Buildings to Foreign Service Institute, Language Training
Vik, Se Dell G., Indonesia to Medical Services
Vrebalovich, Thomas, Egypt to Oceans and International Environmental and Scientific Affairs
Wegner, Arlene V., Morocco to Dakar
Williams Jr., Langdon P., Foreign Service Institute, Language Training to Inter-American Affairs
Williams, Albert N., Spain to European and Canadian Affairs
Wycoff, Karl E., Cameroon to Douala

Resignations

Bartley, Denis M., Office of Ambassador-at-large
Bellinger, Christopher S., Passport Agency, San Francisco
Brown, Barbara Ann, Passport Agency, Washington
Broyles, Cheryl L., Passport Agency, San Francisco
Campbell, Hugh K., Classification/Declassification Center
Caulfield, Arminda R., Foreign Service Institute
Dixon, Faith R., Office of Security, Document Information Systems
Fortune, Terence John, Office of the Assistant Legal Adviser, Politico-Military Affairs
Gaines, Pearl E., Passport Agency, Miami
Gray, Susan M., Passport Agency, Boston
Hicks, Colette M., Office of Public Communication, Correspondence Management Division
Jeter, Mary V., Consular Affairs, Office of Management and Administration
Joyner, Clyda R., Office of Accounting
Lyons, Edith V., Passport Agency, Philadelphia

MacDonald, Donald Stone, Intelligence and Research
Mondor, Raymond J., Passport Agency, Washington
Myers, Debra A., Office of Accounting
Powers, Karen Jean, Passport Agency, Boston
Reardon, Julia Lee, Oceans and International Environmental and Scientific Affairs
Renwick, Lisbeth Elkins, Office of Security, Command Center
Sailer, Ila Courtenay, Foreign Service Institute
Stern, Eve Center, East Asian and Pacific Affairs
Terry, Mary Patricia, Passport Agency, Miami
Waters, Yvette M., Bureau of Personnel, Office of Recruitment, Examination and Employment
Williams, T. Byron, Passport Services

Retirements

Bouton, Norman M., Inter-American Affairs
Brooks, Maurice L., Passport Agency, San Francisco
Cavanaugh Jr., Louis N., Bureau of Personnel
Craighead, Eugene, U.S. Mission to the United Nations
Dane III, Ernest B., Inter-American Affairs
Daniel, Diane, Visa Services, Office of Legislation, Regulations and Advisory Assistance
Grimes, John O., European and Canadian Affairs
Hemily, Philip W., Oceans and International Environmental and Scientific Affairs
Misciagna, Anne, San Salvador
Mitchell, Margaret Zettel, Office of Communications
Moller Jr., Herbert B., Bridgetown
Olson, F. Pierce, Special Domestic Assignments Program
Samuelson, Stanley D., Islamabad
Smith, Donnell D., U.S.

Mission to the United Nations
Smith, Howard F., Seoul
Smith, Lilian V., Seoul
Tierney, Robert E., U.S. Mission to the United Nations
Weislogel, Winifred S., Bureau of Personnel □

Senior officers win awards up to \$10,000

The 148 members of the Senior Foreign Service (SFS) at State listed below have been named to receive Department pay awards for their performance during the year ending last April 15.

The awards range from \$5,000 to \$10,000.

The awards are in accordance with recommendations of the Senior Foreign Service Performance Pay Board, which met on October 17. They were allocated in proportion to the number of eligible SFS members in four categories, members of which competed separately as follows: presidential appointees (PA), regardless of class; non-PA generalists (political, economic, consular, administrative) in classes FE-CM and MC; non-PA generalists in class FE-OC; and non-PA specialists, regardless of class.

The pay board also nominated SFS members to receive Presidential Distinguished and Meritorious Service Awards. Interagency negotiations with employee representatives are being held to establish the interagency selection board which will make recommendations to the Secretary for these awards.

Because of the requirement that the pay board include active-duty SFS members, the board had to include persons who were themselves eligible for awards. With the concurrence of the American Foreign

Service Association, a procedure was established whereby eligible members of the board were totally removed from any consideration of their own cases.

The fiscal year 1984 performance pay went to:

Anderson, G. Norman
Anderson, Laurence D.
Arenales, Alfonso
Asencio, Diego C.
Atherton Jr., Alfred L.
Barraclough, William G.
Barrett IV, Robert S.
Bartholomew, Reginald
Basora, Adrian A.
Bellinger, Earl W.
Benedick, Richard E.
Bernal, Caesar P.
Bishop, James K.
Blackwill, Robert D.
Blakemore, David L.
Bouchard, Donald J.
Bremer III, L. Paul
Bridges, Peter S.
Brodine, Charles E.
Brown, Gordon S.
Casagrande, Ronald B.
Casey Jr., Edward A.
Cella, Glenn R.
Chapin, Frederic L.
Clark Jr., Warren
Cleveland, Paul M.
Cluverius IV, Wat T.
Cohen, Herman J.
Combs Jr., Richard E.
Constable, Elinor G.
Deal, Timothy E.
Dean, John G.
DeJarnette, Edmund T.
Dillon, Robert S.
Djerejian, Edward P.
Dorrance, John C.
Dunbar Jr., Charles F.
Dunford, David J.
Eagleburger, Lawrence S.
Eggertsen, Paul F.
Ferch, John A.
Fox Jr., Richard K.
Frechette, Myles R. R.
Freeman Jr., Charles W.
Fritts, Robert E.
Funseth, Robert L.
Gamble, Roger R.
Gildea, Jean
Gillespie Jr., Charles A.
Gilmore, Harry J.
Goelz, Louis P.

Goodby, James E.
 Grey Jr., Robert T.
 Grove Jr., Brandon H.
 Hare, Paul J.
 Hawes, John H.
 Hinton, Deane R.
 Hollingsworth Jr., Hugh B.
 Hummel Jr., Arthur W.
 Immerman, Robert M.
 Johnstone, Larry C.
 Jones, George F.
 Kamman, Curtis W.
 Kemp, Katherine L.
 King, Barrington
 King, Karen D.
 Kirby, Harmon E.
 Kopp, Harry
 Kornblum, John C.
 Kreuser, Edward
 Krys, Sheldon J.
 Lamb, Denis
 Lamb, Robert E.
 Ledogar, Stephen J.
 Levitsky, Melvyn
 Lloyd, Wingate
 Lyne, Stephen R.
 Mack, David L.
 Malone, Gifford D.
 Maresca, John J.
 Matlock Jr., Jack F.
 McCall, Sherrod B.
 McCarthy, John T.
 McDonnell, Mary E.
 McNeil, Francis J.
 Melton, Richard H.
 Moede, Austin L.
 Moffatt, Jay P.
 Monjo, John C.
 Moore, Bert C.
 Moore, Ralph R.
 Moran, James B.
 Morris, Robert G.
 Murphy, Richard W.
 Musser, Maclyn H.
 Negroponte, John D.
 Newton, David G.
 Niles, Thomas M. T.
 O'Donohue, Daniel A.
 Ogden, Richard M.
 Okun, Herbert S.
 Palmer, Robie M. H.
 Pelletreau Jr., Robert H.
 Pendleton Jr., Miles S.
 Penlord, John H.
 Perkins, Edward J.
 Pettinga, Frank L.
 Precht, Henry
 Quainton, Anthony C. E.
 Raphael, Arnold L.

Reddy, Leo J.
 Ribera, Robert C.
 Rigamer, Elmore F.
 Roberts, Owen W.
 Rope, William F.
 Rowell, Edward M.
 Roy, J. Stapleton
 Ryan Jr., Robert J.
 Salmon, William C.
 Sarros, P. Peter
 Scanlan, John D.
 Schaffer, Teresita C.
 Schneider, David T.
 Schwartz Jr., Louis
 Serwer, Daniel P.
 Shea, Terence J.
 Sherman, William C.
 Shinn Jr., William T.
 Shoemith, Thomas P.
 Simons Jr., Thomas W.
 Sipprele, Dudley G.
 Spiers, Ronald I.
 Stout, Charles R.
 Streater Jr., Edward J.
 Streeb, Gordon L.
 Thompson, John B.
 Trail III, George A.
 Twohie, George F.
 Veliotis, Nicholas
 Vogelgesang, Sandra L.
 Wenick, Martin A.
 Whitman, William B.
 Wilcox Jr., Philip C.
 Wilgis Jr., Herbert E.
 Wilkinson, M. James
 Wisner II, Frank G.
 Woessner, William M.
 Zimmermann, Warren □

Specialists' tenure

The Specialist Tenuring Board, at its October session, recommended for career status:

Aldis, John W.
 Angell, Wanka K.
 Baker, Theodore
 Balnaitis, Stephanie Ann
 Beiring, Joseph D.
 Bell, Tony
 Bender, Michael C.
 Biehl, Cheryl A.
 Boatman Jr., Robert
 Bosley, Sandra S.
 Broe, Patricia A.
 Bunn, Charles P.
 Chin, Mary K.
 Chung, Foon C.

Clark, Martha A.
 Clevinger, Karen M.
 Collins, Patricia
 Conrad, Robert A.
 Conway, John J.
 Cooper, Karen N.
 Cruce, Samuel D.
 Davis, Suzanne M.
 DeCampli, Craig P.
 Dewire, Evan L.
 Donato Jr., John F.
 Dooley, Barbara W.
 Dunlop, Thomas S.
 Elfmann, Mary M.
 Elliott, Catherine J.
 Esparolini, Maria L.
 Estes, Nancy L.
 Eustis, Wallace J.
 Farnsworth, Viona J.
 Feir, Terence C.
 Ferrante, Christopher
 Fillie, Rosemary T.
 Ford, Vivian J.
 Foster, Edna C.
 Gaffney, Paul P.
 Gaiani, Richard L.
 Gallagher, Rose Marie
 Gardner Jr., J. Warren
 Garner, Georgette J.
 Gemmill, Ceilia
 Green, Sophie A.
 Griffin, Annetta Lee
 Griggs, Mary H.
 Haag, David R.
 Hallen, Rodger B.
 Hamic, George A.
 Haydt, Alan R.
 Haynes, Mary K.
 Hendrickson, Claire M.
 Hilker, Henry E.
 Hollingsworth, W. Catherine
 Hudspeth, Michael J.
 Jarek, Raymond V.
 Jornigan, Cheryl A.
 Kaminski, Michele L.
 Kaufman, John H.
 Law, Jack
 Leiker, Martha E.
 Lewis, Sandra L.
 Limeri, Patricia R.
 Liptak, Lawrence M.
 Liscouski, Robert P.
 Long, Debra J.
 Lynde, Howard J.
 Maccini, Jimmie A.
 Maher, William J.
 Majewski, Brian R.
 Manville, Sue A.
 McCreary, Patrick M.

