

# State

The Newsletter

United States Department of State

March 1984



*Dinner at State for Secretary Rusk*



THE COVER — Former Secretary *Dean Rusk* is pictured in the John Quincy Adams State Drawing Room. Others, from right: daughter *Peggy Rusk Smith*; granddaughter *Samantha Smith*; *Constance Dunaway*, a former staff assistant to Mr. Rusk, now in the Bureau of Public Affairs; *Mrs. Rusk*, seated; *Robin Duke*; *Angier Biddle Duke*. Story on Page 17. (Photo by *Ann Thomas*)

---



## Letters to the Editor

### Tall in the saddle

SANTA MONICA, CALIF.

DEAR SIR:

As a long-time reader of STATE, I have often been impressed by the frequency with which ambassadors stand taller than their subordinates in the photographs you publish. In the December issue this tendency was well illustrated by Ambassadors Holdridge,



Ambassador Holdridge is (a) on left, (b) second from left, (c) second from right, (d) on right. (From December issue of STATE)

Frechette and Price, for example. One need hardly count the four instances on Page 13 where Ambassadors Landau, Dolibois and Dillon, as well as chargé Check, tower over mostly local employees. Ambassador Stearns, while pictured seated, would appear to outstrip his team. (But he'd better watch out for his son David!)

Sincerely,

JAMES DIGBY

California Seminar on International Security and Foreign Policy □

### Re the typing champ

GENEVA, SWITZERLAND

DEAR SIR:

I read with interest your item, "Here's a chance to type with the champ," in the January magazine. This left a number of us with a few questions concerning the type of

—(Continued on Page 16)

## State

March 1984  
No. 265



3



11



25



45

### News stories

- 2 Ray Hunt, slain diplomat, buried in Arlington
- 8 Employees to get high-tech push-button phones
- 9 State asks for 729 more positions in '85 budget
- 10 Congress gets request for 9 positions at Vatican
- 12 Reagan names Shlaudeman ambassador-at-large

### Feature stories

- 14 Human rights "report": Attila's empire
- 25 Book review: Hawthorne as consul abroad
- 28 Traveling with the Secretary
- 35 Tips from the typing champ

### Photo stories

- 6 Kuwait bombing

- 11 "Penguins" at State
- 40 Post of the month: Kuwait

### Special

- 57 Career candidates program

### Departments and features

12 Appointments	17,49 Honors and Awards
38 "Ask Dr. Korcak"	Editor
62 Bureau Notes	1,16 Letters to Editor
79 Current Publications	8 News Highlights
72 Diplo-Crostic, by Becker	77 Obituaries
31 Education and Training	50 Personnel: Civil Service
47 Grievance Actions	54 Personnel: Foreign Service
67 Look-Alikes	55 Transfer
80 Library Booklist	Tremors

### Editorial staff

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

Staff writer Donna Gigliotti  
Staff assistant Rosemary Reid □

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

---

## Leamon R. Hunt is buried at Arlington Cemetery

He was 'an example of the very best'

---

**I**T WAS A bright sunny noon, with the bite of a cool breeze, on the day that Leamon R. Hunt was buried at Arlington Cemetery. With soldiers firing a salute, his body was lowered into a grave where two large oak trees stood. And from the slope of that hill, which became Ray Hunt's final resting place, mourners could see the Washington Monument, erect in the distance.

Ray was the name his colleagues knew him by. They had come from State on that February 21 in three chartered buses, which in turn were part of a near-mile-long funeral cortege that arrived at the cemetery from St. Mary's Catholic Church in Alexandria. Secretary Shultz and his wife were the leaders of this contingent—people in the Department who had known Mr. Hunt "as an example of the very best," as "a man we enjoyed being with," in the words of his eulogy.

Ray Hunt had had the misfortune to become, at 56, the latest innocent victim of the political terror—heartless and mindless—that is being directed by gangs of murderers at American diplomats. Six days earlier, at 6:50 p.m. local time, in Rome, Italy, he was shot in the back of the head as he arrived at the entrance to his home in a chauffeur-driven armored vehicle.

### Symbol of achievement

Mr. Hunt lost his life because, as an international civil servant, he had become the symbol of an outstanding achievement of American diplomacy. He was director general of the Multinational Force and Observers, guarantors of the peace between Israel and Egypt. He was named to that post by the two governments in August 1981, the year following his retirement from the U.S. Foreign Service.

His murderers wanted to be sure they had killed him. There were three of them. One remained in the assassins'



Leamon R. Hunt

car, while the two others emerged from it as Ray Hunt and his driver, Antonio Mazzioli, waited for the electronic gate to open at the vehicular entrance to the residence. The gunfire that was directed against the rear window continued until one 7.62-mm. bullet penetrated through the upper window seal, striking Mr. Hunt. Mr. Mazzioli was not hurt. The gunmen got away and have not been apprehended. Later, a unit of the terrorist Red Brigades sent letters to Italian news organizations asserting it was responsible for the slaying, at the same time threatening to kill "another" U.S. diplomat (whom it did not identify).

### Shultz statement

In a statement on the day of the killing, Secretary Shultz said of Mr. Hunt: "His career took him to many countries and involved many duties, but none of the tasks he took on was more important to the cause of peace than his final one. His sacrifice must inspire us to rededicate ourselves to the

cause of peace, and to defiance of forces of terror. His former colleagues at the Department of State join me in extending our condolences to his family."

At the cemetery, Mr. Shultz was handed a folded American flag by the soldiers. He presented it to Mr. Hunt's widow, Joyce Conneally Hunt, who, with the Hunts' son, Richard Bryan, mourned quietly at the graveside ceremony and, earlier, at the somber church service where Msgr. Frank J. Hendrick officiated.

### Foreign and domestic

Although Mr. Hunt was a 32-year veteran of the Foreign Service, he was widely known, too, at the Department in Washington, where he served a two-year stint, beginning in 1974, as deputy assistant secretary for operations—a post which gave him responsibility, among other things, for the building at Main State and matters concerning it, and which brought him into contact with people of all ranks on the Department's domestic-based support staff.

He joined the Foreign Service in 1948, and served in Jerusalem, Turkey, Ceylon, Ethiopia, Costa Rica, Syria and Lebanon. He was appointed executive director of the Bureau of Near Eastern and South Asian Affairs in 1969.

In 1976 Mr. Hunt served as chargé d'affaires at the embassy in Beirut and, in 1977, was appointed minister-counselor and director of the U.S. Sinai Field Mission. He was named deputy for Saudi Arabian affairs at the Department of the Treasury in 1979 and, in this position, had jurisdiction over the U.S.-Saudi Arabian Joint Commission on Economic Cooperation.

### Awards winner

Mr. Hunt received the Superior



*Secretary Shultz presents flag to Mrs. Hunt. Richard Bryan Hunt is seated on her right. Mrs. Shultz is on Secretary's right. (Photo by Walter Booze)*

Honor Award in 1973, a Meritorious Honor Award in 1977, and the Superior Honor Award, again, in 1980. He was presented the U.S.-Saudi Arabian Joint Commission Outstanding Award in 1980.

Mr. Hunt attended Murray State College in Oklahoma, and the U.S. Army War College in Carlisle, Pa. He served in the Coast Guard in 1945 and 1946. He was born in Mill Creek, Okla., on October 7, 1927. □

### Assistant Secretary Murphy's eulogy

*Following is the eulogy delivered by Richard W. Murphy, assistant secretary for Near Eastern and South Asian affairs, at the funeral service for Leamon R. Hunt in St. Mary's Catholic Church:*

Mrs. Hunt, members of the Hunt family, Secretary and Mrs. Shultz, members of the diplomatic corps, friends and colleagues:

We are here this morning to honor the life and to mourn the death of a fine man, Leamon Ray Hunt.

There are a few in every calling who stand out among others and set standards which others strive to follow. Ray Hunt was such a man in diplomacy. Those of us who knew him during his long and rich career, first as a member of our Foreign Service, and then as an international civil servant as director general of the Multinational Force and Observers, saw Ray as an example of the very best. A man of great ability and great personal strength, he thrived on difficult chal-

lenges. He set the highest example for the rest of us to follow—as a manager, problem-solver, diplomat, leader and fellow human being.

More than anything else, Ray Hunt was a good person—gracious, kind and considerate of others—a man we enjoyed being with. Those whose lives he touched will not forget the impact he made on them. Although he distinguished himself in the world of international affairs, he treasured his Oklahoma heritage and the strength he drew from it. He was proud of his roots, and he never forgot them.

#### Served in 4 continents

During Ray's long and extraordinarily successful career in the Foreign Service, he served in four continents and was a mainstay in the management of the State Department. I first met him in Beirut in 1967, where he was serving as administrative counsellor of our embassy. We both returned to Washington the following year, and served together as deputies to the executive director in the Bureau of Near East and South Asian Affairs. As a young officer in from the field, much in need of guidance in the ways of Washington, I worked closely with Ray, and I appreciated his special qualities as a teacher, manager, and friend. All of us marveled at his grasp of issues, his ability to handle scores of problems simultaneously, and, above all, his clear-minded common sense in unraveling problems and solving crises, of which there were many. He was tough and uncompromising in insisting on doing things right. And those who were privileged to work with him learned their lessons well. He felt a deep sense of duty to train others. Nothing pleased him more than the knowledge that he had taught others to carry on after him. He met the highest test of leadership by bringing out the best in others.

Ray Hunt was also a diplomat of great skill. In the mid-1970s, when he was chargé d'affaires in Beirut, we relied on his shrewd judgment and his

ability to manage U.S. diplomacy in that already troubled and complex country. As always, he was in charge: strong, steady and wise, with a broad vision and perspective that made others turn to him for advice and leadership.

#### Back from retirement

It was these qualities of leadership, his skills at management and his experience in diplomacy that led his former colleagues to prevail upon Ray on behalf of our Government to come out of retirement in 1981. He accepted appointment as the first director general of the Multinational Force and Observers. This unique international organization was spawned by one of the landmark events of the postwar history of the Middle East, the peace treaty between Israel and Egypt in 1979. The MFO was essential to implement the treaty, a treaty which brought peace to former enemies after a generation of confrontation and three bitter wars. The treaty was a tribute to the wisdom and vision of both Egypt and Israel, and stands today as proof that seemingly irreconcilable conflicts in that region can give way to peace among neighbors, when there is courage and commitment to seek it.

It was fitting that in 1981 Egypt and Israel would find in Ray Hunt the right man to become the first director general of the Multinational Force and Observers. The task of this fledgling international organization was to help implement and ensure continuity in the great step for peace which Israel and Egypt took together. Under Ray's strong and creative leadership, the MFO took shape and prospered. It grew into a model of efficiency and cooperation among Egypt, Israel and the 11 nations that generously contributed personnel. I last saw him in Rome in November, when we discussed the MFO. His enthusiasm about his work was manifest, and I was again struck by his down-to-earth problem-solving approach. In a region marked by confrontation, Ray sought and secured accommodation.

### Dikeos takes over

Retired Foreign Service officer Victor H. Dikeos has been named interim director general of the Multilateral Force and Observers, it was announced in Rome, February 21. He replaces Leamon R. Hunt. Mr. Dikeos had been deputy to the director general until his retirement last September. □

### He 'toiled for peace'

Ray Hunt lost his life at the hands of terrorist assassins, as have too many others who have toiled for peace in the Middle East. His murder was as senseless as his life was meaningful. His death last week is a sad reminder of the long road ahead before a general peace and a broad reconciliation can prevail in that region. But Ray's sacrifice in the cause of peace is one more reason to renew our faith and determination that this can and must be done.

Mrs. Hunt, Bryan other members of the Hunt family, we share the pain of your loss. We knew him as a fine public servant and as a warm and generous friend. We remember him also as a man dedicated to and sustained by his wife and family, whose support was

essential to all that he did. We are grateful for his service to the United States and to the broader world community, as well as for the example of excellence he gave to us. And we pay tribute to his work for a better world. As we join you with our love and prayers of mourning, we join you also in your pride in him as he goes to a hero's burial. □

### Diplomats were focus for terrorists in '83

A total of 455 diplomats around the world were victims of terrorism in 1983, Department figures show. The statistics were furnished to a House judiciary subcommittee by Robert M. Sayre, director of the Department's Office for Combatting Terrorism.

The 455 represents an increase of 42 over the previous year. The figure also shows diplomats as being the group with the highest number of victims. Military persons were second with 127. Business people were third with 101.

Of the 898 total terrorist incidents in 1983, 311 occurred in western Europe, 207 in Latin America and 193 in the Mideast and North Africa. When the number of threats and hoaxes (336) are subtracted from the 898, bombings (at 314) constitute the bulk of actual assaults as to type.

"More American diplomats and military personnel lost their lives to terrorist acts in 1983 than in all the previous years combined," Mr. Sayre told the subcommittee. □



BEIRUT, Lebanon—At awards ceremony, left to right: *Jeremy S. Zeikel*, Meritorious Honor Award for Valor; *Ryan C. Crocker*, Superior Honor Award; Ambassador *Reginald Bartholomew*; *Alan O. Bigler*, Meritorious Honor Award for Valor.



DAMASCUS, Syria—*April Glaspie*, chief political officer, receives meritorious service increase award from Ambassador *Robert P. Paganelli* for her participation in arranging for the release of *David Dodge*, of the American University in Beirut, from kidnappers.

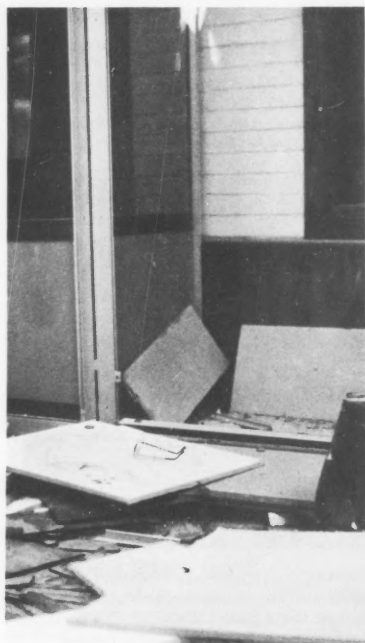


GUATEMALA—Security officer *William H. Lamb*, left, receives Superior Honor Award from *John M. Swafford* for Mr. Lamb's performance while serving in Beirut. Chargé *Richard Graham* is on right.

## Terrorism

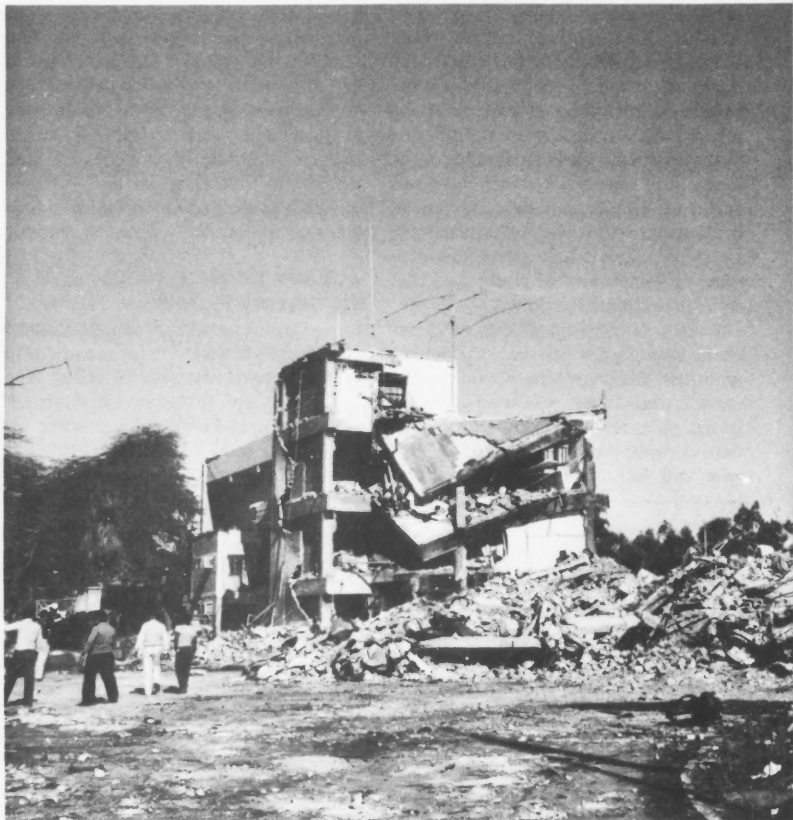
**T**HESE ADDITIONAL PHOTOS from Kuwait, by communications officer *Rick Gale*, are evidence of the tremendous force of the kamikaze truck bomb explosion that killed three persons and injured dozens of others on December 12. But life at this Foreign Service post in the Near East, obviously, is not adequately depicted in these photographs. For a day-to-day representation, imbibe some of the flavor of *Rick Gale's* other camera work, in the Post-of-the-Month section on Page 40.