McHugh, Scott E.
 McKennan, John B.
 Meagher, William
 Metras, Susanne M.
 Morales, Elizabeth
 Morgan, James E.
 Muth, John
 Naby, Dante
 Namahoe, Darlene
 Natwick, Carol E.
 Needham, Cynthia
 Newman, Ramele A.
 Notheis, Emely J.
 Pease, Charles R.
 Pedersen, Jean C.
 Pelych, Richard R.
 Phillips, Billy Hugh
 Pocus, Daniel J.
 Pone, Vanessa M.
 Priluker, Charlotte
 Reeves, Wendell F.
 Richards, Anthony J.
 Roman, Mary Pauley
 Ruddick, Terrence L.
 Santos, Alfred L.
 Scheck, William J.
 Schutz, John D.
 Sipes, Shelia A.
 Sittel, Jan N.
 Slike, George C.
 Smith, Abigail
 Smith, David V.
 Smith, Earl H.
 Smith, Maria K.
 Starr, Gregory B.
 Stewart, Nina J.
 Treiberg, Lillian E.
 Volpe, John A.
 Watkins, Edward L.
 Wilson, Daniel T.
 Wolfe, Stanley
 Woody, Timothy W. □

Correction

In the article "Statistics on '83 Foreign Service promotions," November issue, incorrect data were submitted in two competition groups.

The FE-MC to FE-CM total number eligible (the first table listed) should have been shown as 285 instead of 292.

In the FS-1 to FE-OC section (third table), the "Labor" line should have shown 38.6 as the percentage of eligibles that were promoted, not 31.0. ■



February 1984

DEPARTMENT OF STATE SALARY CH

RATES EFFECTIVE January 8, 1984

Authoriz

Executive Schedule/Chief of Mission			
EX-I	\$82,900	EX-II/COM-I	\$72,200
EX-III/COM-II	\$70,800	EX-IV/COM-III	\$69,600
	EX-V/COM-IV	\$66,000	

Senior

CATEGORY AND GRADE		STEP RATES WITHIN GRADE (DOLLARS)							
GS	FS	1	2	3	4	5	6	7	8
18		80,920*							
17		69,042*	71,343*	73,644*	75,945*	78,246*			
16		58,938	60,903	62,868	64,833	66,798*	68,763*	70,728*	72,693
15	1	50,252	51,927	53,602	55,277	56,952	58,627	60,302	61,977
		50,252	51,760	53,312	54,912	56,559	58,256	60,004	61,804
14		42,722	44,146	45,570	46,994	48,418	49,842	51,266	52,690
13	2	40,719	41,941	43,199	44,495	45,830	47,204	48,621	50,079
		36,152	37,357	38,562	39,767	40,972	42,177	43,382	44,587
12	3	32,995	33,985	35,004	36,055	37,136	38,250	39,398	40,588
		30,402	31,415	32,428	33,441	34,454	35,467	36,480	37,493
11	4	26,736	27,538	28,364	29,215	30,092	30,994	31,924	32,888
		25,366	26,212	27,058	27,904	28,750	29,596	30,442	31,288
10		23,088	23,858	24,628	25,398	26,168	26,938	27,708	28,478
9	5	21,664	22,314	22,983	23,673	24,383	25,115	25,868	26,644
		20,965	21,664	22,363	23,062	23,761	24,460	25,159	25,858
8	6	19,367	19,948	20,546	21,163	21,798	22,452	23,125	23,811
		18,981	19,614	20,247	20,880	21,513	22,146	22,779	23,411
7	7	17,314	17,833	18,368	18,919	19,487	20,072	20,674	21,291
		17,138	17,709	18,280	18,851	19,422	19,993	20,564	21,135
6	8	15,478	15,942	16,421	16,913	17,421	17,943	18,482	19,031
		15,423	15,937	16,451	16,965	17,479	17,993	18,507	19,021
5	9	13,837	14,252	14,680	15,120	15,574	16,041	16,522	17,011
		13,837	14,298	14,759	15,220	15,681	16,142	16,603	17,064
4		12,367	12,779	13,191	13,603	14,015	14,427	14,839	15,251
3		11,017	11,384	11,751	12,118	12,485	12,852	13,219	13,586
2		10,097	10,337	10,671	10,955	11,078	11,404	11,730	12,056
1		8,980	9,279	9,578	9,876	10,175	10,350	10,646	10,942

* 5 USC 5308 provides that pay for these rates may not exceed \$66,000, rate of

PAY CHART 1984

Authorized by Executive Order 12456

Senior Foreign Service/Senior Executive Service

E5-1	\$58,938	E5-4	\$66,000
E5-2	\$61,292	E5-5	\$67,800
E5-3	\$63,646	E5-6	\$69,600

**MINIMUM GRADE OR CLASS
(DOLLARS)**

	8	9	10	11	12	13	14
	72,693*	74,658*					
	61,977 61,804	63,652 63,658	65,327 65,327	65,327	65,327	65,327	65,327
	52,690	54,114	55,538				
	50,079 44,587	51,582 45,792	53,129 46,997	54,723	56,365	58,056	59,797
	40,580 37,493	41,797 38,506	43,051 39,519	44,343	45,673	47,043	48,454
	32,882 31,288	33,868 32,134	34,884 32,980	35,931	37,009	38,119	39,263
	28,478	29,248	30,018				
	26,644 25,858	27,443 26,557	28,267 27,256	29,115	29,988	30,888	31,814
	23,819 23,412	24,534 24,045	25,270 24,678	26,028	26,808	27,613	28,441
	21,294 21,135	21,933 21,706	22,591 22,277	23,269	23,967	24,686	25,426
	19,036 19,021	19,607 19,535	20,195 20,049	20,801	21,425	22,068	22,730
	17,018 17,064	17,528 17,525	18,054 17,986	18,596	19,154	19,728	20,320
	15,251 13,586	15,663 13,953	16,075 14,320				
	12,056 10,942	12,382 10,955	12,708 11,232				

*, rate or basic pay for level V of the Executive Schedule.

Bureau Notes

The Seventh Floor

Office of the Secretary

MARY CLINE has joined the Secretariat Staff as the new night secretary. Her last post was Panama. □

Office of the Under Secretary for Economic Affairs

Under Secretary W. ALLEN WALLIS headed the U.S. delegation to the fifth economic dialogue between the United States and the Association of Southeast Asian Nations, in Manila, December 5-6. At the dialogue, he signed, on behalf of the United States, a memorandum of understanding concerning establishment of a Center for Technology Exchange. The center will couple U.S. private sector and Government support for training programs in the countries concerned. The under secretary was accompanied by his Staff Assistant, GRANT ALDONAS.

On December 7-8, Mr. Wallis attended the conference of U.S. economic counselors in

European countries, in Brussels. The following day he joined SECRETARY SHULTZ's party for the U.S.-European Community ministerial. He was accompanied by his executive assistant, MARSHALL CASSE. . . The under secretary also headed the U.S. delegation to the Indo-U.S. Economic and Commercial Subcommittee session in New Delhi, December 12-13. He consulted the following day with officials of the Reserve Bank of India in Bombay. He was accompanied by Mr. Aldonas. . . He then traveled to Doha, Cairo and Tel Aviv, for bilateral consultations on economic matters. Traveling with him were Mr. Casse and Mr. Wallis' staff economist, MARTIN BAILEY. □

Administration

Office of Communications

BRADFORD W. HAM, formerly of Embassy Rome, has joined the Foreign Operations staff. . . KAREN BENJAMIN, a technical information specialist with the Communications Center Division, received a meritorious honor

award, along with a cash award of \$500, for "outstanding" achievement. . . Personnel from the Office of Communications were in Palo Alto, Calif., over Thanksgiving and during the Christmas New Year holidays, to support Secretary SHULTZ's visits to California. Communications electronics officers KENNETH MATTHIESEN and RICHARD FINNERAN and communications officers RAY RUSSELL, THOMAS ZURAW, ETTA WILKINSON and EDWARD FITZGERALD comprised the team for the November trip. The communications team for December consisted of communications electronics officers ISIS PETERSON, DOUGLAS McGIFFORD and RICHARD FINNERAN and communications officers WILLIAM COVEY, JOSEPH FAGAN, MAXINE SORENSON and HERMA SULLIVAN, plus TERRY SCOTT YOUNG of the U.S. mission to the United Nations. □

OUAGADOUGOU, Upper Volta—Ambassador *Julius W. Walker Jr.*, left, presents meritorious awards to support communications officer *Herman Ellington* and reproduction clerk *Laetitia Kolgo*. *Mrs. Ellington* is on left.





LISBON, Portugal—Partial view of the new \$15-million chancery. The four-story structure contains some 200 offices for employees of State and other agencies. A chapel and a 17th-century manor house, now being restored to house Marines and a cafeteria, will be added next year, with landscaping of the 40,000-square-meter site.



At opening ceremony, *Secretary Schultz and Mrs. Schultz* cut ribbons at chancery's main entrance.



Foreign Buildings Office

Deputy assistant secretary HARVEY BUFFALO, area officer PASQUALE DITANNA and contract officer LINDA SHENWICK held a briefing, December 8, for the deputy chief of mission-designate to Mexico, MORRIS BUSBY. . . . Deputy director MARVIN SMITH and members of the staff met with Ambassador NICHOLAS SALGO and administrative officer DAVID BENNETT to discuss the status of, and plans for, solving property exchange matters with the government of Hungary and the Budapest

housing rehabilitation project. . . . Area officers DICK ANDRE and ED HARKNESS met with Mr. Smith, architect CARL PETCHIK and representatives from the Singapore desk regarding proposals to develop new office and residential facilities in Singapore. . . . Area officer LARRY G. MILLSPAUGH departed, December 7, for Santo Domingo and Port-au-Prince. While in Santo Domingo, he was to review consular operations with KARL DANGA and architect FLORI DiPAOLO.

Area officer FRED SHIRLEY represented the Office of Foreign Buildings at the Near East-Asia administrative officers conference, in Coolfont, W.Va., December 7-10. . . . Mr. Harkness met officials from the Shanghai office of the Chinese foreign ministry, regarding construction of offices and housing on a consular enclave in Shanghai. . . . Area officer BRUCE GERMAN met with DOUG LANGEN, Office of Foreign Missions; TIM HAMILTON, Malaysian desk; and MIKE ADAMS, East Asia post management officer, to discuss proposed highrise construction adjacent to the new chancery in Kuala Lumpur.

BUREAU NOTES

Engineer JAMES SCHOONOVER was in Madrid for a pre-bid conference for replacement of the chancery air-conditioning system. He was to proceed to Cyprus, to examine the mechanical systems of the chancery. . . Architect J. RICHARD GRAY and civil engineer PETER E. GURVIN were to travel to Grenada to develop costs for the new chancery. . . Contract structural engineer CARL HANSEN was in Bucharest, to review and evaluate communications center construction upgrading. . . DAN CROWLEY, BILL GALLAGHER and JIM SCHOONOVER were traveling to Madrid and Lisbon. In Madrid they were to attend the pre-bid conference for the embassy's mechanical/electrical renovations, and coordinate revisions to contract requirements with the project manager and post personnel. In Lisbon, they were to attend two pre-bid conferences.

Fire chief DENNIS LUNDSTEDT attended a working meeting with the staff of the Office of Communications, to discuss fire protection for communications centers at foreign posts. . . The deputy chief of fire protection, DALE GELDERT, conducted the fire protection portion of the weekly "Coping with Violence" seminar. . . Mr. Geldert conducted a four-hour technical class, and a four-hour manipulative class, for the Foreign Service Institute administrative core class. . . Mr. Geldert, with deputy chief of fire protection GENE LINDLEY and fire protection officer WALTER FUTRELL, attended meetings with AID, regarding proposed inspection of their buildings by the fire protection staff. . . Mr. Geldert attended a meeting in Annapolis with a federal fire service task group, to discuss a joint approach to fire protection of federal facilities. . . Mr. Lindley met with PAUL MCCALLA, project engineer from Schooley Caldwell Associates, to discuss proposed renovations for fire and life safety in Madrid. . . Fire protection officer LARRY ALLEN returned from posts in the Caribbean, where he inspected buildings for fire and life safety. . . Mr. Lundstedt, Mr. Geldert and Mr. Lindley held a working meeting with the Information Systems Office and staff from the Office of Security regarding fire protection standards and concepts for worldwide operations. . . Mr. Lundstedt and Mr. Lindley met with members of Lethbridge & Associates on a fire upgrade for the Lima, Peru, chancery.

SUSAN McQUEEN met with U.S. General Services Administration officials, to select designer accessories to be included in the recently-awarded contract to the Ethan Allen Co., which will be providing household furnishings for overseas use. . . MRS. DAVID SHINN, wife of the deputy chief of mission in Khartoum, and MRS. DIEGO ASENCIO, wife of the ambassador in Brasilia, visited the Office of Foreign Buildings to discuss furnishings with the Interior Design staff. . . From November 29-December 10, area officer HEINZ ZIMMERMAN, accompanied by architect CARL PETCHIK; post management officer DONNA BORDLEY and management analyst NANCY SAMBAIEU, traveled to Brussels to

conduct a consular renovation project. Mr. Zimmerman continued on to Vienna, where he reviewed post plans to lease an office building for consolidation of mission offices. He then went to Bonn, where he reviewed ongoing projects at the chancery and the Plittersdorf housing area.

Engineer PETER GURVIN and architect DICK GRAY were in Grenada, to identify and inspect potential buildings that would be suitable for leasing and converting to embassy office buildings. . . Engineer ROBERT C. GARDNER returned from Bonn, where he inspected the heating distribution system construction, and worked with local engineers on plans for the heating plant. . . KEVIN HARNISCH of the Automated Data Management Systems Office and Wang telecommunication analysts loaded new software onto the VS 100 system. This software is the first such implementation in the Department.

ROGERS BRACKEEN and WALTER LONG attended an interagency meeting hosted by the U.S. General Services Administration, to discuss their new real property reporting requirements. . . Assistant area branch chief GEORGE ROYDER returned, December 4, from Marseilles, Lyon and Bordeaux. He conducted construction pre-bid technical conferences for security upgrade projects of consulate office buildings. . . Project manager COLIN ROBERTSON arrived in Washington on December 14 from Beijing. He conducted briefings on the status of the Office of Foreign Buildings projects in the People's Republic of China. . . Area branch chief WILLIAM GALLAGHER completed a construction pre-bid conference, in Madrid, for an energy retrofit project. The construction was to begin this month. Mr. Gallagher was accompanied by contracts specialist DANIEL CROWLEY and building design mechanical engineer JAMES SCHOONOVER.

Riyadh project manager TOM FARLEY was detailed to Kuwait, to assess damage caused by the bombing incident. . . Area officer DON BRYFOGLE met with PAUL SULLIVAN, general services officer from Dublin, and discussed the post's requirement for a new warehouse and funds to repair Government-owned properties. . . Architect DiPaolo visited Port-au-Prince as a member of the consular assistance team, to resolve space problems in the non-immigrant and immigrant visas sections. . . Area officers FRED SHIRLEY and JACK TAYLOR briefed administrative officer HERB DEREMER, Dhaka, on the progress of new embassy design plans. Mr. Taylor also met with representatives of Kabil Associates, regarding development of its master plan for the U.S. embassy in New Delhi. . . Mr. Zimmerman and Mr. Bryfogle met with Mr. Farley, administrative officer, Belgrade, to discuss post policy housing standards and post proposals for property improvements. . . Mr. Schoonover, Mr. Gallagher and Mr. Crowley returned from a trip to Madrid and Lisbon. In Madrid they conducted a pre-bid conference for the air-conditioning renovation project in the chancery. They continued on to Lisbon, where

they discussed the new chancery project with contractors. □

Language Services Division

STEPHANIE VAN REIGERSBERG accompanied VICE PRESIDENT BUSH to Buenos Aires, December 9, for the Argentine presidential inauguration and a number of bilaterals. She continued with the vice presidential party to Panama and El Salvador. On her return she joined Interpreting Branch chief DON BARNES, traveling with the National Bipartisan Commission on Central America to Mexico and Caracas, December 12-15. . . Russian translator LAWRENCE BURRELL returned to Washington after suspension of the Standing Consultative Commission meetings, in Geneva, December 19. . . Translating Branch chief ANTHONY SIERRA suffered a mild heart attack, December 16. . . Verbatim reporter FERD KUYATT handled secretary SHULTZ's remarks at a dinner hosted, on December 20, at the Washington Hilton, by the International Institute for Strategic Services.

Chinese interpreters VIVIAN CHANG and JIM BROWN, the latter recalled from Beijing for the purpose, interpreted during the Washington visit of ZHAO ZIYANG, premier of the People's Republic of China, January 9-12. . . Ms. Van Reigersberg and CAROL WOLTER served as escort interpreter examiners during the division's New York recruitment excursion, the week of January 9. . . SOPHIA PORSON replaced Ms. Van Reigersberg, the week of January 16. . . HARRY OBST traveled to Stockholm to assist the Secretary during the opening days of the Conference on Confidence and Security Building Measures and Disarmament in Europe, January 16-18. . . Retiree WILLIAM KRIMER was drafted for the Secretary's meeting with Soviet Foreign Minister ANDREI GROMYKO. □

African Affairs

Assistant Secretary CHESTER CROCKER was sworn in as the first director of the African Development Foundation, October 18. This newly-established organization is able to make available grants or loans to foster local development initiatives and support development efforts initiated by local African communities. . . Mr. Crocker addressed the luncheon meeting of the Anti-Defamation League of B'nai B'rith, at its Washington meeting, December 12. . . He participated with the U.S. ambassador to South Africa, HERMAN NICKEL, at a meeting hosted by the Institute of International Education for Black South African Students, in the Department, December 28.

Office of South African Affairs: DANIEL SIMPSON, director, accompanied Mr. Crocker to Rome, for meetings with the South African foreign minister. . . DAVID PASSAGE, deputy director, traveled to South Africa, Zimbabwe, Zambia, Malawi, Lesotho and Mozambique, for



YAOUNDE, Cameroon—Ambassador *Myles Frechette* presents a meritorious service increase award to support communications officer *Alan Haydt*.

consultations with embassy staffs and host governments officials. . . Ambassador Nickel was in the Department for consultations, December 28-January 9.

Office of East African Affairs: The country desk officer for Somalia, EARLE SCARLETT, spoke to a group of black mayors at the National Conference of Black Mayors, at the Washington Convention Center, November 10. He spoke on the initiative to promote trade with Africa and stimulate U.S. investment in Africa, with special reference to Somalia.

Office of Central African Affairs: The country desk officer for Zaire, RALPH BRESLER, participated in the Paris Club meeting, December 19-20, and on December 21-22, in meetings on Zaire, in Paris.

Office of Inter-Africa Affairs: Lieutenant Colonel GREGORY BRADFORD, political-military adviser, traveled in January to Somalia, Kenya, Great Britain and Uganda. □

Arms Control and Disarmament Agency

Director KENNETH L. ADELMAN participated in a USIA-conducted news conference for New York-based foreign correspondents, December 13, in New York. Later that day, he was interviewed for Italian and Brazilian TV and the British Broadcasting Corp., and he briefed the New York Times editorial board. On December 21 he was interviewed in a live telecast from Washington on "Canada AM" of the Canadian TV network. On December 28 he appeared as a special guest on the cable TV network "C-Span" talk show.