Annex after the bombing; in flattened rubble on right were (in order, roughly, from right to left) the health unit, dispatch office, welfare association headquarters and maintenance office.



In visa waiting room, a man's eyeglasses, at center of photo, are shown where blast deposited them. They were being worn by a Kuwaiti who was standing in the visa waiting line. He sustained head injuries.

Front door to embassy is at left. Glass windows to right of door look in on Marine desk.





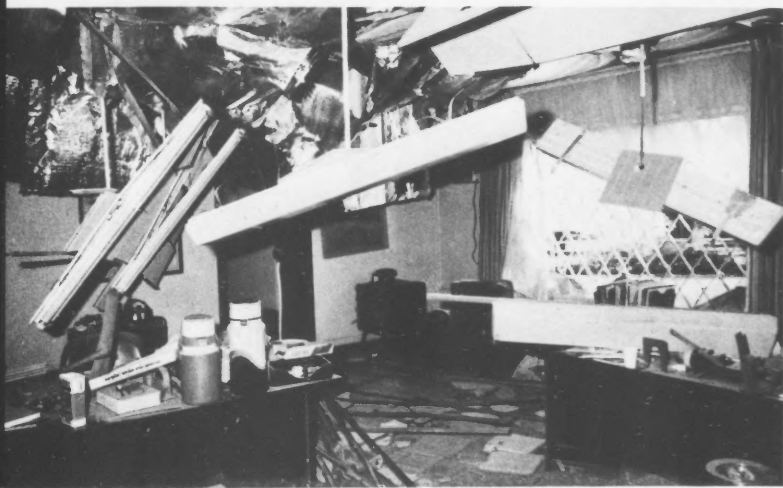


Kamikaze truck crashed through this gate, leaving "souvenir" behind. It's the turn signal from the left-front fender, which became embedded in gate, visible at center, just to right of shadow.

Heap of metal on ground, in front of chancery, is the remains of an embassy Plymouth K car. It was hurled some 75 feet by blast, from the annex parking lot. It took two days to identify the car.



Ambassador's reception area: Kay Thomas, acting as secretary to the chief of mission, was seated at desk on right when blast occurred. She was unhurt, but Col. Harmon Morgan, conversing with her, was injured slightly. Desk at left, belonging to secretary of deputy chief of mission, was unoccupied. ■



---

## News Highlights

---

### Sophisticated push-button telephones are coming to State

They might let your fingers do the shuttling to Rosslyn

---

**V**IRTUALLY all Department employees will get push-button telephones within the next year. The phones will be the "keys" to a new unclassified voice-and-data system that is expected to become fully operational next year, lightening the workload of nearly everyone at State and benefitting the Department as well.

When the switchover is made to the new system in the Washington area, employees will press only five buttons to make an inside call. The 632 and 235 prefixes will be relegated to history, along with the rotary dials.

The new push-button phones, incorporating some 40 features, are being touted as relatively easy to operate. The instruments in each office will be tailored to the needs of that office and its employees. During the coming months each office in the Department will be surveyed by a team representing American Telephone & Telegraph Technologies, Inc., which is installing the system.

#### Telephone-Wang hookup

Ultimately, the new phones will be linked up with unclassified word processors, made by Wang and other firms, in the offices. This will enable the user to receive and send electronic mail and data.

"Under the integrated system, employees in the Department in Washington will be able to send messages, say, to the Foreign Service Institute in Rosslyn, and vice versa, instead of taking the shuttle to deliver a document, as they do now," said Sandor A. Johnson, a program analyst in the Bureau of Administration. He and John M. Dixon, manager of the Department's integrated voice-data telephone system, are supervising the massive installation. "It's the equivalent of putting in phones for a city of 40,000," Mr. Dixon noted.

One feature of the new system will be an automated "call back." For example, if a line is busy, the system will automatically try that number again within a few minutes. And, according to Mr. Johnson, no incoming call will go unanswered. If the employee is not at his or her desk, the call will be shifted automatically to another desk in the office or, if necessary, in another office—or in another building.

#### Convenience features

The new switch will offer such convenience features as speed-dialing for frequently called numbers and three-party conference calls, available to all users, without operator assistance. The phone instruments will have a handset, touch-tone buttons and a volume control.

*Under Secretary Ronald I. Spiers tries out one of the new phones. With him, from left, are phone company official Tommy R. Thomsen and John M. Dixon, Bureau of Administration. (Photo by Ann Thomas)*

Principal officers and their secretaries in the Department will receive a more complex telephone, with more push buttons for incoming and outgoing calls. The additional buttons will allow the so-called "voice terminal" to provide phone coverage for as many as 30 persons who could be listed at the same number or group of numbers.

#### In the Operations Center

The Operations Center will get the "giant-size" model, known as the watch officer's console. It will have a capacity for 180 circuits that can be expanded quickly to 240. These include direct lines for international calls and for domestic special hookups. All of these circuits will allow for conference calls.

The watch officer consoles were specially designed for crisis management, Mr. Johnson said. The officer on duty in the Operations Center would push one button to gain access to any line on the console. And this single digit



could grant access to dozens of international circuits.

Mr. Johnson added that the Operations Center will have "unparalleled" conference facilities, which will help improve the poor voice quality encountered at times in many of the world's trouble spots. "We also expect to have more effective control over telecommunications costs and more reliable equipment," he said.

#### State is first

"The system will include central repair facilities at Main State. There also will be facilities for keeping records, such as costs of toll calls and other billings, and to give users information on phone numbers that are not listed in the directory," Mr. Dixon said.

Under Secretary Ronald I. Spiers has signed a \$30 million contract for the new system. Assistant Secretary Robert E. Lamb pointed out that the projected new system results from an initiative taken by the Bureau of Administration in 1977, when it awarded a contract to examine the Department's domestic telecommunications requirements and costs. State will become the first agency to install an advanced system of this kind.

According to Mr. Johnson, all the wiring will be uniform throughout the building, regardless of the size of the phones to be placed on the desk. And when employees move from one office to another, as they often do at State, they could take their "tailor-made" phones to the new location. To connect them, they would just insert the plug into a wall or floor socket and, within minutes, be back in business.

—BARNETT B. LESTER □

#### To vote absentee, see post voting officer

Voting officers have been designated at each post to assist Foreign Service employees and other U.S. citizens abroad who wish to vote absentee in this year's primary and general elections. Bill Edmunds, the Department's voting officer, in the

Office of Citizens Consular Services, is responsible for assisting post voting officers with their duties and providing them with the required voting materials.

Each state government establishes its own procedures for voter registration and dissemination of ballots; voting officers cannot register voters or distribute ballots. For information on voting in your home state, contact your post officer or Mr. Edmunds, Room 4817, 632-3748. □

#### State is seeking 729 new positions

The Department's operating budget for fiscal year 1985, which begins October 1, plus a supplemental request for the current year, both now before Congress, call for substantial increases in positions and funding at State. Lawmakers are being told that the increases reflect Secretary Shultz's determination that the Department have resources consistent with its responsibilities.

The Department is seeking a total of 729 additional positions—491 in the 1985 budget and 238 in the supplemental. The total dollar request for

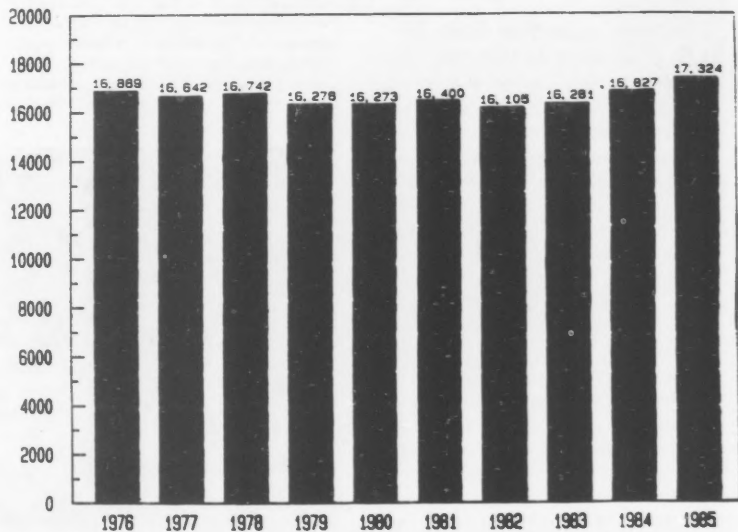
1985 is some \$2.3 billion—\$234 million above the current budget. House and Senate appropriations subcommittees have scheduled hearings for later this month.

The 1985 budget includes 118 new positions to meet increased requirements for consular services—42 overseas, and 76 for domestic passport services. Twenty-seven new slots are for upgrading the Department's automated word and data processing capabilities. Eight additional positions would strengthen economic and political reporting and analysis. (The eight are in addition to 146 new positions in the supplemental for this purpose.)

The 1985 budget also calls for 48 positions to open Foreign Service posts in Wuhan, China; Ponape and Majuro, Micronesia; Luanda, Angola; Windhoek, Namibia; and Maroni, Comoros.

In addition, the Department is seeking 28 more slots to improve the security, reliability and effectiveness of its worldwide communications system; seven would be earmarked for the

Graph shows projected number of positions in Department, compared with current and prior years.



construction of an alternate communications center. In addition, the budget calls for 44 new positions for security efforts at overseas posts, and 17 more slots for professional development—including career mobility, the Presidential Management Intern Program, professional studies, and training Foreign Service national employees.

The supplemental includes a proposal to establish 36 new positions to open and staff an embassy in Grenada. The Grenada request is in addition to the 146 positions, also in the supplemental, to strengthen economic and political reporting. Also in the supplemental are 49 new slots to meet the workload in passport services, and 7 to staff a conference on disarmament in Europe.

The 1985 budget seeks a net increase of \$50 million for the Department's foreign buildings appropriations, primarily to renew facilities overseas and to consolidate, purchase, construct or rehabilitate offices and employee housing in Bonn, San Jose, Bogota, Lagos, Guinea-Bissau, Ottawa, Muscat, Khartoum, La Paz, Belmopan, Manama, Jerusalem, Micronesia, New Delhi, Bombay and Rangoon. □

### Congress asked to fund 9 U.S. positions at Vatican

With upgrading of the Vatican Affairs Office to U.S. embassy status, the Department has asked Congress for funding to support nine positions at the embassy. Six employees would be Americans; three would be Foreign Service nationals. There are a total of four positions there now.

Deputy Secretary Kenneth W. Dam, appearing before the House Appropriations Committee on February 9, said: "These additional five positions comprise the essential staff necessary to operate an embassy. The ambassador and political officer will perform the political reporting, analysis and representation functions. The remainder of the staff will provide direct administrative support to them, and

will serve as liaison with our embassy in Rome. That embassy will continue to provide support in the following areas: consular, communications, economic, budget and fiscal, personnel and payroll. In the interest of time, efficiency and cost-effectiveness, our embassy in the Vatican will be responsible for processing vouchers and purchase orders, maintaining inventory records, building maintenance, cashiering operations and classified and routine courier functions."

The Vatican Affairs Office has been in existence since 1972, operating from a suite of offices just outside Vatican City and staffed by the President's personal representative, a Foreign Service officer and two secretaries, with additional temporary-duty personnel assigned as needed. Mr. Dam said the office handles "a constant flow of requests from both the executive branch and Congress on behalf of officials who wish to see the Pope or other Vatican officials, to discuss matters relating to their areas of interest. . . . An adequately-staffed embassy to the Holy See will be an expression of our intention to maintain the

closest possible diplomatic relations with this small but influential entity. . . . I would emphasize that we are not establishing relations with the Catholic Church. Rather, we have since 1797 recognized the Holy See as an international legal entity which plays a significant role in international diplomacy." □

### 4 withdrawn from embassy in Addis Ababa

Four Americans were withdrawn from the U.S. embassy in Addis Ababa, and they have left Ethiopia, the Department announced on February 6. The four were identified as Ernest Brant, first secretary; Paul Bradley, second secretary; Timothy Wells, commercial officer; and Robert Kragie, vice consul.

The action was taken at the request of the Ethiopian government, which gave no reason for the request, newsmen were told. At the same time, the Department asked that two Ethiopian diplomats in Washington be withdrawn. Belay G. Tsadik, first secretary, has since departed.

The second, Gelagay Zawde, severed his connections with the Ethiopian government, according to State's spokesman, and asked to remain here. The expulsion order pertaining to him was suspended, to permit the Immigration and Naturalization Service to review his application. ■

RGME, Italy—At Maghreb chiefs of mission conference, from left: Ambassadors *Joseph Verner Reed*, Morocco, and *Michael Newlin*, Algeria; Assistant Secretary *Richard Murphy*; Ambassadors *Maxwell Rabb*, Italy; *Walter Cutler*, Tunisia; and *Edward Peck*, Mauritania; *Peter Sebastian*, Near Eastern and South Asian Affairs.



## Life at Foggy Bottom

"THE PENGUINS are watching," demonstrators warned at the C Street entrance on a snowy day recently, while an Antarctica treaty was being discussed inside the building. The environmentalists included two "penguins" on stilts, as well as several others holding a giant inflatable whale. (Photos by Walter Booze and Ann Thomas)



## Appointments

### Shlaudeman is choice to succeed Stone

President Reagan, on February 17, announced his intention to nominate Harry W. Shlaudeman, executive director of the President's National



Mr. Shlaudeman

Bipartisan Commission on Central America, as his special representative to that region. Mr. Shlaudeman would succeed Richard B. Stone, who resigned the post effective March 1.

Mr. Shlaudeman joined the Foreign Service in 1955, and was later assigned as a consular officer in Barranquilla, Colombia. From 1956 to 1958 he was a political officer in Bogota. After taking Bulgarian language and area training at the Foreign Service Institute, he was named consular officer in Sofia, where he served from 1959 to 1962. Then followed assignments as political officer in Santo Domingo, 1962-63; chief of Dominican affairs in the Department, 1963-65; and assistant director, Office of Caribbean Affairs, 1965-66. Mr. Shlaudeman was an aide to former Ambassador Ellsworth Bunker during the latter's peacekeeping mission to the Dominican Republic, 1965-66.

After attending the Senior Seminar in Foreign Policy Mr. Shlaudeman became special assistant to Secretary Dean Rusk in 1967. In 1969 he was named deputy chief of mission in Santiago, Chile. He returned to Washington in 1973 to become deputy assistant secretary for inter-American affairs. He was in that post until 1975. He later held assignments as ambassador to Venezuela, 1975-76, and assistant secretary for inter-American affairs, 1976-77. He was promoted to the rank of career minister in 1977. Mr. Shlaudeman has also served as ambassador to Peru, 1977-80, and Argentina, 1980-83. He was named executive director of the commission last fall.

Born in Los Angeles on May 17, 1926, Mr. Shlaudeman received a bachelor's from Stanford in 1952. From 1944 to 1946 he served overseas in the Marine Corps and, from 1950 to 1954, he was in private industry. He won the Department's Distinguished Honor Award in 1966. He is married to Carol Dickey Shlaudeman. They have two sons and a daughter—Karl, Harry and Katherine. □

### Alan Keyes is named envoy at UN agency

Alan Lee Keyes, a former Foreign Service officer, is the new U.S. representative on the UN Economic and Social Council, with the rank of ambassador. Mr. Keyes succeeded Jose S. Sorzano, who became the deputy U.S. representative to the United Nations. Before his appointment by President Reagan, Mr. Keyes served briefly as a consultant to the National Security Council at the White House.



Mr. Keyes

Mr. Keyes was a teaching fellow at Harvard, 1974-78. After joining the Foreign Service in 1978, he became a vice consul at the consulate general in Bombay, India. He was a desk officer in the Department's Office of Southern African Affairs, 1980-81, and a member of the Policy Planning Staff, 1981-83.

Mr. Keyes was born in New York on August 7, 1950. He received a bachelor's from Harvard in 1972, and a doctorate in government, also from Harvard, in 1979. He is married and has one son. □

### Personal rank

Washington attorney Richard Schifter, U.S. representative on the UN Human Rights Commission, has been accorded the personal rank of ambassador by President Reagan while Mr. Schifter serves as head of the U.S. delegation to the commission's meeting in Geneva. □

### David Fields is State's new security chief

David C. Fields, a Foreign Service officer, is the new deputy assistant secretary for security. He succeeds Marvin L. Garrett Jr.



Mr. Fields

Mr. Fields joined the Service in 1967 and served in various administrative positions in Libreville, Ouagadougou, Tunis, Islamabad, London and Washington. He received the Secretary's Award for Valor in 1980, for his actions during the burning of the U.S. embassy in Islamabad.