Deputy director DAVID F. EMERY held a live telephone press conference, December 12, with four Australian journalists in conjunction with the U.S. Information Service in Melbourne, Australia. . . Ambassador PAUL H. NITZE, December 12-January 7, addressed the Institute of Foreign Affairs, Washington, D.C.; the Downtown Association, New York; and the American Association of University Women, Maryland chapter. He gave a briefing at USIA's Foreign Press Center, Washington, and was interviewed by Agence France Press, Newsweek and Science magazines and the Detroit News. . . Ambassador EDWARD L. ROWNY participated in a live "Euronet" interview from USIA studios in Washington, with European journalists. . . Ambassador JAMES GOODBY met with PRESIDENT REAGAN and briefed the

White House press, January 6, regarding the forthcoming Conference on Disarmament in Europe, at Stockholm. . . JOSEPH D. LEHMAN, director of public affairs, addressed the Foreign Service Institute, Rosslyn, Va., January 10. □

Consular Affairs

JOAN MARGARET CLARK was sworn in as assistant secretary on December 22. . . Deputy assistant secretary J. DONALD BLEVINS visited the Boston Passport Agency, December 5, to review operations and to congratulate employees on their "Agency of the Year" award. . . Mr. Blevins addressed members of the International Civil Aviation Organization, in Montreal, Canada, December 6, on the status of development of the U.S. machine-readable passport. Forty-four countries were represented. He also met separately with the representatives from Canada, the United Kingdom and Australia, on December 7, to discuss their countries' progress on the machine-readable passports. Following the visit to Montreal, Mr. Blevins, accompanied by SHELDON ROSEN of the Systems Staff, visited the consulates general in Montreal and Toronto.

On December 7, JAMISS SEBERT, Miami regional passport director, spoke at the Federal Woman's Program awards luncheon, at Homestead Air Force Base, on passport matters. On

FRANKFURT, Germany—Administrative officer *Tom Barron*, center, receives Award for Valor from consul general *William Bodde Jr.*, for his conduct in Beirut on April 18. Mr. Barron freed Ambassador Robert S. Dillon, who was trapped in rubble. At left is Mrs. Barron. (U.S. Air Force photo)



December 13 he spoke to the Daughters of the American Revolution, concerning the history of women in the Passport Office. . . DOROTHY MORGAN, antifraud specialist, traveled to Puerto Rico, December 12-13, to instruct customs/immigration inspectors on passport document fraud.

Newly-assigned bureau employees include IRIS MAKLE, Coordination Division, and JOSELYN PEGUES, Regulations and Legislation Division. Departing employees include JOSIE ROA, who retired on January 3, after 44 years of Government service. □

East Asian and Pacific Affairs

On December 20, Assistant Secretary PAUL WOLFOWITZ gave his year-end briefing at the Foreign Press Center. . . He participated in the visits of Chinese Premier ZHAO ZIYANG, January 9-12, and Malaysian Prime Minister MOHAMAD BIN MAHATHIR, January 17-20. . . On December 12, principal deputy assistant secretary WILLIAM A. BROWN spoke at a luncheon meeting, in New York, to members of the Far East-America Council, on current trends in trade and other relations between the U.S. and East Asian nations. . . Ambassador WILLIAM C. SHERMAN became deputy assistant secretary for East Asian and Pacific affairs, January 4, taking responsibility for Japan and Korea. . . On December 13 and 14, the director for regional affairs, PAUL GARDNER, spoke to the World Affairs Councils of Seattle and Portland, on East Asian and Pacific policy.

The fifth Association for Southeast Asian Nations-U.S. dialogue, in Manila, December 5-6, offered another opportunity for U.S. Government representatives to review economic issues with their counterparts from the five nations. The U.S. delegation was led by Under Secretary W. ALLEN WALLIS. Deputy assistant secretary ANTHONY C. ALBRECHT and the officer-in-charge for the Association for Southeast Asian Nations (economic), EDWARD J. CHESKY, represented the bureau. AID, the U.S. trade representative, Treasury, Commerce and Agriculture were also represented. A letter of intent on AID-financed small and medium business improvement was signed. The recent agreement on a memorandum of understanding on U.S. General Services Administration tin sales was greeted by both sides of the dialogue.

On January 3, WILLIAM R. LENDER-

SYDNEY, Australia—At conference of Asia Pacific Chambers of Commerce, left to right: *Herbert E. Horowitz*, consul general; *Kenn George*, Foreign Commercial Service; *Henry Bardach*, director, Office of Economic Policy, Bureau of East Asian and Pacific Affairs.

KING JR. became the new public affairs adviser for the bureau. Most recently, he served as deputy chairman of USIA's Central America Working Group. He replaces NORMAN C. BARNES, who retired at the end of 1983. □

Economic and Business Affairs

DALE TAHTINEN, deputy assistant secretary for international trade controls, and LARRY ROEDER, Office of East-West Trade, participated in bilateral discussions on computer export controls, culminating in a special meeting of the Coordinating Committee on Export Controls, in Paris, December 15-16. Capitals visited were Ottawa, Tokyo, Brussels, Rome, Paris, Oslo, The Hague, Bonn and London. . . RON KIRKPATRICK, chief, Security Export Controls Division, took an interagency team to Paris for negotiations on robotics, and DAVE TROTTER of that Division followed, to wrap up several communications and munitions items. All of these activities were in connection with the export panel's list review. . . RONALD A. DWIGHT, Foreign Policy Controls Division, Office of East-West Trade, attended a December 5-9 meeting in Geneva of the Committee for Trade and Development of the UN Economic Commission for Europe. The commission is the main East/West forum for discussion of trade. . . SANDRA E. TAYLOR of the division was in Rome, November 29-December 5, for a multilateral meeting of experts on technological cooperation. Economic summit nations at the meeting exchanged ideas on peaceful use of modern technology and nonproliferation policies.

HARVEY J. WINTER, director, Office of

Business Practices, headed the U.S. delegation to the fifth session of the intergovernmental copyright committee of the Universal Copyright Committee, at the World Intellectual Property Organization, in Geneva, December 12-16. The United States was re-elected to the committee, and Mr. Winter was elected first vice chairman for the next two years. . . RON WOODY, Office of Development Finance, was the State representative at a negotiating session for the seventh replenishment of the International Development Association, in Paris, December 9-10. . . FRANK PARKER of the office was a member of the U.S. delegation at the Organization for Economic Cooperation and Development's export credit arrangement meetings, in Paris, December 12-16. . . CHARLES ENGLISH of the office was the State representative at a negotiating session for the fourth replenishment of the African Development Fund, in Abidjan, December 12-14.

GEORGE TAVLAS, Planning and Economic Analysis Staff, traveled to New York, December 20, to attend a meeting at the United Nations on joint Department of State/UN modeling of less-developed country economies. . . CHARLES HIGGINSON, director, Office of Energy Producer Country Affairs, was a panel moderator at a conference on the U.S. gas glut, and Canadian exports, in Vancouver, December 12-14. . . FREDERICK H. GERLACH, deputy director of the office, spoke at the Middle East Institute, Columbia University, on "The World Oil Market in 1983 and the Persian Gulf." □

European and Canadian Affairs

On December 15 Canadian Prime Minister





VIENNA, Austria—Laundry utility room? No, it's the recently-opened embassy data center, featuring VS-80 minicomputers. Left to right: *Maria Hengl*, supervisor; Ambassador *Helene Von Damm*; *Joe Yodzis*, administrative counselor; *Robert Sarajeen*, systems manager; *Angelika Schalleck*, senior operator.

PIERRE TRUDEAU paid a one-day working visit to Washington. Assistant Secretary RICHARD BURT accompanied SECRETARY SHULTZ to PRESIDENT REAGAN's meeting with the prime minister, and to the Blair House lunch which followed. . . Mr. Burt accompanied the Italian foreign minister on his calls on the President and the Secretary. . . Mr. Burt and special Cyprus coordinator RICHARD HAASS attended the Secretary's meeting with the Cypriot president, January 9. . . Mr. Haass then traveled to New York, January 10, for meetings with UN officials on the Cyprus problem.

Deputy assistant secretary MARK PALMER traveled to India, in late December, where he consulted with senior government officials. . . On January 11 deputy assistant secretary JAMES DOBBINS chaired a meeting of the Special Consultative Group on Intermediate-Range Nuclear Forces, in Brussels, Belgium. . . On January 13 deputy assistant secretary JAMES MEDAS spoke before a group of Canadian parliamentarians, on trade and extraterritorial issues. . . In his capacity as deputy for policy, on December 13 Mr. Haass spoke before the Baltimore Council on World Affairs, on "The Alliance and East-West Relations 'After' Deployment." . . JOHN HAWES, RAY CALDWELL

and GEORGE WARD, Office of European Security and Political Affairs, attended the ministerial session of the North Atlantic Council, in Brussels, December 8-9.

Executive director MARY A. RYAN and deputy executive director ERIC J. BOSWELL hosted the bureau's administrative conference, in the Department, January 9-13. Participants included ROBERT AUSTIN (East Berlin), THOMAS BARRON (Frankfurt), EARL BELLINGER (Brussels), DAVID C. BENNETT (Budapest), FRANCINE BOWMAN (Luxembourg), WILLIAM BURKE (Sofia), CHARLES R. BOWERS (Bonn), JOHN CARUSO (Dublin), TERRANCE DAY (Bucharest), CHARLES EMMONS (Paris), VINCE FARLEY (Belgrade), DAVID FIELDS (London), THOMAS FITZPATRICK (Madrid), WILLIAM FRANCISCO (Reykjavik), RALPH FRANK (Warsaw), LAWRENCE GROSSMAN (Copenhagen), JOSEPH HULINGS (Moscow), KATHERINE KEMP (Rome), WILLIAM LOSKOT (Prague), MICHAEL McLAUGHLIN (West Berlin), DEMPSEY MIZELLE (Ottawa), EMILE F. MORIN (Lisbon), DAY MOUNT (Athens), CHRISTOPHAL OROZCO (Helsinki), KENNETH W. PARENT (Nicosia), KEN ROBINSON (Euro-

pean Regional Budget Office, Paris), STANLEY ROBINSON (The Hague), Colonel HENRY REED (NATO, Brussels), LAWRENCE RUSSELL (London), ARTHUR STRELICK (Valletta), DOMINIC VALLESE (Oslo), PHILIP WALLS (Ankara), JEFFREY WHITE (Bern), SCOTT WITMER (Regional Administrative Management Center, Paris) and JOSEPH R. YODZIS (Vienna). □

Human Rights and Humanitarian Affairs

Assistant Secretary ELLIOTT ABRAMS participated in the annual press conference of the Conference on Soviet Jewry, in New York. He granted interviews on various human rights subjects to the CBS "Nightwatch" program, Mutual Radio, The Wanderer, Swedish television



HUMAN RIGHTS AND HUMANITARIAN AFFAIRS—Teddy Victor, right, of Grenada, delivers petitions, signed by Grenadians who supported the U.S. military presence on the island, to Assistant Secretary Elliott Abrams.

and National Public Radio in Los Angeles. The assistant secretary also addressed an Outreach Program audience at the White House, and the American East European Ethnic Conference, in Washington, in December.

The deputy assistant secretary for asylum and humanitarian affairs, W. SCOTT BURKE, has resigned his position with the Department. He has been named deputy general counsel at the U.S. Department of Agriculture. LINDA DAVIS left the bureau for a position with the Office of the Coordinator for Public Diplomacy for Latin America and the Caribbean. □

Inspector General's Office

Inspector general WILLIAM C. HARROP addressed the European bureau administrative officers conference, January 10. Also participating in the conference was a panel of administrative and audit-qualified inspectors: ROBERT E. GRANICK, WILLIAM E. KEPPLER and JAMES A. WEINER. Ambassador to Peru DAVID JORDAN met with Mr. Harrop to discuss his mission, prior to departing for Lima.

The 1984 annual inspectors' conference, for inspectors and staff of the Office of the Inspector General, was held January 12-13. Guest speakers included the under secretary for management, RONALD I. SPIERS, and representatives from the Bureau of Administration, the Bureau of Personnel, regional bureaus and the Office of Medical Services.

Inspection and audit teams began preparations in January for reviews scheduled for the first cycle of 1984. Inspections got underway in the Andean region (Bolivia, Ecuador, Peru), the

Caribbean (Antigua, Barbados, the Dominican Republic, Jamaica), Panama, the Philippines, the U.S. mission to the United Nations and the Bureau of Intelligence and Research. Audits were being conducted of various Department operations, including property management and control of funds, time and attendance and payroll. Audits of the Asia Foundation and of the English as a second-language program, of the Bureau of Refugee Programs, were also in progress. □

International Narcotics Matters

Assistant Secretary DOMINICK L. DICARLO and deputy assistant secretary CLYDE D. TAYLOR traveled, in early January, to Rome, for discussions with the government of Italy on coca control programs, then to Islamabad, Rangoon and Bangkok, for discussions about programs to control illicit narcotics cultivation in those countries. Mr. DiCarlo chaired the first meeting of the U.S.-Pakistan joint working group on narcotics, in the White House Indian Treaty Room, December 20. A number of senior U.S. and Pakistani officials participated, including CARLTON TURNER, the President's special assistant for narcotics. The working group provides a forum for discussion of narcotics-related issues of concern to both countries.

Deputy assistant secretary JON R. THOMAS traveled to Nassau with the U.S. Coast Guard Seventh District commander, Admiral D. C. THOMPSON, to hold discussions with senior Bahamian officials on expand-

ing narcotics operations. STANLEY SAMUELSON, deputy chief of the narcotics assistance unit in Pakistan, retired from the Foreign Service effective December 3, after 29 years. Mr. Samuelson, who had been involved in the bureau's narcotics crop substitution projects in Pakistan since their inception, will return to Pakistan on a U.S. contract connected with these projects. Ambassadors DEAN HINTON (Pakistan) and DIEGO ASENCIO (Brazil) were in the bureau for consultation before taking up their new responsibilities at post. □

International Organization Affairs

BARRY F. GIDLEY, director, Office of UN Systems Budgets, has returned from the United Nations after participating as a member of the U.S. delegation to the Fifth Committee (administrative and budgetary) for the full 38th General Assembly. NEIL A. BOYER, director, health and narcotics programs, served on the U.S. delegation to the annual meeting of World Health Organization's executive board, in Geneva, January 11 to 27. EDWARD M. MALLOY, deputy director, Office of International Development, attended a session on automated information systems management for senior executives, sponsored by the Department of Defense, January 30-February 1.

After 34 years of Federal Government Service, BERNICE GILLESPIE retired from the Office of International Conferences. At a retirement luncheon she was the recipient of a



Ms. Gillespie

Meritorious Honor Award, a \$1,000 cash award and the John Jacob Rogers Award. KERSTIN McLAIN and JON GUNDERSEN, Office of UN Political Affairs, have been assigned to the Bureau of Politico-Military Affairs. YVONNE SCHNEIDER, Office of Communications and UNESCO Affairs, has accepted a position in the Bureau for International Narcotics Matters. LOUISE GOLD, Office of Administrative Services, has transferred to the Bureau of Politico-Military Affairs. JACQUELINE BELTON, Office of Administrative Services, has resigned. HENRIETTA MICKENS, Bureau of Administration, has transferred to the Office of UN System Administration. □

Management

Office of the Under Secretary

During December, Under Secretary RONALD SPIERS spoke to administrative officers attending the Near Eastern and South Asian conference in Washington, and also with the Overseas Schools Advisory Council. On December 20, he signed a contract with Western Electric to initiate a voice/data telephone system for the Department. . . On December 11, ROSCOE B. STAREK accompanied a delegation to Nairobi, to celebrate Kenya's 20th year of independence. □

Office for Combatting Terrorism

ROBERT STERN traveled to Los Alamos and Sandia National Laboratories, and the Nevada Operations Center of the Energy Department, in Las Vegas, December 11-17, for consultations. . . Director ROBERT SAYRE visited Bonn, for consultations, and London, for a bilateral meeting, January 4-12. . . MAYER NUDELL traveled to Anchorage, Alaska, January 10-14, to brief Federal Aviation Administration, Drug Enforcement Administration and FBI officials, on terrorism matters, and to address the regional meeting of the American Society for Industrial Security. . . Mr. Sayre and TED PAPENDORP attended an East Asian conference on emergency action, in Tokyo, sponsored by the Pacific Command, January 17-20. □

Office of Equal Employment Opportunity and Civil Rights

The office and the Equal Employment Opportunity Commission jointly sponsored a "Holiday Special," December 19, in the Dean Acheson Auditorium. The program featured a native Washingtonian, JULIA C. MCGIRT, who was appearing in the Broadway hit, "Dream girls." □

Family Liaison Office

The following community liaison officers held consultations with the Family Liaison Office staff, in the Department, during December: TANYA BODDE (Kathmandu), SHARON LIERCKE (Bridgetown), KAREN DANART (Lima), and MICHELLE LEONARD (Prague) . . . The office conducted a seminar on "Understanding the Lingo of Government Jobs," December 15. □

Medical Services

Dr. LARRY WILLIS consulted in Washington early in the year after completing his tour in Abidjan. Dr. Willis resigned from the Foreign Service and will begin a fellowship in rheumatology and immunology at the University of Oklahoma Health Sciences Center. . . ETTA THURMOND also consulted in Washington in

January, prior to beginning area studies; she was to arrive at her new post in Mogadishu early this month. . . CAROL DORSEY completed her home leave, the two-week course on alcoholism given for health professionals at the Great Lakes Naval Hospital, and several months of Spanish language training at the Foreign Service Institute. She was to arrive in Quito in late January to begin her tour. . . SeDELL VIK and MARVA GULLINS began their domestic tours as medical technologists in the laboratory at State, after completing their assignments in Jakarta and Moscow, respectively.

In January Dr. MARTIN WOLFE, consultant in tropical medicine, traveled to Islamabad, New Delhi, Rangoon, Bangkok, Kuala Lumpur and Singapore to consult with field personnel on issues related to hepatitis and malaria, as well as to participate in a mini-seminar on infectious diseases, in New Delhi. . . JOE FOX, safe haven emergency medical care coordinator, traveled to Jakarta, Kuala Lumpur, Bangkok, Madras, New Delhi and Manila, early in the year, to conduct medical training courses for post personnel. □

Near Eastern and South Asian Affairs

Deputy assistant secretary THOMAS NAS-SIF traveled to New York, November 7, to meet with the Council on Foreign Relations. He discussed "Our Broader Objectives in Lebanon and the Middle East." On the following day, he met with the board of directors of the National Meat Association, at the White House, to discuss U.S. objectives in Lebanon. . . Former Middle East envoy MORRIS DRAPER met with participants in the Media Diplomat Seminar, November, to discuss the situation in Lebanon and the peace process. . . On November 9, he met with Jewish Community Federation officials in East Orange, N.J., to discuss Lebanon and the peace process.

HARMON KIRBY, director, Office of Pakistan, Afghanistan and Bangladesh Affairs, participated in a conference on Afghanistan, at the Monterey Institute of International Affairs, November 16-18. He also discussed Afghanistan and other South Asia issues with the editorial boards of major newspapers in California, and with faculty and students at the University of California at Berkeley. . . PETER SEBASTIAN, director, Office of North African Affairs, accompanied SECRETARY SHULTZ on a trip to Tunisia and Morocco, December 9-12. . . PHIL WILCOX, director, Office of Regional Affairs, spoke on U.S. policy in the Middle East, at the Air War College, Maxwell Air Force Base, Ala., November 30.

On November 8, ELIZABETH JONES, deputy director, Office for Lebanon, Syria, Jordan and Iraq, met with Ohio State University students and the Phi Kappa Phi society to discuss

Lebanon. The next day, she addressed the Columbus (O.) Council on World Affairs. On November 16, she met with students at Texas Tech University, in Lubbock, and addressed the Lubbock Rotary. The topic was Lebanon. . . The special assistant for Middle East negotiations, THEODORE FEIFER, met with a Washington Mission Program group from Bergen County, N.J., November 29, to discuss Lebanon and U.S.-Israel relations. . . JOHN HERBST, political officer on the Israel desk, met with a Washington Missions Program group from New Jersey, November 9, to discuss Lebanon and U.S.-Israel relations. . . On November 10, LAURALEE PETERS, economic officer on the Israel desk, met with a Washington Mission Program group from New Haven, Conn., to discuss Lebanon and U.S.-Israel relations. . . On November 3, MILES PENDLETON, director, Office for Israel and Arab-Israel Affairs, met with a Washington Missions Program group from Boston to discuss U.S.-Israel relations and the situation in Lebanon. . . On November 14, DAVID GREENLEE, political officer, Israel desk, met with a Washington Mission Program group visiting from Columbus, O. The topic was Lebanon and U.S.-Israel relations. . . JONATHAN BRECHT, Office of the Public Affairs Adviser, met with high school students from Delaware, Pa., to discuss events and objectives in Lebanon, November 16.