Mr. Fields is the Department's representative to the Security Committee for the National Foreign Intelligence Board. He also is a member of the American Society for Industrial Security and the International Association of Chiefs of Police. He is a member of the Special Forces Club, London. In addition, he is chairman of the Department's Overseas Security Group and a member of the Policy Group on Security Policies and Programs.

Mr. Fields was born in San Pedro, Calif., on January 13, 1937. He received a bachelor's in science from Armstrong College, in Berkeley, in 1960. He also attended Cornell's Graduate School of Business and Public Administration, and is a graduate of the university's Graduate School of Industrial and Labor Relations. He served in the Army, 1955-57, and worked in international banking and corporate finance, 1960-67. He is married to Francis A. Krusic Fields. They have two children. □

### Principal officers named for Brunei, Pusan

Foreign Service officer Douglas V. Ellice has been named chargé d'affaires ad interim of the U.S. embassy in newly-independent Brunei, a nation in



PRAGUE, Czechoslovakia—Ambassador William H. Luers, left, meets with President Gustav Husak following his presentation-of-credentials ceremony, at Prague Castle.

northeastern Borneo, southwest of the Philippines. Mr. Ellice had been serving as administrative-consular officer at the former consulate general in Bandar Seri Begawan, the capital.

In another action, a new U.S. consulate was opened in Pusan, at the southeastern tip of South Korea, on January 27. Consul James B. Magnor, former economic officer at Embassy Seoul, is the principal officer in Pusan. The resident consular officer will be Edward W. Kloth. □

### Matthews, Roberts: senior inspectors

H. Freeman Matthews and George B. Roberts Jr. have been selected to join the Office of the Inspector General as senior inspectors.

Mr. Matthews has been deputy director of the Office of Management Operations. He has served in the Executive Secretariat, in Italy, Switzerland, Spain and Vietnam; as director of the Vietnam Working Group; as political counselor in Mexico City; as country director for Egypt; and, from 1976 to 1980, as deputy chief of mission in Cairo.

Mr. Roberts comes from an assignment as political adviser to the commander-in-chief, Southern Command.

He served as ambassador to Guyana, 1979-81, and as deputy chief of mission in Vientiane, 1977-79. He has held senior positions both in the Department and southeast Asia, Latin America and Africa.

Senior inspectors are officers of FE-CM and FE-MC rank with broad Foreign Service experience, who have served as chief of mission, as deputy chief of mission in Class I or II posts, or in positions of similar responsibility, and who are regarded as having demonstrated exceptional skills in management, analysis and judgment. They lead teams of Foreign Service inspectors on conduct-of-relations inspections overseas and in the United States.

Other senior inspectors serving currently are T. Frank Crigler, John J. Crowley Jr., Raymond E. Gonzalez, John A. Linehan Jr. and Richard C. Matheron. ■

### People at State

**Mary McLeon**, assistant legal adviser, Office of the Legal Adviser, and **Richard V. Hennes**, executive director, Bureau of International Organization Affairs, have been appointed to the Senior Executive Service. . . **Sheldon J. Kryz** has assumed his duties as executive assistant to the under secretary for management. . . **Richard J. Smith** is the new deputy assistant secretary for international finance and development, Bureau of Economic and Business Affairs. . . **Robert C. Hill** has been tapped as special assistant for public affairs, and **Brenda L. Yager** as special assistant for congressional relations, in the Bureau of Oceans and International Environmental and Scientific Affairs. . .

**Myra H. Shiple**, associate director of personnel (Civil Service), has been designated manager of the

handicapped program for the Department. She is being assisted by **Patricia Popovich**, Office of Civil Service Career Development and Assignments, who will counsel handicapped employees; **Frontis B. Wiggins Jr.**, director, Office of Recruitment, Examination and Employment, who is the Department's selective placement coordinator; and **Charles T. Robinson**, of the Recruitment Division.

**Richard Elliot Benedick**, coordinator for population affairs, Bureau of Oceans and International Environmental and Scientific Affairs, has been designated as inter-agency coordinator for the International Conference on Population, to be held in Mexico City in August. . . **Robert J. McCannell** is the new executive director in the Office of the Legal Adviser.

---

# Human Rights

---

## A country report on the happy land of Attila the Hun

*The gossip about him is just not 'credible'*

---

*"The enclosed draft report," STATE was advised in a memo from Elliott Abrams (he's the assistant secretary for human rights and humanitarian affairs), "was received in our bureau by regional officer Don Roberts the day after we had delivered to Congress this year's country reports on human rights practices." Though the draft had missed the congressional deadline, perhaps it was still in time for STATE's, Mr. Abrams pleaded, citing all the work that had gone into preparing it. "This draft," he said, "is a fine example of the creative writing and artful circumlocution we in the bureau have come to expect in the annual reports." (He would neither confirm nor deny that Mr. Roberts is the real author.)*

THE EMPIRE of the Hun Horde is a benevolent monarchy under the enlightened and farseeing rule of Attila the Hun. Regarded as a Beloved Father



Mr. Roberts

by his people, Attila has been sole ruler of the Empire since 445, when his brother and co-ruler was executed for reasons of state necessity. The Empire of the Hun Horde, in keeping with the treasured traditions of the Hun people, operates under a simplified system of Government in which the encumbrances of constitution, laws, courts, legislature, and other impedimenta of Western liberal democracy, which are considered unsuitable by the Hun people, are replaced by the efficient and infallible decisions of Attila, the Great Leader.

Although forming only two percent of the Empire's population, the Hun people have been unanimously

chosen by the other peoples of the Empire—largely Germans and Slavs, but also including captured Romans—to serve as the vanguard of the masses and the transmitters of the words of the Great Leader, the benevolent Attila. In order to more efficiently carry out these essential functions, the Huns maintain a high standard of living—and consequently of health—on the basis of the willing contributions of the subject peoples. These contributions, in addition to the tributes paid by the Eastern and Western Roman Empires, have enabled the Hun people to maintain the highest standard of living in Europe. The subject people have also prospered, with some of them even surpassing the subsistence level before taxes.

As in previous years, the Hun Empire in 451 maintained an exemplary human rights record, with no credible allegations of violations of rights by the Great Leader or any of his people. There were egregious cases, however, of serious injuries and even deaths caused by Thracians and Gauls obstructing the rescue missions undertaken in their respective territories by the Hun hordes. While the possibility remains of similar human rights violations against the Huns in future rescue missions in other territories, the outlook in Gaul and Thrace has been greatly improved by the elimination of 3 million terrorists of all ages. There were no political prisoners.

### RESPECT FOR HUMAN RIGHTS Section 1: Respect for the Integrity of the Person, Including Freedom from:

#### a. Unlawful or Arbitrary Deprivation of Life

There were no cases of unnecessary killing by the followers of the Great Leader. Several miscreants unlawfully attempted armed defense against benevolent Hun actions, causing some loss of life; fortunately, justice was served in all cases, and the

offenders along with their families and neighbors were executed in fashions designed to encourage others to be more cooperative. As of the end of 451, peace reigned supreme throughout the Empire.

#### b. Disappearance

There were no cases of disappearances in the Empire of the Hun Horde in 451. Dissidents and other miscreants were invariably publicly impaled within 24 hours after their arrest, or, in cases of other types of disposition, their heads were publicly displayed for ready identification.

#### c. Torture and Cruel, Inhuman, or Degrading Treatment or Punishment

Attila the Hun has repeatedly stated his firm and principled opposition to all excessive torture, and there were no credible reports of any such cases in 451.

In contrast to barbaric Roman practices whereby persons may be imprisoned for years, the Huns do not keep prisoners and consequently have no prisons. Detainees are maintained in healthful fresh air and sunshine during interrogations, except when properly located anthills are unavailable. Interrogation materials are used at a temperature which ensures their sterility.

There were no credible reports of cruel, inhuman, or degrading treatment or punishment.

#### d. Arbitrary Arrest, Detention or Exile

There were no credible reports of arbitrary arrest. All arrests of dissidents and other miscreants were fully justified. Detentions are normally brief, with no detainee known to have survived more than five days; less than 24 hours is more normal. There has never been a need to exile anyone, and no credible cases were reported during 451.



*e. Denial of Fair Public Trial*

Hun customs make trials unnecessary; however, all sentences are just, with miscreants and their families and neighbors receiving exactly the punishment they deserve.

*f. Arbitrary Interference with Privacy, Family, Home or Correspondence*

The sanctity of the home and family is universally respected under Hunnish tradition, except for cases of suspected opposition to the Great Leader. The subject and slave peoples of the Empire enjoy similar freedom from intrusion, except for the obvious necessities of entries into homes for the purpose of suppressing miscreants, collecting tributes, and satisfying the bodily needs of the beloved Huns. Great care is taken to maintain family unity, and all known relatives are normally executed along with a miscreant. Slaves are not sold separately from their families except where the practice will lead to revenue enhancement.

**Section 2: Respect for Civil Rights, Including:**  
*a. Freedom of Speech and Press*

The Great Leader, Attila the Hun, has proclaimed freedom of speech to be a fundamental principle of the Empire, and no one made any contrary statement. Freedom of the press is totally unrestricted in the Empire; however, since the example of the Great Leader has demonstrated the desirability of illiteracy, there was no legal publication of any sort in 451 and no readership for foreign publications.

*b. Freedom of Peaceful Assembly and Association*

The people joyfully assemble when convoked by the Great Leader, Attila the Hun. There is no need for other forms of assembly or association.

*c. Freedom of Religion*

There are absolutely no restrictions or hindrances on correct religious beliefs and practices in the Hun Empire. The Sky God religion of Attila

the Hun is the chosen religion of all the people of the Empire.

*d. Freedom of Movement within the Country, Foreign Travel, Emigration and Repatriation*

There is complete freedom of all permissible movement within the Empire for all Huns. Serfs, slaves and other subject peoples may move as necessary when sold. Because of the idyllic conditions within the country, there is no foreign travel, other than rescue missions led by the Great Leader, and, aside from persons return-

ing from such missions, there is no repatriation. Over 800,000 Thracian and Gaullish slaves were welcomed into the Hun Empire for resettlement in connection with rescue missions in 451.

**Section 3: Respect for Political Rights: The Right of Citizens to Change their Government**

The Hunnish system of streamlined government consists of the Great Leader, Attila the Hun, who makes all necessary decisions and issues the necessary directives. Hindrances such as constitutions, laws, legislatures and



courts are dispensed with. The rule of Attila the Hun enjoys the unanimous support of the population of the Hun Empire, with no complaints reported in 451. Complaints in the earlier years of the Great Leader's rule were invariably dealt with in a timely and efficient fashion, and there have been no credible repetitions in recent years.

Local administration is carried on by Huns known as "picked men" who are freely chosen by Attila the Hun and are assigned specific tribes of subject people as their responsibility.

**Section 4: Government Attitude Regarding International and Non-governmental Investigation of Alleged Violations of Human Rights**

The Empire of the Hun Horde does not require any governmental or private bodies for the investigation or defense of human rights.

While investigating commissions from two foreign human rights organizations were permitted to enter the Empire during 451, these commissions, like previous ones, have not emerged to file their reports. In any case, no criticism of human rights practices was necessary.

**ECONOMIC, SOCIAL AND CULTURAL SITUATION**

The remarkable political stability achieved under the enlightened leadership of Attila the Hun has enabled the Empire of the Hun Horde to enjoy equally remarkable economic growth and prosperity. The Great Leader's far-sighted economic development plans give absolute priority to private property and individual ownership. All wealth and means of production are the private property of Attila the Hun, including ownership of all individuals acquired during the Empire's expansion projects. The veritable paradise created by the Great Leader has brought universal contentment to all the Empire's inhabitants.

The economy of the Hun Empire is essentially agrarian. The high tax rate on commerce and industry (100 percent) has discouraged business growth,

but tributes from the Eastern and Western Roman Empires supply all of the Huns' needs for manufactured or imported goods. All land is privately owned by Attila the Hun; agricultural products are, however, allotted to the other Huns, who collect them from the subject peoples after harvest. The natural fertility of the soil and the industriousness of the subject peoples has ensured the Huns the highest standard of living in the known world. Per capita income of the Huns (analyzed separately from the distorting effects of the large subject population) was over 1,000 gold talents. Income per capita of the subject peoples was something less, perhaps 65¢. This high standard of living, with some members of the subject population surpassing the subsistence level before taxes, has led to correspondingly high levels of health, with the life expectancy at birth estimated at over 20.

The Empire of the Hun Horde, which stretches from the depths of Central Asia to the borders of Gaul, is relatively underpopulated, with a population of approximately 10 million. The population is essentially stable, with immigration of slaves balanced by executions of miscreant groups.

Because the example of Attila the Hun and his forebears has demonstrated the innecessity of education or literacy, the Hun Empire has no school system, and the literacy rate was close to 0, other than among certain slaves. Social mobility does not depend on education, nor, for that matter, is it known to exist. ■

**Paying for college with U.S. bonds**

Many parents shift college costs to Uncle Sam through tax-saving U.S. savings bonds. To do this simply buy bonds in your child's name, with yourself as beneficiary rather than co-owner. Then file a tax return in your child's name, listing bond interest as income at the end of the first tax year. This establishes "intent." Unless your child's income exceeds the exemption total, no further returns are needed.

**Letters to the Editor**

—(Continued from Page 1)

typewriter used for this speed that is said to be typed per minute without errors. Could you send more information—or insert a follow-up item in your next STATE?

Sincerely,  
MARGARET TINDALL  
Secretary, U.S. mission

See followup article on Page 32. □

**Young champ**

STOCKHOLM, SWEDEN

DEAR SIR:

If you need a small space-filler in your next issue, perhaps you'll be interested in the enclosed picture of



Mr. Bond

Robert Craig Bond, who was, as far as we know, the youngest language student at the Foreign Service Institute this fall.

Beginning at the age of 6 weeks, Robbie attended Swedish classes daily with his parents, FSO Clifford G. Bond and FSO Michele Thoren Bond. When he left the class four weeks later, he was rated 4+ by his instructors, who noted in his appraisal that his command of Swedish "differs in no respect from that of a native speaker of the same age."

En route to Stockholm, where his father is economic officer, Robbie stopped in Brussels to visit his grandmother, Elise M. Callaghan, who is secretary to the U.S. ambassador to NATO.

Sincerely,  
MICHELE THOREN BOND ■

## Honors and Awards

### Rusk is feted at State on his 75th birthday

More than 200 Government, civic and business leaders gathered in the Department's Benjamin Franklin State Dining Room, February 9, to honor former Secretary Dean Rusk on his 75th birthday, and to launch the \$500,000 Dean and Virginia Rusk Fellowship for study at Georgetown University. The Rusk fellows, to be selected annually, will pursue independent studies in international law, peace and diplomacy, and also participate in the academic and research activities of the university.

Hosted by Secretary and Mrs. Shultz, the evening gala was co-sponsored by Georgetown's Institute for the Study of Diplomacy and by the Southern Center for International Studies in Atlanta, Ga., Mr. Rusk's home state. The event was a reunion and "homecoming" for scores of officials who had served in the Kennedy and Johnson administrations.

Mr. Rusk's eight-year service as Secretary, 1961-69, was the second longest in the nation's history (Cordell Hull served 12 years, 1933-44). Mr. Rusk is now professor of international law at the University of Georgia, a position he has held for the past 15 years.

Guests included Mrs. Lyndon B. Johnson; Mrs. Dean Acheson, widow of the late Secretary; former Secretaries William P. Rogers, Henry A. Kissinger and Alexander M. Haig Jr.; former UN secretary general Kurt Waldheim; cabinet officers, active and retired ambassadors, and Department officials and their spouses. Mr. Rusk's wife, Virginia, and their children and grandchildren also attended the birthday salute.

Speakers included Mr. Rusk, Mr. Shultz, Mrs. Johnson, former Treasury Secretary C. Douglas Dillon; former Under Secretary Benjamin Read, who was special assistant to Mr. Rusk; and former Under Secretaries David D. Newsom and George C. McGhee. Angier Biddle Duke, chief of protocol



*Samantha Smith, left, and Monica Rusk, granddaughters of former Secretary Dean Rusk,*

*bring in the birthday cake. At right is Lady Bird Johnson. (Photo by Robert E. Kaiser)*

during the Rusk years, was the master of ceremonies.

In his tribute Secretary Shultz praised Mr. Rusk for his "intellect, integrity, and grace in office under pressure." In his own remarks Mr. Rusk lauded State as "a talented and dedicated Department with a professional diplomatic service which is second to none."

The dinner was underwritten by the Coca-Cola Co., the Ford Motor Co., TRW, Inc., and Harry J. Smith Jr., an alumnus of Georgetown. □

### 3 from State get \$10,000 presidential awards

Three State members of the Senior Executive Service are among the winners of the \$10,000 Presidential Rank Awards for 1983. The three, who were accorded the title "meritorious senior executive," were cited for exceptional performance.