On November 28, DIANE KELLY, from the same office, met with a Washington Mission Program group from Pittsburgh, to discuss U.S.-Israel relations and U.S. objectives in Lebanon.

PHYLLIS OAKLEY, Afghanistan desk officer, participated in a conference of immigration judges, organized by the Department of Justice, in Miami, Fla., November 9. It dealt with conditions which cause Afghans to seek political asylum in the United States. . . She also went to the U.S. mission to the United Nations, in New York, for a series of briefings for foreign UN delegations, November 18, in anticipation of the General Assembly vote on the Afghanistan resolution. . . ROBERT KNICKMEYER, Office of Economic Affairs, represented the Department at the agribusiness seminar on Morocco sponsored by the Department of Commerce, in San Francisco, December 1. . . ROBERT KRANTZ, contracting officer, Office of Multinational Force and Observers, traveled to Tel Aviv, the Sinai, Cairo and Rome, for meetings on helicopter safety and maintenance, December 5-16. . . LEAMON R. HUNT, director general of the multinational force, accompanied by WILFRED F. DECLERCQ, deputy director for observers, visited the Department, November 28, for meetings with Department and Defense officials on matters related to U.S. participation in the Force.

Administrative officers from overseas posts attended an administrative officers conference in the Department, December 5-7, during which a wide range of management and administrative topics were addressed by Department officials. They then traveled to Berkeley Springs, W.Va.,



for a management seminar focusing on negotiation and conflict resolution.

On December 2, deputy assistant secretary Nassif met with San Diego Chamber of Commerce officials, in California, to discuss Middle East issues. . . On December 5, he addressed the Cedar Rapids Rotary on U.S. policy in the Middle East. . . RONALD NEUMANN, deputy director for Arabian peninsula affairs, addressed a Middle East conference on current Middle East-Persian Gulf issues, in Louisiana. . . On December 8, Ms. Jones met with Brookings business executives to discuss U.S. Middle East policy and Lebanon. . . Mr. Feifer met with students from Radnor, Pa., to discuss the peace process. □

Oceans and International Environmental and Scientific Affairs

On December 5 Assistant Secretary JAMES L. MALONE presided over a meeting of the Department's Advisory Committee on Oceans, International Environmental and Scientific Affairs. The committee, composed of 24 scientists, educators, former officials and others involved in areas within the bureau's purview, met at the National Academy of Sciences. Among subjects discussed were the acid rain dilemma, deep seabed mining, population developments, commercialization of outer space activities and the Non-Proliferation Treaty Review Conference. . . Mr. Malone, with deputy assistant secretary HARRY MARSHALL, executive director BARRY KEFAUVER and STEPHEN JOHNSON, Office of Science and

NEAR EASTERN AND SOUTH ASIAN AFFAIRS—At administrative officers conference in the Department, seated, from left: *Byron P. Walker, Elaine Schunter, deputy assistant secretary David T. Schneider, Assistant Secretary Richard W. Murphy, executive director Bryce Gerlach, Lawrence Lesser, Nicholas Baskey.* Standing: *Donald Hunter, Lee Lohman, Robert Carr, Patrick Hayes, Duane Linville, Herbert Deremer, Thomas O'Brien, John Daniels, Bernard Woerz, James McGunnigle, Kenneth Chard, Thomas Widenhouse, Willard Wynne, Anita Booth, Lann Malesky, Peter Flynn, James Williard, Robert Lutkoski, Johnny Young, Rich Smyth, Norma Kleiber.*

Technology Support, traveled to Hong Kong, in mid-December, for a three-day meeting of science officers from posts in Asia, the Pacific and the Middle East. This was the second in a series of science-counselor conferences, designed to bring all at State responsible for matters related to science and technology up to date on developments in Washington and posts. As with the September conference in Rome, this meeting was regarded as productive. A third conference is being planned for Latin America. . . While in Hong Kong, Mr. Malone made a one-day trip into the People's Republic of China, to meet with Chinese officials on energy matters, and to observe the new nuclear power facility in Guangdong. His talks there were informal but very informative, the bureau reported. . . BRENDA LEE YAGER joined Mr. Malone's personal staff in December, as a special assistant for congressional liaison. She comes to the bureau from Capitol Hill, where she had extensive experience both as a legislative assistant and, most recently,

as chief minority counsel for the Select Committee on Narcotics Abuse and Control of the House of Representatives.

RICHARDE B. BENEDICK, coordinator of population affairs, consulted in Rome, December 1, with Archbishop EDOUARD GAGNON, pro-president of the Pontifical Council for the Family, on population issues and preparations for the 1984 international conference on population. He discussed the same subjects, November 30, with Ambassador MILLICENT FENWICK, U.S. representative to the UN Food and Agriculture Organization, and EDOUARDO SAOUMA, director general of the UN Food and Agriculture Organization. . . On December 1, he met with FERDINANDO SALLEO, deputy director general, Department for Development Cooperation, Italian ministry of foreign affairs, to discuss population assistance issues, and MANUEL NEVES-E-CASTRO, director, Center for Studies in Reproductive Medicine, Lisbon, Portugal, on questions of biomedical research.

Deputy assistant secretary MARY ROSE HUGHES was head of the U.S. delegation to the Organization for Economic Cooperation Environment Committee, in Paris, December 6-8. WILLIAM LANDFAIR of the Office of Environment and Health was a member of the delegation. . . The Office of Environment and Health acting director, JACK W. BLANCHARD, headed the U.S. delegation to the second meeting of experts to negotiate a UN Environment Program regional seas convention to protect the South Pacific. The meeting took place in Noumea, New Caledonia, November 7-16. Alternate representative was ROBERT BLUMBERG, deputy director, Office of Oceans and Polar Affairs. Advisers were SCOTT

HAJOST, from the Office of the Legal Adviser, and Captain CHARLES CORBETT of the U.S. Coast Guard. A third two-week negotiating session will be convened in July 1984.

DAVID SCHIELE, Office of Environment and Health, headed the U.S. delegation to a meeting of experts on the protection of the marine environment against pollution from land-based sources, November 28-December 2, in Geneva. The meeting was the first in a series intended to result in an agreed-on list of principles and guidelines to be taken into account in the negotiation of bilateral and regional agreements. Alternate representative was ROBERT BLUMBERG, Office of Oceans and Polar Affairs. JOY YANAGIDA, Office of the Legal Adviser, was legal adviser to the delegation.

MICHAEL G. WYGANT, deputy director, Office of Cooperative Science and Technology Programs, represented the bureau at the fifth Association of Southeast Asian Nations-U.S. economic dialogue, in Manila, December 5-6. Science and technology cooperative projects were discussed at this annual get-together with the five- (now six-) nation southeast Asian regional organization. □

Politico-Military Affairs

JONATHAN T. HOWE, director, participated in the NATO ministerial meetings in Brussels, December 8-9. He accompanied

SECRETARY SHULTZ to Bonn, Tunis, Rabat and Portugal, for meetings with host government officials. ROBERT W. DEAN, deputy director, represented the Department at the Konrad Adenauer Foundation meeting, in Bonn, November 12-13.

The director of the Office of Regional Security Affairs, ROBERT L. GALLUCCI, traveled to San Francisco, December 1, to address members of the Middle East Institute on U.S. relations with the Persian Gulf states. He also visited Lawrence Livermore National Laboratory for a briefing on U.S. nuclear weapons programs. JOHN HEDGES of the office, with MIKE HORNBLOW, Office of Security Assistance and Sales, participated in a conference on civic action in Africa, sponsored by the Defense Department's Office of International Security Affairs. The conference took place at the Naval War College in Newport, R.I., December 15-16. Colonel WESTON T. SMITH coordinated the Department's participation in a Joint Chiefs of Staff exercise. DAVID SCHWARTZ, deputy director, Office of Policy Analysis was a guest speaker, on the intermediate-range nuclear force negotiations, at the San Francisco World Council. He was also a

guest speaker on the subject at the New York Bar Association, December 14.

MARK M. LOWENTHAL, Office of Policy Analysis, spoke at the Rotary Club in Toledo, O., December 19, on "U.S. National Security and Arms Control." He also participated in a backgrounder with the Toledo Blade, and was interviewed by WDHO-TV for its Sunday afternoon news show. Commander ROY WALLACE, Office of Theater Military Policy, served as chairman of the roundtable on the "Politics of Alliance: The United States and its NATO Allies," at the 35th annual Student Conference on U.S. Affairs, at the U.S. Military Academy, West Point, during late November. GREGORY SANDFORD, Office of Theater Military Policy, joined Mr. Howe at the December 8-9 meeting of the North Atlantic Council and NATO's Special Consultative Group, in Brussels, Belgium. JOHN LIMBERT, U.S. Naval Academy, Annapolis, attended the Middle East Studies Association annual conference in Chicago, November 3-6. Also, Mr. Limbert spoke to the Harvard Club of Washington, on "Islam and Political Power," December 12. □

PUBLIC AFFAIRS—At awards ceremony, from left, front row: Nina Noring, Joan Colbert, Norman Howard. Back row: Alan Kromberg, Neal H. Petersen, Bret Bellemly, Thomas C. Bleha, Paul Auerswald.

Public Affairs

Office of the Assistant Secretary: Assistant Secretary JOHN HUGHES accompanied SECRETARY SHULTZ on his trip to Europe





and North Africa, December 6-13, visiting Bonn, Brussels, Tunis, Rabat and Lisbon. Mr. Hughes also accompanied the Secretary to London, Stockholm and Oslo for the Conference on Disarmament in Europe, January 14-19.

Office of the Historian: WILLIAM SLANY, DAVID PAINTER, DAVID PATTERSON and STANLEY SHALOFF attended the 28th annual meeting of the American Historical Association, in San Francisco, December 28-31.

Office of Opinion Analysis and Plans: VIVIAN GILLESPIE and ALVIN RICHMAN addressed a speakers' seminar, December 13, which was hosted by the Bureau of Inter-American Affairs. Their topic was Central America. . . Deputy director IRWIN PERNICK gave a foreign policy briefing, January 5, to a group of students from Ouashita University, Arkadelphia, Ark.

Office of Public Programs: Washington programs division chief ILMAR HEINARU served as conference manager for the Afghani-

GENEVA, Switzerland—At UN refugee meeting, from left: deputy assistant secretary *A. E. Dewey*; *James N. Purcell Jr.*, director, State's Bureau of Refugee Programs; *Karl Beck* of the U.S. mission here.

stan forum, December 12-13, in the Loy Henderson Conference Room. Under Secretary LAWRENCE EAGLEBURGER addressed the opening session. . . MARY ANN DAY, formerly of the Bureau of Administration, joined the division as a briefings officer, December 12. □

Refugee Programs

From December 3-23, BRUCE A. FLATIN, director, Office of Refugee Admissions, Processing and Training, visited refugee processing sites in Thailand, Malaysia, Indonesia, Singapore, the Philippines and Hong Kong, where he conferred with U.S., local and interna-

tional organization officials about refugee matters. . . In early December, F. (TEX) HARRIS, director of emergency operations, conducted an extensive assessment of the Office of the UN High Commissioner for Refugees and the Costa Rican government refugee program, in response to the increased flow of refugees from southern Nicaragua.

From December 6-12, JAMES P. KELLEY, director, Office of African Refugee Relief, and ROBERT F. GORMAN, a Foreign Relations Council fellow, attended the annual meeting of the African Studies Association, in Boston, where Mr. Kelley delivered an address and served on a panel which considered African refugee issues. . . SYLVIA J. BAZALA, program officer, Office of Asian Refugee Assistance, traveled to Thailand, January 3-24. She inspected refugee assistance programs and monitored activities on the antipiracy program. She also assessed humanitarian aid requirements for more than 200,000 displaced persons along the Thai Kampuchean border. ■

Letters to the Editor

—(Continued from Page 1)
 carried the spirit of that year to
 Moscow.

Sincerely,
 CHUCK EMMONS □

Sand and sea

WASHINGTON

DEAR SIR:

The November cover photo of me (unrecognizable without my bowtie) as part of the Cairo post-of-the-month feature brought laughs from my friends at the Embassy Aquatics Club. The photo was taken at Ras Mohamed, on the southern tip of the Sinai, by Major Ray Dotson.

Ras Mohamed has just been made a marine national park by Egypt. According to Dr. Eugenie Clark, zoologist, skin diver and shark expert from the University of Maryland, Ras Mohamed is one of the best places in the world for viewing



coral and tropical fish. . .

Hopefully the park will become a "World Heritage Site" and be preserved along with other sites on the Red Sea and the Gulf of Aqaba for recreation and enjoyment by divers, snorkelers and others.

Sincerely,
 THOMAS VREBALOVICH
 Science counselor □

Transfer Tremors by ebp

I was almost transferred to ABID-JAN, but then where would I get my favorite soaps—IVORY, COAST and Zest?

I was almost transferred to BAMA-KO, but some aniMAL I didn't see

bit me while I was out jogging, and I had to stay behind for shots.

I was almost transferred to NAS-SAU but, being into acting, dumbA HAM AS I am, I decided not to go.

More 'tremors'

WASHINGTON

DEAR SIR:

Here are a couple of twists to consider for your "Transfer Tremors":

I was almost transferred to Chad in September, but the fiscal year eND JAM ENabled me to stay in Washington until November.

There's an even better one but it doesn't fit your format precisely:

ISO music lover to accompany me to Chad. As swingiN' DJ AM ENAmored rock and country. Send photo.

Note that the latter one even keeps the apostrophe in the right place. Have fun.

Sincerely,
 LEONARDO NEHER
 Bureau of Intelligence and Research
 Office of Analysis for Africa □

Discrimination

WASHINGTON

DEAR SIR:

I don't know whether this is the type of item you might be interested in printing, but it is taken from the Fairfax (Va.) Journal of December 19, and refers to the cosmic confrontation of the week before. If it didn't happen exactly this way, it should have. [The article follows:]

LEFT BEHIND: A State Department official who is a rabid Dallas Cowboys fan told everybody in Foggy Bottom that Dallas would cream the Washington Redskins.

But the Redskins won, and the next day the official didn't show up for work.

On Tuesday he was back at his desk, explaining:

On Monday, he was waiting at his usual

pickup spot when his car pool came by, slowed, rolled down the windows, razzed him and then drove away, leaving him standing.

He waited for a bus, but the bus driver knew him to be a Dallas fan. The bus arrived, the door opened, the driver saw the State Department official, closed the door and drove off.

The bureaucrat said he gave up and went home.

Sincerely,
 RAY PERKINS
 Foreign Service Grievance Board □

Peace Corps people

ARLINGTON, VA.

DEAR SIR:

There are an estimated 4,000 returned Peace Corps volunteers in the Washington area, and many of them work for the State Department. Join us for issues forums, embassy nights, potluck dinners, softball games, new friends who share your experiences and ideals. \$15 is a yearly membership, bringing you a monthly newsletter plus entrance to all activities.

Write to RPCV/Washington, P.O. Box 4924, Washington, D.C. 20008. Or call Holland McKenna, president, 667-2828 or Barbara Thomas, membership, 931-3544.

Sincerely yours,
 BARBARA THOMAS
 Membership chairman ■

Recreation association

The Foreign Affairs Recreation Association, which offers employees a variety of services, is holding a membership drive which concludes February 17. For information, call 632-3574. □

Obituaries

Wilbur E. Ledbetter, 63, a mail and file clerk in the Executive Secretariat since 1973, died on January 9 at Howard University Hospital.



Mr. Ledbetter

Mr. Ledbetter worked as a clerk at State for nearly 36 years. He was assigned to the Reproduction and Distribution Branch, 1948-64; the Bureau of Administration message center, 1964-65; the Office of the Deputy Under Secretary for Political Affairs, 1965-70; and the Bureau of Politico-Military Affairs, 1970-73.

A native of Washington, D.C., Mr. Ledbetter attended Howard, 1938-41. He served in the Army for three years, and was a postal clerk, 1946-48. Survivors include his wife, a son and his mother. □

Myrle Lorraine Hynes, 47, a public information specialist in the Bureau of Public Affairs, Office of Public Programs, Southern Division, since 1980, died of cancer on January 14 at her home in McLean, Va.



Ms. Hynes

Born in Toronto, Canada, Ms. Hynes was raised in California and was graduated from San Francisco State College. She also attended Oxford University and the University of London. The wife of AID officer Richard Hynes, she accompanied him on assignments and taught English and social studies at American schools in Vientiane, 1967-72, and Accra, 1975-77.

Ms. Hynes joined State in 1979 as an information support officer in the Bureau of European Affairs, strategic arms limitations talks working group. Besides her husband, she leaves two

daughters, her mother and two brothers. □

Robert H. McBride, 65, a career minister who was appointed ambassador to the Democratic Republic of the Congo in 1967, and to Mexico in 1969, died on December 26.



Mr. McBride

1947-49; in Rabat, 1949-51; and in Paris, 1954-56.

Earlier in his career, which began in 1941, he was vice consul in Havana, Algiers and Rome. His Washington assignments included special assistant to the director of American republic affairs, 1946-47; officer-in-charge of French and Iberian affairs, 1951-52; deputy director of European regional affairs, 1957-58; and director of western European affairs, 1958-61. He retired in 1973.

Mr. McBride was born in England to American parents. He was graduated from Princeton in 1940. Survivors include his wife. □

Woodruff Wallner, 74, a career minister who served at several European posts, died on December 26.

Joining State in 1935, he was a consular officer in Naples, Barcelona, Valencia, Paris and Vichy. Interned by the Germans for two years, he returned to Washington in 1944 and served as a country specialist, then as assistant chief of western European affairs. In 1948, he was assigned to Paris as political officer. Subsequent assignments were to Belgrade as counselor and deputy chief of mission, to Paris as counselor and political adviser for the European Command, and to Rio de Janeiro as minister-counselor and

deputy chief of mission.

He was appointed deputy assistant secretary for international organization affairs in 1959. Mr. Wallner was transferred to Paris in 1963 as political adviser to the NATO Defense College, and to Rome in 1966 as deputy commandant of the NATO Defense College. From 1967-69, he was deputy chief of mission in Paris. Before retiring in 1970, he served as a Foreign Service inspector.

Mr. Wallner was born in New Jersey. He was graduated from Columbia in 1931. Survivors include his wife, a son and a daughter. □

Philip H. Burris, 67, who was chief of the Special Assignments Division, 1968-70, and chief of the Office of Performance Evaluation from 1970 until he retired in 1973, died on December 25.

A former statistics specialist with the Departments of Agriculture and Commerce, Mr. Burris joined State in 1941. He served as junior economic analyst in Lima, then became an economic analyst for the Allied Control Commission in Italy. Returning to Washington in 1950, he was appointed chief of the Division for Foreign Reporting. After details to the Secretary's Public Committee on Personnel and the National War College, he was assigned to the Policy Plans and Guidance Staff, as director. In 1961, he was appointed deputy assistant secretary for policy plans and guidance. He served in Rome, 1963-65.

Mr. Burris was born in Illinois. A graduate of Ohio University, he worked there as a research assistant for four years. From 1944-46, he served in the Army. Survivors include his wife. □

Ella Acker, 66, a secretary assigned to the Operations, Supply and Transportation Division from 1966 until she retired in 1981, died on December 24 at George Washington University Hospital.

Joining the Department in 1955,

she worked in the Visa Office until 1959, when she transferred to the National Intelligence Survey. From 1962-66, she was employed in several areas within the Bureau of Administration, including the Executive Office, the services staff and the transportation management branch.

Ms. Acker was born in Hazelton, Pa. During the 1940s, she worked for the War Department and the War Production Board. Survivors include her husband, mother, three brothers, a sister and two grandchildren. □

Leonard H. Price, 77, a commercial officer in Ottawa from 1961 until he retired in 1966, died on November 24.

A native of Washington, D.C., Mr. Price earned bachelor's and law degrees at George Washington, and also attended Georgetown Law School. After working for the Department of Justice for two years, he joined State in 1930. He was appointed senior economic analyst in Santiago in 1942, and served in Havana as first secretary and commercial officer, 1955-61. Washington assignments included assistant chief of the Board of Economic Warfare, 1941-42, assistant chief of the Division of Foreign Service Administration, 1945-46, and officer-in-charge of Caribbean affairs, 1949-50. From 1950-52, he was detailed to the National War College.