The career employees are Richard E. Curl, director, Office of Intelligence Resources, Bureau of Intelligence and Research; Michael G. Kozak, deputy legal adviser, and David H. Small,



Richard E. Curl



Michael G. Kozak



David H. Small

## HONORS AND AWARDS

assistant legal adviser for economic and business affairs.

Mr. Curl joined the Department in 1946. He held earlier assignments as chief, Technical Division, Office of Current Intelligence Indications, and director, Office of Resources Policy, both in the intelligence bureau. He has won the Department's Superior and Meritorious Honor Awards.

Mr. Kozak entered the Department as an attorney-adviser in 1973. He was assistant legal adviser for inter-American and Near Eastern and South Asian affairs before becoming deputy legal adviser.

Mr. Small, who joined State in 1966, has held assignments as an attorney-adviser and as assistant legal adviser for Near Eastern and South Asian and UN affairs. □

### Correction

In reporting in the February issue that Leslie H. Brown, former deputy director of the Bureau of Politico-Military Affairs, had won a \$20,000 Presidential Rank



Award, STATE published a photograph of another Leslie H. Brown, who is a Foreign Service telecommunications officer in Kingston, Jamaica. The Leslie H. Brown who won the award was a member of the Senior Executive Service of the Civil Service. He retired from the Department recently, and is director of fellows at Harvard. His photo, which should have appeared in the last issue, accompanies this article. Because of their identical names, both men reported, they have frequently received each other's mail and messages. STATE regrets the error. □

HAVANA, Cuba—Principal officer *John A. Ferch* presents meritorious honor and cash awards to communications officers *Fran Masterman* and *Connie Garniss*, right, for their work during the Grenada crisis.



### Rossin, others win awards for their help on Grenada

Foreign Service officer Larry Rossin, who landed in Grenada in an Army assault helicopter, under hostile fire, has been presented the Department's Award for Valor by Secretary Shultz. Mr. Rossin is assigned to the Office of

At Grenada award ceremony in the Department, from right: *Larry Rossin* and his wife, *Secretary Shultz*, *Richard Brown* and his wife, *Barbro Owens*.

American Affairs, in the Bureau of Inter-American Affairs.

When he accompanied the special assault forces into combat, his citation





said, "and throughout his assignment in Grenada, he displayed personal courage, strength of will and purpose, leadership under the most intense pressure, and the ability to perform in the highest standards of the Foreign Service."

Receiving the Superior Honor Award were Richard Brown, Office of Caribbean Affairs, for his role as chairman of the Department-based Grenada Task Force, and Barbro Owens, Office of the Under Secretary for Political Affairs, whose performance "contributed directly to the achievement of U.S. objectives during the crisis."

In addition, awards were presented by Under Secretary Lawrence Eagleburger to other employees who assisted in the Grenada undertaking. They were from the Bureaus of Inter-American Affairs, Administration (Offices of Communications and Security), Politico-Military Affairs and Consular Affairs, as well as the Office of the Legal Adviser. These award recipients were:

**Superior Honor Awards**

Robert J. Blohm	Jay L. Dehmlow
Reed P. Clark	Phillip Fain
Ronald W. Dailey	John D. Finney Jr.

**Award recipients with Under Secretary Lawrence Eagleburger, center, front row.**

Gelinda M. Giacomini	Steven S. Olson
Charles A. Gillespie	Sidney V. Reeves
L. Craig Johnstone	Georgia A. Rogers
Sandra J. Marsden	Denise M. Troy
James H. Michel	Christopher W. Webster

**Meritorious Honor Awards**

Gary R. Alexander	Margaret M. Fitzgerald
Jeffrey R. Biggs	Ronnie J. Fontenot
Donald J. Bouchard	Eydie S. Gaskins
Ralph D. Chiocco	John R. Hamilton
Karl I. Danga	Maria C. Hargrove
Joseph M. Devlin	Maura A. Harty

Richard J. Harrington	Michael D. Marconi
John A. Hedges	Willard E. Marsden Jr.
David L. Hobbs	Bruce McKenzie
Donna J. Hrinak	Dale L. Shaffer
J. Christian Kennedy	Kenneth N. Skoug Jr.
George C. Lannon	Elizabeth Ann Swift
Frank M. Lemay	E. Ashley Wills
Robert L. Luaces	Mark L. Wiznitzer

—(Continued on next page)

**LIMA, Peru—Employees who served in Grenada, on temporary duty, to help establish the U.S. mission there are, from left: political officer Steve Murchison, executive secretary Dolores Appel, budget/fiscal employee Inés Coronado, public affairs officer Guy Farmer. (Photo by Andrés Camacho, USIA)**





Reed Clark receives award from Assistant Secretary Joan M. Clark.

In the Office of Policy Planning and Coordination, Bureau of Inter-American Affairs, a group award was given to:

Luigi R. Einaudi	Michael M. Skol
Robert Mattox	Delancy M. Turner
Jeanne R. McDougall	William B. Wood

In the Office of the Assistant Legal Adviser for Inter-American Affairs, a group award went to:

Steven E. Asher	Peter M. Olson
K. Scott Gudgeon	Daniel M. Price
Michael G. Kozak	Jonathan B. Schwartz □
Mary E. McLeod	

### Reed Clark: Handicapped employee of the year

Reed Paige Clark, a consular affairs officer in the Office of Citizens Consular Services since 1980, was recently chosen from 33 nominees, Government-wide, as the "Outstanding Handicapped Federal Employee" for 1983. Sponsored by the U.S. Office of Personnel Management, the award is based on factors that include job performance, courage and initiative in overcoming handicaps, and community involvement.

Mr. Reed, partially paralyzed at birth, has worked at State for 31 years. A graduate of Georgetown, he has also studied international law at the Sorbonne in Paris. □

### Blind woman at State wins in cross-country skiing

Billie Ruth Schlank, the blind woman who operates the concession stand at the D Street entrance, won a silver medal as a member of a cross-country skiing team that competed in Innsbruck, Austria, January 14-20. The competition was sponsored by the United States Association of Blind Athletes. With a guide, Ms. Schlank participated in the women's relay race. In 1982 she became the first American to win the cross-country skiing and shooting biathlon, in Norway's annual Ridderrennet (Knight's Race) for handicapped people (STATE, October 1982). ■

---

# Black History Month

---

## On the status of blacks in the foreign affairs agencies

Remarks by Ambassador Aggrey

---

*A former U.S. ambassador to Senegal, The Gambia and Romania, O. Rudolph Aggrey spoke on February 2 at the installation of officers of the Thursday Luncheon Group, an organization of black employees of the U.S. foreign affairs agencies. Mr. Aggrey is a career minister in the Foreign Service; he is retiring after 33 years. Following are excerpts from his remarks.*

AS WE CELEBRATE Black History Month, I have great pride in the wide catalogue of fine accomplishments Afro-Americans in the foreign affairs agencies have made, especially since the end of World War II. I have pride in the increasingly vital role the Thursday Luncheon Group has come to play in helping black Civil and Foreign Service employees realize broader and higher goals of professional development and establish substantial records of professional excellence in the service of the Department of State, the Agency for International Development and the United States Information Agency. This pride has developed across a personal experience of a 33-year career that began when there was only one black American ambassador and when the predecessors of USIA and AID could count only one black country public affairs officer and only one mission director. All were in Liberia.

This perspective began in the early 1950s when Washington, D.C., was so racially segregated that it was necessary for me to carry to the Department of State the short list of downtown restaurants where I would be accepted when invited to lunch or dinner by white colleagues. From the beginning, this perspective included those dedicated and strong-willed individuals in the foreign affairs hierarchy who even then were prepared to fight for equitable involvement of black Amer-

icans in our nation's external relations.

As our numbers grew slowly, we applauded every new gain: the appointment of the first black public affairs officer, AID mission director and deputy chief of mission to countries other than Liberia; the first regional and the first functional office directors, the first executive secretary,



Ambassador Aggrey

the first personnel officer, the first deputy assistant secretary of state, the first ambassador from the career service, and so on. Encouraged by more effective recruiting practices and a wider choice of role models, a significant number of experienced and solidly competent black employees have entered and risen in the ranks of both the Civil and the Foreign Service.

### 'Unsung...employees'

In the past decade, the spotlight on the remarkable achievements of Ambassadors Andrew Young and former Foreign Service officer Donald McHenry, who succeeded him in the

cabinet-rank position of U.S. permanent representative to the United Nations, enhanced the career expectations of a new generation of black youth. In a similar manner Afro-Americans took pride in the stewardships—12 years apart—of Ambassador Carl Rowan, and Ambassador and career minister John Reinhardt as director of USIA. But it was also because of those unsung black employees who persevered and strove for excellence over the most hostile years, working beyond the focus of wide attention, most often in supportive roles, that the black American experience in the foreign affairs agencies developed to the point of critical vitality. By the mid-1970s no longer were there many varieties of junior, intermediate and early senior foreign affairs experience that some Afro-American civil or foreign servant did not possess; few languages some black employees had not learned; few training exposures we had not absorbed. In short, there were few challenges we had not faced and solved when given the opportunity. In the largest sense, we were ready for more major tasks and responsibilities.

Those of us who witnessed Ambassador Terrence Todman's swearing-in before his departure for Denmark last fall were pleased by Deputy Secretary Dam's warm tribute to Todman's success in five previous presidential appointments on four different continents. We were especially touched that our most distinguished and senior black ambassador should use that moment for a moving plea for more abundant utilization of the proven, ready and available Afro-American human resources.

The strong, new elements among us give me a source of special pride. I have come to know quite well many of the young black Americans that have



been drawn into the foreign affairs agencies. I remember a particularly delightful luncheon last year with several members of the Foreign Service Institute's A-100 class. My hosts were eight new Foreign Service officers, young black men and women who have a combination of impressive academic achievement, unusual professional experience and highly developed analytical and communications skills. They are primed for both the challenges and the opportunities which our foreign relations present. Like the fine black employees that served so well with me in Senegal and in Romania, they made me think how fortunate our Government is to have such resources. In addition to the classic fast-track qualifications, I detected warm human qualities that I have found often make the difference in persuasive dialogue with foreign governments and peoples on all levels.

#### 'Deep concern'

Such a reservoir of talent as I have outlined, measured against the meager resources of three decades ago, is just cause for great pride. But an honest and

*Ambassador Aggrey, at microphone, swears in officers of Thursday Luncheon Group. From left: Viessa R. Jackson, Patricia A. Hill, Charles Hughes Jr., Mildred A. Carter, Delores M. Mortimer, Elmer J. Moore, Robert T. Taylor, Virginia S. Butler. (Photos by Ann Thomas)*

qualitative inventory of how these resources are being deployed today reveals patterns that are cause for deep concern. I am deeply concerned because, for far too many Afro-Americans in the foreign affairs agencies, these are lean years indeed. I have seen one after another senior black officer in State, AID and USIA with records of excellent, often superlative, achievement moved away from policy-level positions in Washington or important command positions overseas, and channeled into training assignments, into extended and often marginal details to other Government agencies or private institutions, or assigned to positions much below their personal rank and demonstrated ability while more junior white officers are stretch-assigned to higher responsibilities.

A well-known fact is that at present a record number of five of the

six still-active black former ambassadors are in the sorts of peripheral assignments which represent gross under-utilization of seasoned talent, and which can prove devastatingly disadvantageous in competing for performance pay, promotion and the limited career extensions now indispensable to retention in the Senior Foreign Service. The sixth is on leave of absence. One must look back many years to reach a comparable period when black Americans occupied so few high-level positions in the foreign affairs agencies. Consider that for the first time in nearly 10 years no Afro-American heads a bureau, holds a full-fledged assistant secretary-level or higher position, or fulfills the responsibilities of a senior deputy assistant secretary or ambassador-at-large in the Department of State. In USIA there is no black American at the level of geographic area or media element director. In the Arms Control and Disarmament Agency no bureaus, divisions, or offices are headed by black employees. AID does have one black assistant administrator.

In contrast to the record of the



1960s and 1970s, of the Afro-Americans who head U.S. diplomatic missions overseas today, only one is accredited to a country in the developed world, and only one is accredited to a major country in the developing world. There are no black American chiefs of mission in Asia, the Near East, eastern Europe, North Africa or Latin America, except in Trinidad and Tobago. Similar assessments can be made of the present situations in USIA and AID—with certain nuances. Throughout the foreign affairs agencies, the number of Afro-Americans holding key regional or functional positions is substantially reduced at a time when new heights should be achieved. Except in the recruitment process, there seems to be considerable slowing of the thrust of equal opportunity practices. Consequently, many of the impressive gains of past years are endangered unless more black employees move toward and to the top.

One of the keys to that movement is the enforcement of more equitable assignment processes. Only by so doing can the past momentum be recaptured and accelerated. . .

#### 'Persuasive dialogue'

We are delighted that, in Virginia Butler, the Thursday Luncheon Group has its first woman president, and that five of our eight new officers are women. TLG's new leaders deserve, and I am firmly confident they will receive, the strong support of a deeply committed membership. With such support, TLG can move swiftly to elicit a return to more vigorous equal opportunity practices throughout the foreign affairs agencies. It is evident that this effort will require on the part of TLG an even more cohesive membership, a sharpened focus on primary goals and, within the limits imposed by regulations, a persuasive dialogue with all of the elements of Government and each of the employee organizations with key roles in our nation's foreign affairs.

Finally, let me state that I am

firmly confident that, in continuing its efforts of the past and in intensifying its utilization of new techniques and allies, TLG will help redress the presently disturbing situation. I consider our new leadership fortunate in assuming office shortly after the heralded inauguration of a new high-level management team in the Department of State. In these last weeks of my Foreign Service career, I have been graciously received by Under Secretary Spiers and by Director General Atherton. I have shared with them my considerable concern about the condition of standstill, and even of retrogression, that I perceive in equal employment opportunity matters. My impression is that these men of broad experience, proven courage and decisive action will bring a new receptivity to the dialogue TLG and other organizations must conduct with them and with their new associates. There remains a bit of the incurable optimist in me, so I believe

*Congressman Gray and Margaret Anderson, honorees.*

we can expect much less of the old defensive rhetoric and more frank and positive action. That would fall in the context of the best possible management policies the new team is committed to develop and pursue.

For only when no effort is spared to see that Afro-Americans and other minorities in the foreign affairs agencies are assured genuine equal opportunity to serve to the full extent of their potential can we meet the director general's stipulated goal—to give the President and the Secretary of State "the most effective institution to support them in the conduct of the foreign relations of the United States," and be assured that USIA, AID and ACDA have charted the same clear course. . . □

### Thursday Luncheon Group confers honors on 2

Margaret Anderson of the Office of Foreign Service Career Development and Assignments and Rep. William H. Gray III (D.-Pa.) were accorded the 1983 Equal Employment



Opportunity Awards of the Thursday Luncheon Group when the organization of black employees of the foreign affairs agencies installed its new slate of officers recently.

The officers are president Virginia S. Butler; vice presidents Robert T. Taylor of State, Elmer J. Moore of AID and Delores M. Mortimer of USIA; secretary Mildred A. Carter; treasurer Charles Hughes Jr.; financial secretary Patricia A. Hill; and program chairwoman Viessa R. Jackson. □

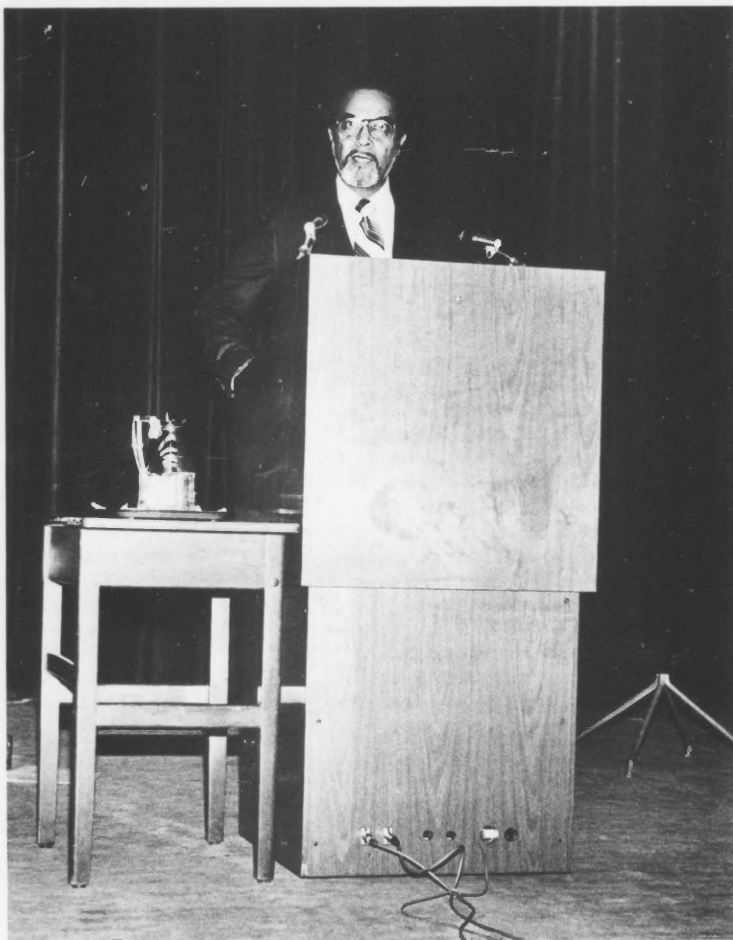
### State observes 'Black History Month'

The Department's annual observance of Black History Month, with this year's theme, "Black Americans and the Struggle for Excellence," was held in the Dean Acheson Auditorium during February. Three different cultural and educational programs were presented.

On February 2, keynote speaker Ulric St. Clair Haynes Jr., former ambassador to Algeria and currently a New York consultant, opened the observance. In a speech that made many of the same points that Ambassador O. Rudolph Aggrey made (see above), Mr. Haynes noted the absence of blacks in policy-making positions and encouraged Department officials to effect a change.

"The best way to prove to us that this land of opportunity sought after by all other immigrants is also ours, is by actually demonstrating the accessibility of opportunity," he said. "There is no hope of attracting minority group applicants to the Foreign Service if those blacks already in the Service are not visible to them."

On February 14, the Foreign Affairs Recreation Association's Musicians' Workshop presented an historical perspective on black musicians. Homage was paid to artists such as Duke Ellington, Aretha Franklin, Stevie Wonder, Fats Waller and Scott Joplin. On February 28, the Bowie State Gospel Choir, led by Levenis L. Smith, offered a selection of anthems,



Ambassador Haynes

spirituals, traditional and contemporary gospel music, and Broadway musicals. ■

### 'Women's History Week' observed at State

In observance of National Women's History Week, the Office of Equal Employment Opportunity and Civil Rights scheduled, March 5-9, a week-long series of lunch-hour events in auditoriums and conference rooms at Main State.

The Monday topic was to be "Career vs. Families: Having It All," featuring a talk by writer-editor Bonny Falk Creskoff. On Tuesday two films were slated—"The Workplace Hustle" and "Preventing Sexual Harassment." The Wednesday event was to be a talk by management consultant Denise E. Cavanaugh on "Increasing Your Influence." On the agenda for Thursday was a second showing of the films. Friday's topic was to be "Making Cents: A Woman's Guide," with investment executive Frances I. Jackson at the podium. □

## Book Review

### Nathaniel Hawthorne: Consular work a century ago

'The pouch was forever late'

BY WILLIAM SOMMERS

*The reviewer, who writes frequently for STATE, is the author of an article on Hawthorne in the July 1981 issue. He is an AID veteran.*

MAYS. James O'Donald. *Mr. Hawthorne goes to England; The adventures of a reluctant consul.* Burley, Ringwood, Hampshire, New Forest Leaves, 1983. 216 p.

IN 1853 Nathaniel Hawthorne, America's premier author, was appointed U.S. consul to Liverpool by his old college chum, President Franklin

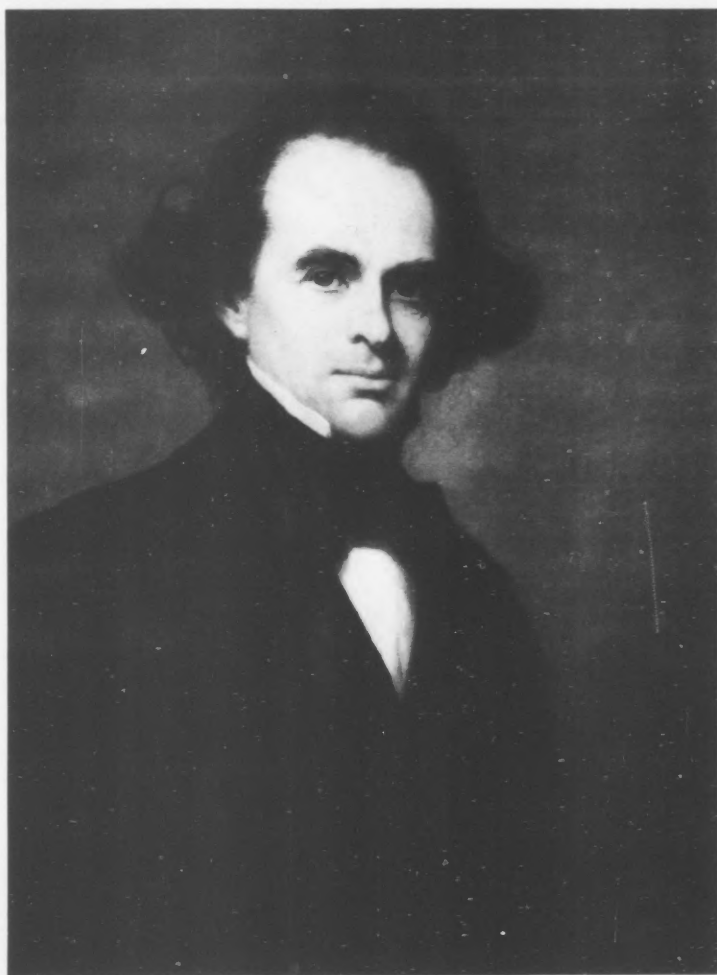


Mr. Sommers

Pierce. The appointment was seen as a deserved accolade for a creative life that had produced such successful novels as "The Scarlet Letter," "The Blithedale Romance" and "The House of Seven Gables," as

well as three collections of classic tales and short stories. Though famous, his work had brought him little money. Yet when Hawthorne left his post four years later he was broken in health, aggravated by a growing inability to write and possessed of an inner torpor that he never overcame. He may, indeed, have been the first documented case of "State Department burnout." And it is these crucial, somewhat darkened, years that are carefully rehearsed in this volume.

James O'Donald Mays brings to his work a devotion to the master of Concord, and an understanding of the Foreign Service, that makes the book at once readable and real. A retired USIA officer, Mr. Mays worked in Israel, Finland and France; he also saw service in Washington and Geneva with the Arms Control and Disarmament Agency. He is a Hawthorne buff and a



*Nathaniel Hawthorne as U.S. consul in Liverpool. (Portrait by G.P.A. Healy, courtesy New Hampshire Historical Society)*

founder of the Hawthorne Society.

He recounts how, for Hawthorne, who was famous but broke, the consular appointment came as a godsend—as an opportunity to save

enough to secure his financial independence, thus allowing him time to write in peace. Consular appointments were singularly designed to this end. They were the result of direct patronage. The consul collected the fees, paid for the operating expenses and pocketed the rest. Liverpool, England's entrepot for American trade, was a

cherished plum, second only to Havana. Hawthorne, on learning of his appointment, told a friend that he hoped "to bag from \$5,000 to \$7,000 clear per annum."

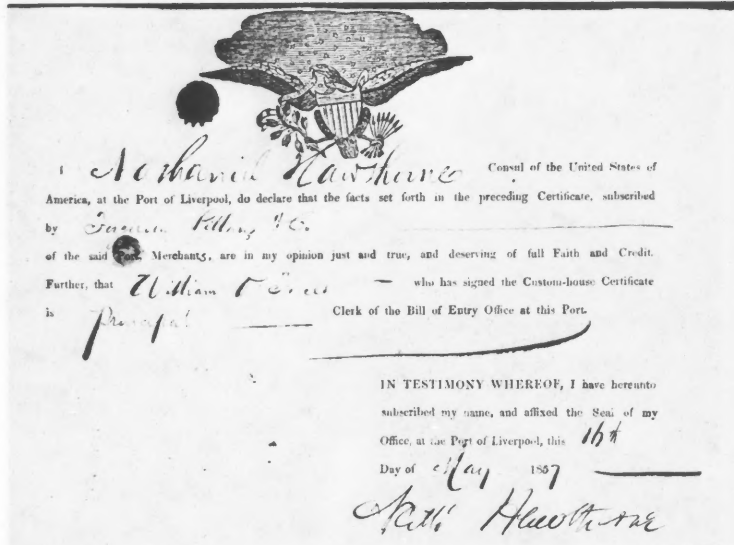
**Not just money**

But if money was important, so was England. Hawthorne wanted to visit, as he put it, "our old home" and

own puritan character, he waded into the consular work, becoming immersed in the routine, the problems and, above all, the frustrations. And Mr. Mays' chronicle of the latter are of especial merit.

With these frustrations every Foreign Service officer can sympathize. Hawthorne was besieged with State Department requests for surveys, de-

tails of British maritime operations and the type, amount and value of American shipping in and out of the port. When he took too long to report, he was cajoled; when he worked fast and made mistakes, he was warned. The pouch was forever late. It was really a shipping bag which Hawthorne entrusted to the mate of the next outbound ship for the States. But the bag got waylaid, diverted or was delivered as an afterthought. The Treasury then would refuse to pay Hawthorne his small "pouch allowance" until all mistakes had been explained and corrected. This exasperated Hawthorne beyond the pa-



A consular document signed by Hawthorne. (Courtesy C.E. Frazer Clark Jr., Bloomfield Hills, Mich.)

renew his intellectual roots. He also hoped for time to write. He tried, keeping copious notes and a detailed, expansive journal. But his creative spirit seemed almost stilled. Hawthorne was torn between the impulse to write and the pressures of his work. The latter were formidable, or as formidable as he wanted to be engaged, and what he saw hung heavily on his mind and spirit. Liverpool, to Hawthorne, was the "most detestable place as a residence that ever was my lot to be cast in." But with the determination of his

Liverpool's Lord Street in Hawthorne's day. (Courtesy Merseyside County Art Galleries/Walker Art Gallery, Liverpool)



Dispatch case used by Hawthorne in Liverpool. (Courtesy C.E. Frazer Clark Jr., Bloomfield Hills, Mich.)



tience of even his "Great Stone Face." Mr. Mays appropriately draws the lesson known to all diplomats the world over, that "a Foreign Service officer always experiences more difficulty in dealing with his own government than the country to which he is accredited."

#### Brutality

Hawthorne reacted painfully to the harsh treatment of American seamen. His office was often crowded, as his dispatches reflect, with Americans who had been beaten, shanghaied or abandoned. The journal tells vivid tales of kidnappings, beatings, floggings, torture and killings of ordinary seamen by their mates and masters. The consul complained bitterly and often on the miserable condition of the U.S. maritime service, terming it "a state of war between two classes." And he urged the Department to intervene in this "national emergency." But one Secretary ignored him while the other rebuked him publicly for suggesting that anything could possibly be wrong.

But Hawthorne was Hawthorne. His fame preceded him, and English society took to him. He was kept busy with visits, speeches and frequent appearances at the Lord Mayor's sumptuous public banquets. This prominence became the vehicle by which Hawthorne took on the role of peacemaker when, in the mid-1850s, England and America were at the trigger of war. Mr. Mays does a very good job of sifting through the material to show Hawthorne soothing the British Lion over "La Affaire Crampton" in 1856. The U.S. consul, in a series of speeches at Liverpool, Aldershot Camp and London, entered the diplomatic arena by assuring his distinguished audiences that the United States and England, being "connected . . . by indissoluble ties," must maintain their status to insure that "friendly relations between the two nations could never be broken." Though the advent of the Civil War put those ties to their severest test, the rhetoric was apropos

and needed. Eventually, the hysteria subsided, the British apologized, and the affair faded from view.

#### That's all, folks

In 1857, with James Buchanan in the White House, Hawthorne, not unhappily, was replaced. In Mr. Mays' judgment, he was "an assiduous consul carrying out his statutory duties but taking upon himself others that he considered required action. . . he should be given considerable credit for his achievements."

Hawthorne, though relieved of his duties, traveled in England and on the



Nathaniel Hawthorne and his family aboard the "Niagara," en route to Liverpool. (Watercolor by Stuart Beck, R.S.M.A.)

continent, all the time working on his last novel, "The Marble Faun," which was published just before his return to the United States in 1860. Though it carries on the tradition of his fascination with the puritan idea of sin, it reflects the deterioration in style and creativity that had overtaken Hawthorne. A few years later he gathered together his journals and published them in a handsome, still readable, volume which he was happy to title "Our Old Home." Though perceptive and engrossing, the book contained strong criticisms of Englishwomen and English country life. These raised a

storm in England, from which Hawthorne suffered not a little. But it was short-lived. In the following year, while visiting New Hampshire in the company of his long-time friend, Franklin Pierce, Hawthorne died.

#### The raw material

In all, Mr. Mays has relied heavily on the journals, the consular papers and the letters of Hawthorne, as well as the journals and letters of Hawthorne's gifted and deeply devoted wife, Sophia. Mr. Mays has recreated the atmosphere of the times through careful research and the use of British sources. He also has given us enough of Hawthorne's life on both sides of the consular period to lend credence and epilogue to Hawthorne in England. The book is lavishly illustrated with a remarkable collection of prints, paintings and photographs which add immeasurably to the setting.

What one does miss, however, is a bit more speculation and assessment of Hawthorne and his failures, failures that relate in large part to his immersion in the heavy end of his consular duties. Why, for example, do we not have any short stories or tales out of the context of his experience in Liverpool? Surely, the journals are replete with hundreds of seeds that could have been developed under the able art of Hawthorne's craft into telling and dynamic tales. Why, with all this, was "The Marble Faun" such a flop? What stopped Hawthorne from taking up his literary cudgels in favor of the reform of the American merchant service, after having spent so much energy and soul-wasting on the fate of so many seamen who came to see him? Such inquiries might have given us a handle on what it meant to be both writer and diplomat at a time when America still was being tested in both spheres.

Of course Mr. Mays might truly answer that such a requirement was beyond his chosen scope. And recognizing those limits, we can only compliment him for adding much to consular history—particularly the history of one of our more illustrious consuls. ■

---

## Department Operations

---

### 'Flying with Foggy Bottom and the kitchen sink'

(Or 'All aboard with Secretary Shultz!')

---

The following article by Philip Taubman, copyright ©1984 by the New York Times Co., is reprinted by permission from the February 8 Times.

BRIDGETOWN, Barbados, Feb. 7—When Secretary of State George P. Shultz goes on the road, it is like squeezing Washington into a bottle. The bottle is the Air Force jet, a modified Boeing 707, that carries Mr. Shultz and other senior foreign policy officials, support staff, security detail, reporters, a physician, an Air Force crew, an array of sophisticated communications equipment and, of course, a Xerox machine.

As has been evident on Mr. Shultz's current eight-day, five-nation swing through Latin America and the Caribbean, the squeeze alters many of the unwritten rules and behavior patterns that govern much of life and work in Washington. Relationships, lines of authority and decision-making procedures are all subtly but significantly changed.

The first difference, and a cause of many others, is physical space. Normally, the Secretary of State is separated from everyone by a lot of space. His office on the seventh floor of the State Department has the dimensions of a ballroom at Versailles. Security men and a battery of secretaries screen all visitors outside.

#### World tumbles in on Shultz

On the plane, the world tumbles in around Mr. Shultz. His executive assistant, Raymond G.H. Seitz, works across a narrow aisle in Mr. Shultz's cabin, along with two or three special assistants. Mr. Shultz's wife, Helena, who accompanies him on almost all foreign trips, sits across a small table from her husband.

Behind a panel and open door that separates Mr. Shultz's cabin from the



The Secretary, hanging in there. (Photos by Dr. Alfred R. Henderson)

rear section, there is the copying machine and a workplace for two secretaries who type memos and cables on recently installed word processors.

Senior State Department, White House and Defense Department aides sit across the aisle in first-class-style seats. On the current trip, this group

includes John Hughes, the State Department's chief spokesman; Langhorne A. Motley, Assistant Secretary of State for Inter-American Affairs;

Assistant to the President; Thomas C. Dawson, Assistant Secretary of the Treasury and a number of other Latin American advisers.

but also to other travelers, often numerous, who develop the inevitable stomach disorders.

The next seats are filled by security men and women, eight on this journey. Behind them are 13 reporters, representing ABC, CBS, NBC, CNN, Voice of America, the Associated Press, United Press International, Reuters, Time, Newsweek, The Washington Post, The Los Angeles Times and The New York Times.