Survivors include his wife, a son and a daughter. □

Jane A. Culpepper, 62, who retired in 1972 after serving as administrative officer in Nicosia, died on December 16.

Her first assignment was to Seoul in 1949, as chief of the payroll office. She served in Manila as an accountant for one year, then was transferred to Tokyo as payroll supervisor and disbursement officer.

Subsequent assignments were to Karachi as disbursement officer and to The Hague as budget fiscal disbursement officer. From 1964-68, she was

assigned to the Department as a personnel staffing specialist and administrative officer.

Ms. Culpepper was born in Texas. During the 1940s she worked in the payroll offices of the Departments of the Army and Commerce. Survivors include her mother. □

Robert B. Whittinghill, 66, a retired political officer, died on September 2 at the Franklin Regional Hospital in Alexandria, N.H.

His assignments had included Damascus, Tangier, Rabat, Khartoum, Rome, Abidjan and Kinshasa. After retiring, he worked as an international consultant, specializing in African affairs.

Mr. Whittinghill was born in Rome, Italy. He was educated at Cambridge and Columbia, and served with the Office of Strategic Services during World War II. Survivors include his wife, a son, a brother and a sister. The family suggests contributions to the Newfound Area Nursing Association, P.O. Box 96, Bristol, N.H. 03222. □

PRAGUE, Czechoslovakia—Charge d'affaires **Robert W. Farrand** delivers remarks in Czech, at tunnel entrance of American embassy, commemorating creation of the Czechoslovak republic in 1918.



Roger Harrouche, 51, a Foreign Service national employee in Rio de Janeiro since 1957, died on December 11. As the senior supervisory ad-



Mr. Harrouche

ministrative and management specialist in the general services office, Mr. Harrouche was in charge of coordinating arrangements for official visitors. He held several other positions in the office during his career, including chief of the customs, shipping and travel section. From 1954-57, he worked at the American embassy in Cairo.

Survivors include his wife, Ginnette, who is also a consulate employee, two daughters and his mother. □

Katherine (Kitty) Haraldson, wife of retired Foreign Service officer Wesley C. Haraldson, died on December 11. She had accompanied her husband on assignments that included Trieste, Tokyo, Saigon, Taipei and the Philippines. Besides her husband, she leaves a daughter and two grandsons. ■

Library Booklist

American diplomatic memoirs

A selection of books published after 1950

- ACHESON, DEAN G. *Present at the creation; my years in the State Department*. New York, Norton, 1969. 798p. E744.A25
- ALLISON, JOHN M. *Ambassador from the prairie; or, Allison Wonderland*. Boston, Houghton Mifflin, 1973. 400p. E748.A197A3
- ARMSTRONG, HAMILTON FISH. *Peace and counterpeace: from Wilson to Hitler; memoirs*. New York, Harper & Row, 1971. 585p. D413.A73A3
- ASENCIO, DIEGO and NANCY ASENCIO. *Our man is inside*. Boston, Little Brown, 1983. 244p. F2279.A83
- ATTWOOD, WILLIAM. *The Reds and the Blacks; a personal adventure*. New York, Harper & Row, 1967. 341p. DT131.A8
- BALL, GEORGE W. *The past has another pattern; memoirs*. New York, Norton, 1982. 527p. E840.8.B32A36
- BEAM, JACOB. *Multiple exposure: an American ambassador's unique perspective on East-West issues*. New York, Norton, 1978. 317p. E748.B333A34
- BOHLEN, CHARLES EUSTIS. *Witness to history, 1929-1969*. New York, Norton, 1973. 562p. E748.B64A3
- BOWLES, CHESTER. *Ambassador's report*. New York, Harper, 1954. 415p. DS480.84.B51
- BOWLES, CYNTHIA. *At home in India*. New York, Harcourt & Brace, 1956. 180p. DS423.B6
- BOYCE, RICHARD FYH and KATHERINE RANDALL BOYCE. *American foreign service authors: a bibliography*. Metuchen, NY, Scarecrow Press, 1973. 321p. Z1224.B68 Ref.
- BRADEN, SPRUIELL. *Diplomats and demagogues; memoirs*. New Rochelle, NY, Arlington House, 1971. 496p. F1418.B69
- BRIGGS, ELLIS O. *Farewell to Foggy Bottom; the recollections of a career diplomat*. New York, McKay, 1964. 306p. E748.B77A3
- CABOT, JOHN MOORS. *First line of defense: forty years' experiences of a career diplomat*. Washington, Georgetown Univ., School of Foreign Service, 1979. 167p. E748.C15A33
- CHILDS, JAMES RIVES. *Foreign service farewell; my years in the Near East*. Charlottesville, VA, Univ. of Virginia Press, 1969. 192p. DS63.2.U5C5
- CLUBB OLIVER EDMUND. *The witness and I*. New York, Columbia Univ. Press, 1975. 314p. E748.C59A38
- DEVINE, FRANK J. *El Salvador: embassy under attack*. New York, Vantage Press, 1981. 209p. F1488.D4
- DULLES, ELEANOR LANSING. *Eleanor Lansing Dulles, chances of a lifetime: a memoir*. Englewood Cliffs, NJ, Prentice Hall, 1980. 390p. E748.D867A33
- EMMERSON, JOHN K. *The Japanese thread: a life in the U.S. Foreign Service*. New York, Holt, Rinehart & Winston, 1978. 465p. E748.E6A34
- GALBRAITH, JOHN KENNETH. *Ambassador's journal; a personal account of the Kennedy years*. London, Hamish Hamilton, 1969. 656p. DS450.U5G3
- GALLMAN, WALDEMAR JOHN. *Iraq under General Nuri: my recollections of Nuri Al-Said, 1954-58*. Baltimore, MD, Johns Hopkins, 1964. 241p. DS79.8.N8G3
- GREW, JOSEPH C. *Turbulent era—a diplomatic record of forty years, 1904-1945*. Boston, Houghton Mifflin, 1952. 2 vols. E748.G7A2
- HARRIMAN, WILLIAM AVERELL and ELIE ABEL. *Special envoy to Churchill and Stalin, 1941-1946*. New York, Random House, 1975. 595p. D753.H28
- HELMS, CYNTHIA. *An ambassador's wife in Iran*. New York, Dodd, Mead, 1981. 212p. DS259.H44
- HERZ, MARTIN FLORIAN. *Making the world a less dangerous place: lessons learned from a career in diplomacy*. Washington, Georgetown University, School of Foreign Service Institute for the Study of Diplomacy, 1981. JX1662.H47
- HERZ, MARTIN FLORIAN. *215 days in the life of an American ambassador: diary notes from Sofia, Bulgaria*. Washington, Georgetown University, School of Foreign Service, 1981. 269p. E840.8.H47A33
- HILTON, RALPH. ed. *Tales of the Foreign Service*. Columbia, SC, Univ. of South Carolina Press, 1978. 176p. JX1706.T3
- JOHNSON, HALLETT. *Diplomatic memoirs: serious and frivolous*. New York, Vantage, 1963. 207p. E748.J72A3
- KENNAN, GEORGE F. *Memoirs*. V. 1, 1925-1950, V. 2, 1950-1963. Boston, Little, Brown, 1967, 1972. E748.K38A3
- KISSINGER, HENRY. *White House years*. Boston, Little, Brown, 1979. 1521p. E855.K57
- KISSINGER, HENRY. *Years of upheaval*. Boston, Little Brown, 1982. 1283p. E840.8.K58A38
- KOOB, KATHRYN. *Guest of the revolution*. Nashville, TN, Nelson, 1982. 240p. DS274.2.U5K65
- LODGE, HENRY CABOT. *The storm has many eyes; a personal narrative*. New York, Norton, 1973. 272p. E748.L8A37
- LYON, CECIL. *The Lyon's share*. New York, Vantage, 1973. 266p. E748.L96A3
- MCDONALD, JAMES G. *My mission in Israel, 1948-51*. New York, Simon & Schuster, 1951. 303p. DS126.4.M25
- McGHEE, GEORGE. *Envoy to the Middle World; adventures in diplomacy*. New York, Harper & Row, 1983. 457p. E748.M47A34
- MARTIN, JOHN BARTLOW. *Overtaken by events: the Dominican crisis from the fall of Trujillo to the Civil War*. New York, Doubleday, 1965. 821p. F1938.55.M34
- MEYER, ARMIN H. *Assignment Tokyo: an ambassador's journal*. Indianapolis, IN, Bobbs-Merrill, 1974. 396p. DS849.U6M46
- MORROW, JOHN HOWARD. *First American ambassador to Guinea*. New Brunswick, NJ, Rutgers Univ. Press, 1968. 291p. DT543.M65
- MURPHY, ROBERT DANIEL. *Diplomat among warriors*. New York, Doubleday, 1964. 470p. E744.M8
- PADDOCK, PAUL. *China diary; crisis diplomacy in Dairen*. Ames, Iowa State Univ. Press, 1977. 274p. DS740.5.U5P25
- QUEEN, RICHARD. *Inside and out: hostage to Iran, hostage to myself*. New York, Putnam, 1981. 286p. DS274.2.U5Q43
- RANKIN, KARL LOTT. *China assignment*. Seattle, Univ. of Washington Press, 1964. 343p. DS740.5.USR3
- ROSEN, BARBARA and BARRY ROSEN. *The destined hour: the hostage crisis and one family's ordeal*. Garden City, NY, Doubleday, 1982. 328p. DS274.2.U5R66
- SHANNON, ELIZABETH. *Up in the park: the diary of the wife of the American ambassador to Ireland, 1977-1981*. New York, Atheneum, 1983. 358p. E840.8.S53A38
- TAYLOR, MAXWELL DAVENPORT. *Swords and plowshares*. New York, Norton, 1972. 434p. E748.T3A3
- VANCE, CYRUS R. *Hard choices: critical years in America's foreign policy*. New York, Simon and Schuster, 1983. 541p. E872.V36
- WILLIAMS, JUSTIN. *Japan's political revolution under MacArthur; a participant's account*. Athens, Univ. of Georgia Press, 1979. 305p. JQ1626.1945.W54
- YOST, CHARLES W. *History and memory*. New York, Norton, 1980. 352p. E840.8.Y63A34 ■

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