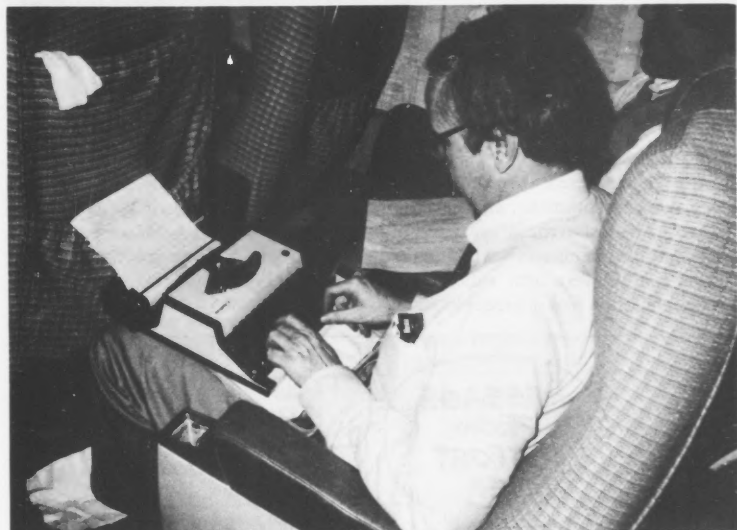
Finally there is the cabin crew, who prepare, serve and clean up meals on almost every leg of the trip. Using an electric range and oven, they prepare dishes in the galley, drawing on a stock of food carried aboard large freezers situated in the baggage compartment. Broiled lamb chops with mint jelly and hamburgers have been featured on this tour.

The proximity of all these groups, many of whom would rarely encounter one another in Washington, forces a breakdown in the normal business and social mores of government.

Decision-making is streamlined, according to State Department officials. Reduced space means greater access. The presence of White House, Defense Department and Treasury officials means that interagency meetings can be convened at a moment's notice rather than waiting for hours for officials to assemble from offices across town.

The cramped quarters also make the meetings far more informal than they would be at home, officials said. On last week's flight from Washington to El Salvador, Mr. Shultz directed a discussion about American policy in that nation. Some of the senior aides who gathered in Mr. Shultz's cabin leaned on the back of seats or knelt on the floor to participate in the discussion. "People are relaxed and there's a lot less posturing than you find at many meetings in Washington," one official said.

The extended time traveling with aides who specialize in a single area gives Mr. Shultz the kind of concen-



Lawrence L. Knutson of the Associated Press has to produce in cramped quarters when he's aloft with the Secretary.

Administrative assistant Joyce Nesmith, lacking the comforts of Foggy Bottom.



Nestor D. Sanchez, Deputy Assistant Secretary of Defense for Latin America; Constantine C. Menges, Special As-

Behind them is Dr. Newton L. Jassie, a State Department physician, who ministers not only to Mr. Shultz

trated exposure to one region that he never gets at home, where other problems and aides compete for his time. On this trip, it means that Mr. Motley, who may see Mr. Shultz only periodically in Washington, gets to work with his boss for eight consecutive days. "Access equals power in the bureaucracy," one State Department official on the plane said.

On this trip, Mr. Shultz has taken some time out from Latin issues to deal with problems in the Middle East, particularly in Lebanon. Although he tries to leave day-to-day management of the department in his absences to Deputy Secretary Kenneth Dam, Mr. Shultz does not relinquish control over major policy issues involving the Middle East or relations with the Soviet Union.

**Daily accessibility**

The relationship between Mr. Shultz and the press also changes in foreign trips, particularly aboard the plane. In Washington, with the exception of infrequent press conferences, Mr. Shultz is virtually inaccessible to reporters. On trips, he is accessible almost every day.

On each leg of a trip like this, Mr. Shultz holds an on-the-record briefing. Because of the informal setting and lack of television cameras, the questions and answers are more detailed and informative than at the full press conferences in Washington.

Since reporters and senior Administration officials share the same cabin, meetings and informal conversations take place often. Unlike Washington, where a secretary can, and usually does, say an official is in a meeting, reporters cannot so easily be fended off on the plane. The lack of protection, several officials on the trip said, is somewhat unnerving.

While reporters, seated in the rear of the cabin, cannot hear discussions among officials in the front or in Mr. Shultz's cabin, several officials said there was something unsettling about holding a sensitive discussion with the

Secretary of State within sight, if not earshot, of 13 reporters. It is not uncommon for reporters passing through the cabin to see bits and pieces of classified papers left on seats and tables. Little, if any, secrecy is compromised, but it is not the kind of thing one normally sees walking down the corridors of the State Department.

**Special tensions**

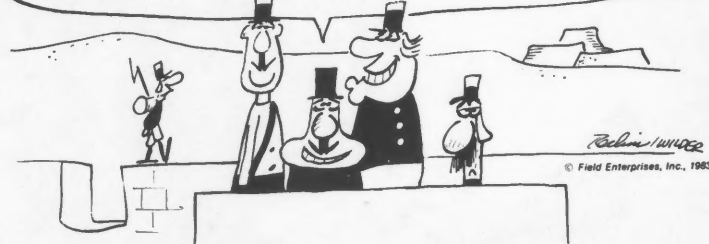
The compressed space also produces awkward moments and tensions that would be lost in the larger world of Washington. Reporters who write articles that Government officials do not like can often find it harder to reach

those officials, but when that happens on a trip like this, the chill can be more immediate and tangible. Although Mr. Shultz and Mr. Hughes maintain a courteous relationship with reporters, other officials in one case on this tour, jumped on a reporter about an article that they thought was damaging to the Reagan Administration policy in Central America.

Still, there is nothing quite like the bond that develops between people who need to have their luggage ready for pickup at 3:30 A.M. and assemble for takeoff on some mornings before the sky is light. ■



WE'VE BEEN SELECTED TO TELL THE WORLD ABOUT THE NEW 9.38% VARIABLE INTEREST RATE NOW BEING PAID ON U.S. SAVINGS BONDS.



**PAYROLL SAVINGS really works**  
*...and that's no CROCK!*



Bonds held 5 years or more are eligible for variable rate and guaranteed minimum of 7.5%.

U.S. SAVINGS BONDS DIVISION  
 DEPARTMENT OF THE TREASURY



# Education and Training

## Schedule of courses at Foreign Service Institute

Program	Apr.	May	June	Length of course
<b>Area studies</b>				
Africa, sub-Saharan	16	—	11	2 weeks
East Asia	16	—	11	2 weeks
Latin America	16	—	11	2 weeks
Near East and North Africa	16	—	11	2 weeks
South Asia	16	—	11	2 weeks
Southeast Asia	16	—	11	2 weeks
USSR/eastern Europe	16	—	11	2 weeks
Western Europe	16	—	11	2 weeks
<b>Overseas briefing center</b>				
Two-week family workshop	2	29	—	2 weeks
English-teaching seminar	30	—	—	1 week
Community skills seminar	—	14	—	
<b>Going overseas</b>				
Saturdays	—	5	9	1 day
Evenings	18	23	13	1 day
<b>Center for the study of foreign affairs</b>				
Foreign policy symposia	Dates to be announced			1 day
Science and technology symposia	Dates to be announced			1 day
<b>Language and advanced area courses</b>				
French	2,30	29	25	20 weeks
German	30	—	25	20 weeks
Italian	30	—	25	20 weeks
Portuguese	30	—	25	24 weeks
Spanish	2,30	29	25	20 weeks
<b>Familiarization and short-term (FAST) courses</b>				
Arabic, Egyptian	30	—	25	6 weeks
Arabic, formal spoken	30	—	25	6 weeks
Chinese	—	—	25	6 weeks
French (metrop.)	2,30	29	25	10 weeks
French (sub-Sah.)	2,30	29	25	10 weeks
German	30	—	25	10 weeks
Indonesian/Malay	30	—	—	6 weeks
Italian	30	—	25	10 weeks
Japanese	30	—	25	6 weeks
Polish	30	—	—	6 weeks
Portuguese (L.A.)	30	—	25	10 weeks
Portuguese (Eur.)	30	—	25	10 weeks
Russian	30	—	—	6 weeks
Serbo-Croatian	30	—	—	6 weeks
Spanish (Eur.)	2,30	29	25	10 weeks
Spanish (L.A.)	2,30	29	25	10 weeks
Thai	30	—	—	6 weeks
Turkish	—	—	25	6 weeks
<b>Senior officer professional development program</b>				
	23	—	—	5 weeks
<b>Mid-level officer professional development</b>				
Energy and U.S. foreign policy	—	—	25	3½ weeks
Methods of analysis	—	—	25	3½ weeks
Political economy for foreign affairs	—	—	25	3½ weeks
Military aspects of foreign policy	—	—	25	3½ weeks
Science and technology in foreign policy	—	—	25	3½ weeks
<b>Administrative training</b>				
*Administrative core	23	21	11	3 weeks
General services operations	16	14	11	3 weeks
Personnel operations	16	—	11	2 weeks
Budget and financial management	16	14	11	6 weeks

—(Continued on next page)

## What the computer course was like: 2 views

BY EVERARD S. TAYLOR

*Mr. Taylor's current assignment is in the Department comptroller's office.*

I had several doubts when the request came for a volunteer from our class, at the Foreign Service Institute, to write an article on the first session of the information system studies class. The course seemed very intense, and I was inundated by homework, overwhelmed by unfamiliar subjects. But I may have mellowed, or perhaps things came together as the program progressed. I did agree to write this article when I was assured I could do so objectively.



Mr. Taylor

I had been writing in the "Comments" area of my officer evaluation report for several years that I would welcome a chance to take a formal course on computers. So when I learned that a curriculum was being developed, I was overjoyed.

I had not taken math during my university days, but I did get excellent grades in high school math, including calculus. I found now that not only was math generally an asset in this program but also that a basic knowledge of algebra is a necessity in order to read or write computer programs. Happily, our leaders at the institute already knew some of our needs (read: deficiencies) and they tried to bring us up to par.

### The graduates

There were nine of us who completed this training, and most of us, like me, had had little background in computers and/or math. There were two exceptions. Alec Peltier had built his own computer from a kit several years ago; D.R. McNaughton has a master's in information systems.

The graduating class consisted of Paul Bofinger, Mel Spence, Mr. McNaughton and me, from the administrative cone; Phil French, Tony Leggio and Mr. Peltier, who came with consular backgrounds; Don McNally, an economic officer; and Carl Johnson, a Civil Service officer in the Retirement Division.

Having completed the five-month program, my colleagues and I likely will serve one or two tours in the systems area, probably as systems managers of an overseas minicomputer system, then return to our regular functional jobs.

**A big glitch**

When we arrived right after Labor Day for the first session of this new class, we were told we must expect a glitch here and there. Indeed there were a few. The institute had ordered for us Wang professional computers to use both as microcomputers and as workstations for a larger computer. Terminals were to be installed by the end of our 2nd week, but they didn't arrive until the end of the 15th week. Meanwhile, when we had classes that required the use of terminals, we used another room on the same floor, beside the "computer" room. This required us to work two to a workstation until the equipment finally arrived.

The institute program consists of 13 principal courses, each meeting from 10 to 20 sessions and each having an examination or other evaluative vehicle. The subjects are not taught consecutively. This means that at any one time we were covering from 3 to 6 different topics. Courses are taught for the most part by instructors from the institute and area universities. The classes ran from 9 a.m. to noon, and from 1 to 4 p.m. We were told that the schedule for future sessions will allow one or two long lunches a week, plus some shorter classes to permit a quick trip across the Potomac for consultations and other errands.

**"What am I doing here?"**

By the end of the first month I had

—(Continued from preceding page)

Program	Apr.	May	June	Length of course
**Coping with Violence Abroad	2,16 30	7,14, 21,29	4,11, 18,25	1 day
<i>*Prerequisite before taking GSO, PER and B &amp; F.</i>				
<i>**This course used to be available on a walk-in basis. You must now pre-register.</i>				
<b>Consular training</b>				
ConGenRosslyn basic consular course	Continuous enrollment			24 days
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
<b>Executive development</b>				
*Advanced television workshop	—	—	7	3 days
Deputy chiefs of mission	—	—	17	10 days
Executive performance seminar	—	6	—	5 days
Supervisory studies seminar	8	—	3	5 days
Executive EEO seminar	—	23	—	1 day
<i>*By invitation only</i>				
<b>Political training</b>				
Foreign affairs interdepartmental seminar	—	21	—	2 weeks
Executive-congressional relations	9	—	—	1 week
Analytic reporting skills	—	—	25	2 weeks
<b>Orientation</b>				
Orientation for Foreign Service officers	25	—	27	6½ wks
Orientation for Department officers	9	—	4	1½ dys
Orientation for Foreign Service personnel	9	—	4	1 week
Departmental clerical orientation	16	14	4	5 days
<b>Foreign Service secretarial training</b>				
Foreign Service secretarial training	30	—	25	6 days
Foreign Service secretarial refresher/re-entry	To be arranged			Individual
First-time ambassador's secretary's briefing	To be arranged			Individual
<b>Clerical workshops</b>				
Managing words (word processing training)	To be arranged			Individual
Department correspondence	To be arranged			Individual
OCR telegram preparation workshop	To be arranged			Individual
Workshop in preparation of travel vouchers	To be arranged			Individual
Proofreading techniques	13			Individual
Telephone techniques workshop	16			4 hours
<b>Secretarial skills</b>				
Basic office skills	—	—	4	24 hours
<b>Communications skills</b>				
English and communication skills	—	7	—	40 hours
Reading dynamics	2	—	—	20 hours
Fundamentals of writing for government	—	9	—	20 hours
<b>Workshops for managers</b>				
Notetaking for managers	To be arranged			24 hours
Advanced writing for senior managers	—	—	20	Individual 22 hours □

begun to wonder what I was doing there. (I think my instructors were wondering also.) They kept saying: "Don't worry, it'll all come together soon." I was saying to myself: "Soon?" The reading assignments were voluminous, and I never spent less than four hours a night studying.

The initial courses were in basic data and word processing, basic math (through algebra), programming in Basic, and a systems management class. Our second month brought us into "human factors," learning to read Cobol programs, basic and advanced word processing, plus the classes we

had started in the first month. During our third month, things started to turn around for me. We took our first final exams, and I found I really had learned a great deal. I had thought I would fail the class in data processing, but now I was pleased with my grade. We had reached the end of word processing training and systems analysis. A new class in operating systems began. This was an in-depth analysis of programming, at the most basic machine level. By now, I was understanding this subject and actually enjoying the classes. We also started courses in telecommunications and advanced data processing.

In our fourth month (December), we took a spate of final exams. The telecommunications and operating systems courses came to an end. We started new courses in problem-solving and decision-making, data base management systems, and quantitative methods. After the holidays we returned for our fifth and final month. I spent my time practicing programming in Basic and catching up on some homework that could be done only on the computer. We continued our studying of decision-making and problem-solving in the workplace.

#### A couple of tips

To those of you thinking of attending a future session of this program, I suggest the following:

(1) Brush up on your algebra and statistics if you think you're rusty, because the review given in class might not be adequate.

(2) Be serious about learning the Qs and Ts of computers, including basic programming and what makes the machines tick. I am not talking wiring; I am talking theory. You will be dealing with a new idea, a new concept.

#### Our suggestions

We had many suggestions for changes when the classwork was completed. They included choosing textbooks that the instructors are comfortable with; making sure that the



The assistant secretary for administration, Robert E. Lamb, discusses the future of automated systems with class members. From left to right: Paul Bofinger, D.R. McNaughton, Alec Peltier, Philip French, Tony Leggio.

students are able to take their texts with them to their next posts instead of turning them in (we believe we will need a particular text now and then and that our notes will be inadequate); and giving the class more time for independent study and to work on the computers.

Because frequently homework can be done only on the terminals, which means that students must spend evenings and weekends at the institute, I would hope that portable terminals could be provided in the future. This would allow students to take them home and tie into the institute's computer.

This, coupled with supervised independent study time, will provide the hands-on time that was not available during our own sessions. □

\* \* \*

BY ANTHONY LEGGIO

*The author, until recently, was in charge of the consular section in Florence.*

After four years of experiencing the Renaissance Age as a consular officer in Florence, I returned to the

United States to become enmeshed in the Computer Age in Rosslyn. The culture shock not only jarred me, it nearly overwhelmed me.



Mr. Leggio

I entered the information system studies program at the Foreign Service Institute with only a hazy idea of what to expect. I soon found that, after six hours of instruction a day, it took me two to five hours a night to "keep up." And I was devoting a good portion of my weekends burrowing through texts on systems analysis, computer technology, programming, data processing and so forth.

These first weeks were truly a baptism of fire for me, since I barely knew the difference between the terms hardware and software. I was now informed that the term firmware also

existed, as well as an ever-increasing lexicon of computer jargon whose dynamic growth will one day call for a Noah Webster to try and sort out.

#### **"What am I doing here?"**

As these first weeks progressed, I kept asking myself: "What am I doing in this course being bombarded by a plethora of puerile palaver developed by jargonheads?" Was it worth the mental sweat and effort, the likes of which I had not expended since my freshman year in college, in deciphering bits, bytes, CPUs, real memory, virtual memory, microprocessors, Basic and Cobol programming, Wang manuals, data flow charts, information retrieval, daisy printers, CRT design, I/O, etc., etc., etc.?

While the first days of the course gave me an idea of the complexities of "computerdom," the news stories of young teenagers entering illegally into some of the most sophisticated computer networks in the country offered me succor that, unless my brain cells had completely atrophied, I should be able to at least achieve basic literacy in an area that many 14-year-olds already were mastering and manipulating.

Hence, the grind continued. *Poco a poco* little flickers of light, at first disjointed, began to appear. When I found myself throwing around the jargon with confidence, and completing elementary types of a computer program, I knew I had arrived at the "6-year-old" level. The sweat was paying off. Perhaps the rest of the course would bring me up to the "master" level, i.e., a 14-year-old born in the Computer Age.

#### **Honest verdict**

Now that the first offering of this course with the usual initial glitches has finished, and while I am awaiting assignment as a systems manager overseas, I can say honestly that this 20-week course has given me an excellent basic grounding in computer technology, and a fairly comprehensive overview of its application in the efficient and effective

handling of information flow in today's ever-increasing barrage of data. Coming from a liberal arts background, as do most of my FSO colleagues, I entered the course with great skepticism about computers and the touting of them. I exit, still with skepticism about computer "overhype," but with great respect for these dumb machines which can relieve man of so much tedious grunt labor.

Needless to say, the millenium has not arrived. I realize that a computer is only a tool. It can't solve man's basic yearnings, but it will do those menial tasks that it has been programmed by man to do, within an information system designed by man. I expect to continue to utilize a pen and paper to balance my monthly checking account, rather than a personal computer. And I still believe that children should learn "rithmetic" before using computers.

#### **'No free lunch'**

My approach to a computer is like my approach to an automobile. While I know the basics of the internal combustion engine, and how to adjust the carburetor and change a tire, I can't build a car or repair one. An auto makes life easier, but I can still walk (some people even jog) even though I am lost when the car is on the "fritz." You get the idea. Computers do make many tasks easier while at the same time changing some things we may not like changed. As someone said: "There ain't no free lunch."

But on balance, one must agree that computer utilization overwhelmingly tips the scales in its favor. Progress has always cost something. When our ancestors began wearing footcoverings they missed the freedom of unencumbered feet. But they persisted wearing the newfangled doodad because it protected their feet. The original footcoverings have been improved over the centuries by man's innate rationality and hedonism. I am sure the same will come to pass with modern technological products such as the computer. An awareness and

understanding of these technical marvels will demystify them and make them amenable to creative utilization and improvement.

#### **'Let's light a candle'**

Thus, I applaud the Department in its efforts, and I urge my Foreign Service colleagues, especially those abroad, to become aware of computers, at least at the 14-year-old level.

Let's light a candle and stop decrying the darkness. Computers are here to stay, and they are extremely useful. To have some input into our data-driven Foreign Service world, all FSOs, of every specialty, must become computer-literate (not computer-pedantic) so as to temper computer technocracy with broad-based humanistic fervor. □

### **Advanced writing seminar for senior officers**

The Foreign Service Institute is offering this month an advanced writing seminar for senior officers whose responsibilities include the drafting of briefing papers, technical reports and other forms of high-level written communication. The seminar will emphasize general principles that apply to all good drafting, and give special emphasis to guidelines pertinent to the solution of many special problems encountered in writing technical subjects.

Sessions will be held March 19-21, with group sessions in the mornings and individual consultation in the afternoons. There will be a morning group follow-up session on April 6. For information, telephone 235-9404. □

### **Telephone techniques**

A four-hour workshop designed to offer instructions and techniques for communicating effectively over the telephone, by responding to people and problems efficiently and courteously, will be held March 16 at 9 a.m. at the Foreign Service Institute. Enrollment is limited to 25 participants, first-come, first-served as to prior registration. □

---

## Take it from the typing champion: You must concentrate!

**E**UBIE BLAKE, Scott Joplin and Liberace are known for their skill at the keyboard. And so is Cortez Peters Jr., except that his keyboard isn't a pinao. It's a typewriter.

"I type over 200 words a minute (on an electric typewriter)," says Mr. Peters, who taught a typing class recently at the Foreign Service Institute.

"I learned to type from the best teacher in the world," he says. He means his father, who was declared the typing champion of the world in 1946, in a competition sponsored by business schools and typewriter companies. These competitions ended after his father's victory, but Mr. Peters bills himself as the "undeclared champion." Even though I've never been in a formal competition," he says, "I'm the only son among those of the old typing masters who knows the tricks of the trade."

Mr. Peters has gone beyond the "old masters" by developing a teaching method complete with tapes, drills and a book called "Cortez Peters Championship Typing Drills." In his classes he stresses accuracy as opposed to speed.

Bill Stewart, one of 12 students in the recent class at the institute, said: "Mr. Peters diagnosed each of our typing problems like a doctor would diagnose an illness. Then he determined the best cure. There were drills for each problem, and after we practiced them, our typing skills were bound to improve."

The diagnosis is usually based on a five-minute drill. This reporter, who took the drill while visiting the class, was told by Mr. Peters: "Your biggest problems are with concentration and with the second finger of your left hand."

Such attention to individual problems seemed to appeal to the students. "It's helpful to determine exactly what's causing your problems and how to go about correcting them," said student Edna Sherrill. Linda Dale, another



Cortez Peters. (Photos by Donna Gigliotti)



student, agreed, saying: "I'm really excited about this class because I feel like I'm getting individual attention."

But the class was not "a breeze," according to student Iria Mahasitilab. "He makes us work very hard," she

said. "Every time we make a mistake, we have to type it correctly 50 times."

Mr. Peters believes that concentration is a big problem for typists. "There are a million things you'd rather be thinking about, like what you're going to eat for dinner tonight," he said. "But when you type, you have to concentrate on the typing." Transpositions and skipped letters are among the errors attributed by Mr. Peters to concentration problems. One of his solutions for this is a drill that must be typed while reading from right to left.

Computers with electronic keyboards, like the Wangs in the Department, pose no threat to Mr. Peters and his teaching method, he says. In fact, he favors electronic machines. "You can type much faster on them because you don't have to return the carriage," he says. "But all typing machines have the same standard keyboard, so the biggest problem, always, is accuracy."

—DONNA GIGLIOTTI □

### Interdepartmental seminar schedule is announced

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

Plenary sessions will focus on broad policy problems and their interdependence. Special attention will be given to such global issues as food, population and energy; problems of modernization and development in the Third World; and current international problem areas such as the mideast, Central America and U.S.-Soviet relations.

Regional study groups will provide participants an opportunity to examine issues peculiar to geographic areas of personal and job-related interests, and to discuss the manner in which the U.S. Government develops and implements its policy in these areas.

The seminar will draw its speakers and regional study group leaders from Government, independent research organizations, universities and the business world. In each case, the speaker is expected to be a recognized authority in his/her field by virtue of official position or extensive study and experience or both.

Future sessions will be held May 21-June 1 and September 17-28.

Applications for the March 19 session should be submitted not later than March 9. Late applications should be cleared with the program assistant, June Callahan, (703) 235-8776, prior to submission. □

### Overseas Briefing Center announces workshops

The Overseas Briefing Center at the Foreign Service Institute has announced these spring programs:

*Career planning and re-entry for spouses:* This workshop has two purposes: to provide assistance to spouses returning to the United States

after one or more tours abroad, and to counsel those who will be seeking paid or volunteer jobs in the Washington area or overseas.

The first day will focus on re-entering the United States, family and individual pressures, time management, perceptions of life in Washington and techniques for accelerating adjustment. The final four days will explore long-range career planning, to assist participants in identifying their skills and to provide guidelines for resume writing and interviewing. Participants may elect to register for the entire workshop or either the re-entry or career counseling portion.

The sessions will be March 12 (re-entry), from 9:15 a.m. to 1 p.m., and March 13-16 (career counseling).

*American studies cross-cultural adaptation and the logistics of Foreign Service life:* This seminar offers sessions on American politics, economics, history and art; presents workshops in intercultural communication; and deals with other topics of importance to people interpreting and representing the United States abroad, or returning to live in the Washington area. Special sessions are held on moving and adapting. Speakers are drawn from metropolitan universities, private organizations, the State Department and other Government agencies.

Dates are April 2-13 and May 28-June 8. Hours are 9:15 a.m.-3 p.m.

*English teaching:* This seminar is designed to introduce teaching techniques. There are no prerequisites. It will be held April 30-May 4, 9:15 a.m.-1 p.m.

*Community skills:* This workshop examines community mental health and explores techniques for assessing the needs of a community. Participants engage in sessions on stress management, paraprofessional counseling, drug and alcohol abuse, and techniques for running workshops. Anyone interested in becoming a community liaison officer is advised to take this course, May 14-18, 9:15 a.m.-3 p.m.

*Going overseas:* These workshops

deal with the process of leaving one community and settling into another. Participants discuss saying good-by, developing realistic expectations, setting personal and family priorities and coping with interrupted activities and relationships. The workshops are offered on Saturdays, and on Wednesday evenings. Much of the content is the same in each; however, the Wednesday evening classes are designed more to meet the concerns of single people and couples, while Saturdays are more for families with children, and provide special activities for the children. Classes are offered throughout the spring and summer.

Dates are Saturdays for families, May 5, June 9, July 14; Wednesday evenings for singles/couples, April 18, May 23, June 13, July 25, Hours: 6-30-9:30 p.m.

All classes are tuition-free. Babysitting costs are reimbursable. For information on the workshops call 235-8784. □

### A 'how to' course for clericals

A course in "how to be an effective and efficient clerical worker," for clericals who have had a minimum of office management training or experience prior to their present assignments, is being offered at the Foreign Service Institute, March 26-April 20, on Mondays, Wednesdays and Fridays, 9-11 a.m.

The institute said emphasis will be on how to develop an office personality; to follow and give instructions; to listen; to greet callers; to handle the telephone; to organize the work; to organize and maintain files; to plan and organize; to use shortcuts in performing many routine office jobs; to establish priorities and meet deadlines; to use references and other source materials; and to establish and maintain office decorum. Major consideration will be given to skill in interpersonal relations.

For information, telephone 235-8765. □

**FOREIGN SERVICE INSTITUTE**—Newly-hired employees are introduced to Wang word-processing. Front row, left to right: *Doris Brooks, Helga Velez-Perez, Leon Seegers, Mirinda Lane, Syeda Chowhury, Donna Green, Nga Smith, Julia Burrus, Henrietta Shorter, Joseph Erwin.* Second row: *Claudia Bacon, Kenneth Austin, Assefa Kidane, Joselyn Pegues, Sharon Freeman, Davida Davidson, Amy Milner, Theresa Pigg, Dorothy Holland.* (Photo by Tom Bash)

### Dictating, transcribing: 4-hour workshops

Two four-hour workshops, "The Art of Dictation" and "The Art of Machine Transcription," will be conducted March 15 at the Foreign Service Institute.

The "dictation" session, in the morning, is for managers, designed to give them an opportunity to learn and practice techniques of dictation, with a stenographer and with dictation equipment.

The "transcription" session, in the afternoon, is intended to give transcribers practice in transcribing from shorthand notes (or any other form of notetaking) and from machines. □

For information, telephone 235-9404. □

### 'Oil shock' symposium

A symposium, "10 Years after the First Oil Shock: Lessons of the Past, Prospects for the Future," was held in the Department, February 28, under the sponsorship of the Foreign Service Institute's Center for the Study of Foreign Affairs, in cooperation with the Foreign Policy Planning Council at State. It was chaired by Ambassador Paul Boeker. □

### Symposium on China

A symposium on "China and the Next Decade," moderated by U. Alexis Johnson, was held at the Foreign Service Institute on February 14, sponsored by the Center for the Study of Foreign Affairs and the Atlantic Council of the United States. Symposium topics included the U.S.-China strategic relationship, Chinese modernization and recommendations of the Atlantic Council report. ■



### Retirement, job search seminars are scheduled

A two-day retirement seminar, on March 28 and 30, and a three-day job search seminar, on March 19, 21 and 23, have been scheduled by the Department.

The first will deal with the meaning of retirement, retirement versus a second career, financial needs, health issues, personal resources, choosing activities and the use of time, psychological adjustments, changing roles in relationships, legal and tax matters, social security, Medicare and health insurance, and community resources.

Objectives of the second seminar are to explore the advisability of making job or career changes; understand the transferability of skills, knowledge and experience; understand what is involved in making a career change; learn how to do a self-assessment and determine what kinds of work to consider; learn how to obtain guidance, advice and assistance from available resources; and provide information and aids to prepare for and conduct a job-finding campaign.

The program is not aimed at identification of specific institutions which are hiring or acting as a placement agency for participants.

Enrollment in each seminar is limited to 12 participants, with em-

ployees separating or retiring from the Department to be given first priority on the basis of retirement eligibility date. All others will be registered on a first-come, first-served basis.

All full-time, permanent employees of the Department, regardless of grade or pay plan or authority under which appointed, are invited to apply. Questions about eligibility should be addressed to PER/MGT/HRM, 632-8934.

Interested employees should apply by memorandum to THinc Group, Inc., Suite 702, 1140 Connecticut Ave., Washington, D.C. 20036, telephone 223-3003.

The application should include name, rank, position, work address, telephone number, retirement eligibility date and home address. The memorandum must be accompanied by a supervisor's certification of the applicant as a full-time, permanent employee with permission to be released for the seminar (not required for retired persons).

THinc is responsible for all administrative details of these seminars, as well as correspondence courses which cover the material listed above, including notification of participants in the seminars of the location or schedule changes. □

## 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.** MARYLAND SUBURBS  
*With chicken pox again in the community, what are the symptoms we might see of that serious complication?*

**A.**  
Reye's syndrome usually occurs in children under 16, while they are recovering from a flu-like illness or the chicken pox. The symptoms could include persistent vomiting, lethargy or sluggishness, disorientation, confused behavior with out-of-character combative, aggressive behavior, leading to unresponsiveness and coma. Early treatment in a hospital is needed in this true emergency. For the present, the American Academy of Pediatrics and the U.S. Public Health Service caution parents *not* to give aspirin to children who are convalescing from the flu, a viral infection or from chicken pox—because of a statistical relationship between Reye's syndrome and aspirin ingestion. Until further studies are completed, it's prudent for parents to avoid giving all aspirin compounds to children with viral illnesses. If medication is needed for high fevers, acetaminophen (Tylenol) or other aspirin substitutes can be administered after checking with your doctor.

**Q.** WESTERN EUROPE  
*My wife needed to see a gynecologist*

*for possible surgery because of a tumor that developed. The local doctors said we should go to the States for surgery, and the regional medical officer said we would be authorized travel to the military hospital in Frankfurt. We came to the States, and now find we have to pay the travel costs from Frankfurt to Philadelphia. Could you explain this please?*

**A.**  
The U.S. Government will pay travel to the nearest adequate medical facility where needed care can be provided. In your instance, Frankfurt, where gynecologists are available, is the designated medical evacuation site. You may prefer to travel to any location in the United States or to any other European city; however, the U.S. Government will pay only the equivalent of the travel cost from your post to Frankfurt. This type of travel is called cost constructive travel; that is, you are authorized travel from your post to Frankfurt and return when treatment is completed. Should you travel to another destination, you pay the difference in the air ticket. Regardless of where you chose to go for surgery, we'll cover the hospital expenses; that is, we will pay the difference beyond what is covered by your insurance carrier.

**Q.** WASHINGTON  
*I've been placed on a low (not no) sodium diet because of a high blood pressure tendency. So far I don't have to take pills to control my blood pressure. What kinds of food are absolutely taboo?*

**A.**  
Be certain you read labels on food

containers. The words salt, soda, sodium or the symbol Na indicate that sodium is present. Avoid table salt and monosodium glutamate (the ingredient in meat tenderizers), and do not eat foods that are very salty or preserved in salt or brine, such as hot dogs, corned beef, bacon, cold cuts, sausage, sauerkraut, dips, spreads, chips, pretzels, salted nuts, etc. Seasonings to avoid are catsup, chili sauce, meat and vegetable extracts, barbecue and meat sauces or tenderizers, Worcestershire sauce, relishes (olives, pickles), and celery, garlic or onion salt. Don't use baking soda as a medicine or mouthwash, and be careful to avoid many over-the-counter nonprescription drugs that contain high amounts of sodium, such as antacids, cough medicines, laxatives and headache remedies. Other foods to avoid include canned soups and stews, canned baked beans, regular peanut butter, processed cheese, cheese spreads, roquefort, camembert and gorgonzola cheeses, and salted or smoked fish (anchovies, sardines, etc.). You ask: What's left? Fresh, frozen and canned vegetables or vegetable juices are acceptable, as are fresh, frozen, canned or dried fruits (if you're also counting calories, don't eat fruits canned or frozen in sugar syrup). Fresh or frozen meat, poultry, fish or shellfish are fine (again, read the label carefully for canned meats or fish).

**Q.** WASHINGTON  
*I've read about a sealant coated on children's teeth to prevent cavities. Is it worthwhile? At what age should it be applied?*

**A.**  
Our dental consultants tell me sealants are great. There is nothing new about their use; they've been around since the early '70s, but lately they've attracted the attention of the media. Sealants are



excellent as a preventive service, and probably should be standard for all growing children. Their greatest value is in preventing pit and fissure cavities on the biting surfaces, where formerly fillings were placed to prevent decay. They're probably best added shortly after the permanent teeth erupt. They're relatively inexpensive, completely painless, last a long time and, if worn through or dislodged, easily replaced.

**Q.**

CENTRAL AFRICA

*I came back to the States on home leave, and forgot to continue my weekly Aralen malaria pills. About 10 days later I realized I had missed a dose. Should I have taken a double dose to make up the difference?*

**A.**

No. But you should immediately take the correct weekly dose, then return to your regular schedule of taking pills every Sunday or whenever. There is no "catchup" dose that protects you against breakthrough malaria. What's important is to quickly take a dose and resume your regular prophylactic schedule. Should you develop chills or fever during the course of your home leave, be certain to tell your doctor that you're from a malarious area and have omitted the prophylactic antimalarial suppressants. Malaria may also rarely occur even when you're taking appropriate suppressants. Therefore, any symptoms of "flu" or other illness, accompanied by fever, should be investigated for possible malaria.

**Q.**

SOUTHEAST ASIA

*A colleague was "medevaced" to Washington, then assigned to medical complement. What is this status? Is anyone*

*with medical problems in the Department eligible for it?*

**A.**

Medical complement status was specifically established for Foreign Service personnel who were medically evacuated to the United States with a medical problem, which precluded them from serving abroad in the immediate future or from filling a full-time Department position. Since these employees can work only on an irregular basis, while undergoing a prolonged treatment program, the medical complement status allows them to take liberal sick leave for medical appointments, hospitalizations, outpatient treatment and the like, over a prolonged period. The medical complement comes under the assistant medical director for domestic programs. This physician handles all medical and administrative issues relating to employees assigned to the complement. □

### Health hints

*The following is reprinted through the courtesy of the American Lung Association of Northern Virginia.*

#### Marijuana

Marijuana smoke may be even more harmful to the lungs than tobacco smoke. Compared to tobacco, marijuana contains 50% more of the cancer-causing agents benzpyrene and ben-zanthracene. It also contains 50 substances called cannabinoids, respiratory irritants not found in tobacco smoke.

In one study, when healthy college students smoked five marijuana cigarettes a day for two or three months, the researcher—Donald P. Tashkin, M.D.—found significant effects on lung function. Dr. Tashkin, professor of medicine at the Los Angeles School of Medicine, stressed the degree of damage that developed after a short period of marijuana smoking.

"If lung function continued to

deteriorate at the same rate that was observed during the course of the study," he said, "individuals who continued to smoke an average of five joints a day would become disabled by respiratory insufficiency in a few years."

In 1982, the U.S. surgeon general, Everett Koop, M.D., issued this alarm: "As surgeon general, I urge other physicians and professionals to advise parents and patients about the harmful effects of using marijuana." The problem of marijuana smoking, especially among young people, Dr. Koop said, justifies national concern. "I am especially concerned about the long-term developmental effects of marijuana use on children and adolescents, who are particularly vulnerable to the drug's behavioral and physiological effects," he said.

Among the damaging effects he listed: impaired short-term memory and slowed learning; impaired lung function; interference with ovulation and prenatal development. In males, marijuana smoking can interfere with sperm production and level of testosterone.

Sixteen million adults—and four million teenagers—smoke marijuana regularly. Marijuana habits begin early. A national survey showed that half of high school seniors who used marijuana regularly had first tried it by the eighth grade.

Although few studies have analyzed the long-term effects, researchers suspect that marijuana smokers—like cigarette smokers—may have an increased risk of developing long-term lung diseases such as chronic bronchitis and emphysema.

Inhaling any smoke assaults the lungs. But smoke from burning marijuana and tobacco is especially hazardous, even to healthy lungs. ■

Buy U.S. savings bonds through the Payroll Savings Plan. Donate part of your paycheck to the most deserving cause in the world—your future.

---

## Post of the Month: Kuwait

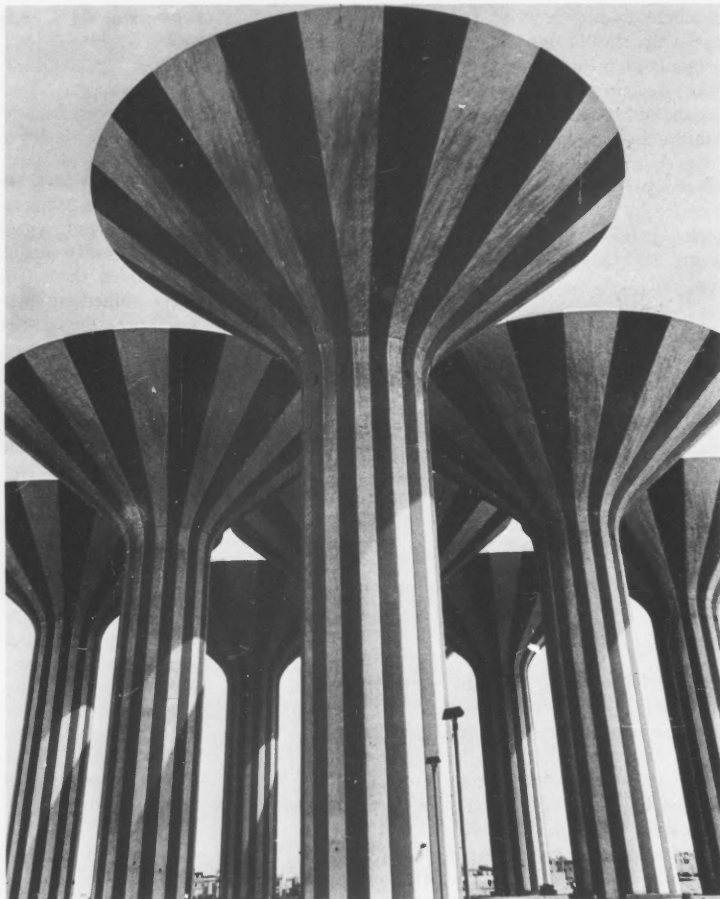
---

**T**INY KUWAIT, at the northwest corner of the Persian Gulf, is the site of a busy Foreign Service post. These photographs, taken before the recent truck bombing, are another installment in STATE's continuing series on our people overseas. (Photos by Rick Gale)

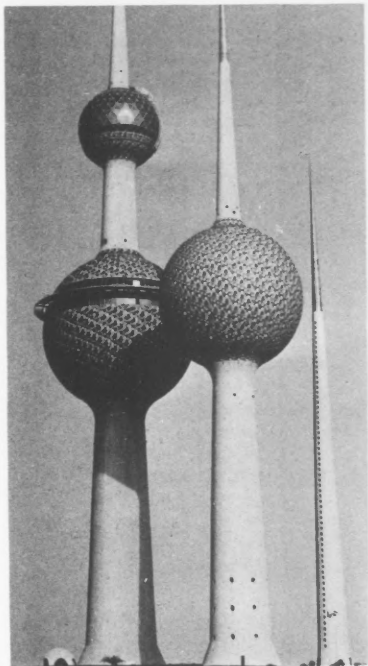
Water towers are landmarks in this desert nation.



Telecommunications specialist *Rick Gale* in native garb.



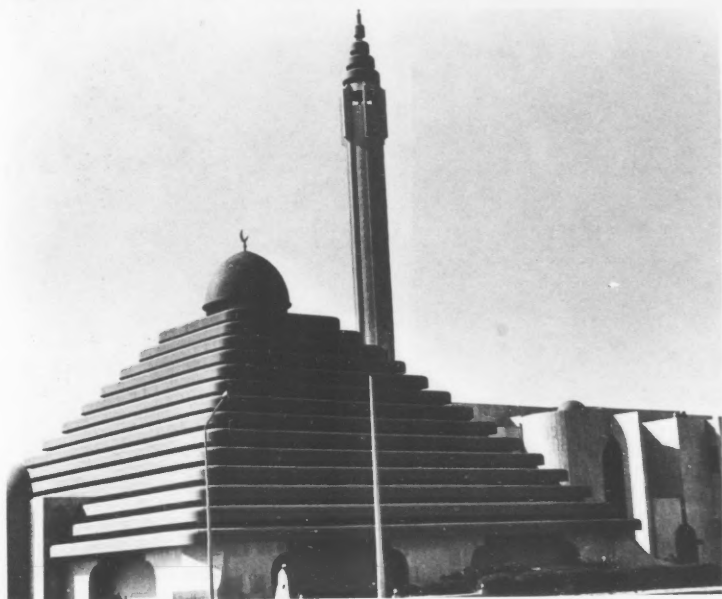
It's the Americans vs. the Brits.



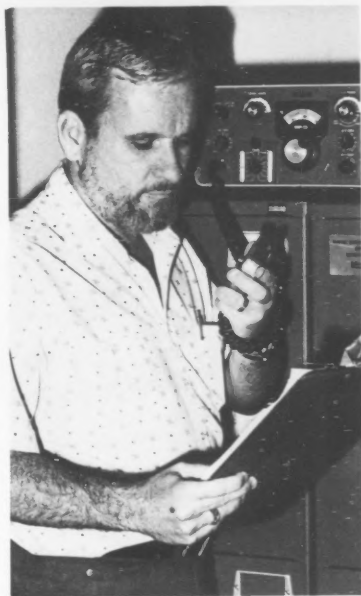
Kuwait Towers are the country's most prominent landmark.



Ridge in background, some 30 miles long, is the desert's only feature. Picnicking there on a Friday afternoon, from left: *Wayne Dillard, Bill and Katie and Pat Adams, Tresia Gale, Eric Broksas, Khan Adams.*



One of the city's modernistic mosques.



Communicator *John Farrel.*

The Kuwaiti desert.

Communicator *Wayne Dillard* with his flying saucer, some 30 miles west of the capital.



Regional security officer *Bill Adams* makes a catch, but son *Cody* isn't impressed.

Regional security officer *James Sandlin* with daughter *Jill*.



Marine Cpl. *Ron Tustin* at "Post One."



*Jeane F. Griffin, wife of the deputy chief of mission, at the local suk.*

*Budget and fiscal officer Paul Burkhardt.*



*Consular officer Stuart Brown, the tournament champion.*



*Country and western band features, from left, Tom Widenhouse, Bill Higginbotham, Gordon*

*Barnes, Wayne Dillard, Jamie Peacock, Richard Maynard.*

POST OF THE MONTH: KUWAIT

Ambassador *Francois Dickman*, before he departed from post, pitched a few while telecommunications specialist *Rich Maynard* kibitzed.

Starring in talent show are *Justin Sapp*, left, and *Brian Herzik*.



Secretary *Kay Thomas* confers with *Osama Raouf*, the post's travel specialist.



At construction project, from left: general services officer *Edward Brown*, consul *Nicholas Ricciuti*, administrative officer *Thomas Widenhouse*.



Nurse Art Broksas with patient.

Deputy chief of mission Phil Griffin with secretary Lilia Brown.



Staffers prepare for tug of war.

Economic officer James Larocco.



In budget and fiscal section, from left: George Nour, Fida Abdulkarim, Hussein Awaleh. ■



---

## Verse

---



### While you've been gone

(By a TDY widow)

*While you've been gone  
I've hardly even noticed it  
except for little things  
like not having to hunt for your coffee mug  
or listen to your grunting exercises.  
And the kid seems about the same  
except that suddenly now  
he has to have Magic Blanket to sleep with.  
No, we've hardly even noticed it  
while you've been gone.  
I put new wipers on the car  
(old ones were stolen)  
and repaired the spit-less window washer  
(a tube was detached).  
The house has been uncommonly neat  
(you would have liked it)—  
but basically  
while you've been gone  
I've hardly even noticed it.  
I paid the Visa bill  
and Stockmann's and sent off lots of orders  
—but I couldn't balance the checkbook  
(where is #126?).  
So you see,  
I hardly even noticed—  
except when I'd take out too many vitamins  
or had to wrap leftovers every night  
or couldn't face going to bed "today"  
and waited up for tomorrow. . .  
At least the tomorrow I'm waiting for now  
is the day you'll return.  
But not to worry—  
I've hardly even noticed  
that you've been gone.*

*(The above was first published in TWIN (This Week In Moscow), the U.S. embassy newsletter. The author is Nan W. Leininger, community liaison officer.) □*

---

### It pays to persevere

*Into a big pail of milk a little frog fell;  
At first, all he did was bob and yell.  
Then he started to kick, without even a mutter,  
And, at last, saved himself on an island of butter!  
The lesson to be learned from this is quite clear:*

*"When you know you're doing right, you should persevere,"  
And, to help you persist, now and then you should utter:  
"Just a few more kicks may bring the butter!"*

—GRACE CUNARD WILSON

*(The author is a 1973 disability retiree.) ■*



## 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.*

### Spouse can't 'buy' retirement credit

(G-001(3))—The grievant, a member of the Foreign Service, had married another member of the Service. Because of rules then in effect about overseas assignments of a Foreign Service couple, the grievant resigned when his spouse was assigned abroad. Fourteen years later, following adoption of a new policy toward Foreign Service couples, the grievant was reappointed to the Service.

Six years after returning to the rolls, the grievant inquired about purchasing retirement credit for the 14 years spent "in the status of forced resignation from the Foreign Service." The agency said there was no authority for purchasing such credit, whereupon, in a grievance, the employee charged that the agency had violated the policy under which it had invited him to return to the Service. The agency, citing the general three-year limit for filing a grievance, claimed the grievant should have grieved within three years of his reappointment, and therefore the grievance was invalid. The grievant appealed to the board, which noted the grievant's claim that there was no way of knowing there was a grievance until the request to purchase back credit had been rejected.

The board accepted jurisdiction and addressed the question of whether the agency had violated the terms of the reappointment when it denied the grievant the opportunity to purchase

service credits for the period of "forced resignation." The board examined joint issuances of the foreign affairs agencies, including a circular airgram and a pertinent part of the Foreign Affairs Manual. It found that the agency promised to permit former employees to apply for re-entry into the Service and to expedite the handling of their applications. The board did not find that any other promises were made to prospective reappointees.

The board also investigated whether any legislative authority exists for permitting the purchase of retirement credit in the grievant's circumstances. It found no basis for considering as creditable service the period when the grievant was not employed by the agency, and hence no basis for permitting purchase of service credit.

The grievance was denied. □

### Grievant wins, averts selection-out

(G-059(3))—The grievant received an evaluation which rated his performance as unsatisfactory, and was followed by a recommendation to a performance standards board for retirement based on relative performance (selection-out). In his grievance, the employee claimed numerous procedural errors in preparation of the evaluation, and substantive errors in the evaluation itself. He contended further that the assignment which led to the unsatisfactory rating was improper. He also claimed that the rating officer was prejudiced because of events during a previous assignment.

The grievant's agency maintained that the grieved evaluation was consistent with earlier evaluations, and that it contained no evidence of erroneous, inaccurate or falsely prejudicial statements.

The board found that the grievant had had two separate assignments (at the same post) during the rating period, and had not received a timely job description for either of them. It noted that the rating officer was aware early of differences between himself and the

employee but failed to resolve them clearly. The record showed that neither the grievant's performance nor the evaluation itself was adequately discussed with the grievant. The board found that the post review panel had refused to certify the evaluation because of certain omissions, and that the reviewing officer had not completed the actions required of him by applicable regulations. The board noted that the regulations required that special care be used in preparing evaluations which contain critical comments, but that this requirement was not met.

Because of the numerous procedural and substantive flaws, the board found the evaluation falsely prejudicial and ordered it and related documents expunged from the agency's records. □

### Security violations remain on record

(G-061(3))—The grievant was reprimanded for having received three security violation notices within six months. He grieved, claiming he was not responsible for the first two violations and requesting that those violation notices be rescinded and that the letter of reprimand be removed from the file. The grievant claimed he had received inadequate instruction in handling classified material, and that other employees had failed to alert him that he had custody of certain classified documents.

The board noted that the grievant had clearance for handling documents classified through top secret. The board consulted 5 FAM 903a. and 5 FAM 903b., which state that each employee is responsible for knowing and adhering to security regulations, and that an employee with custody of a classified document is responsible for the security of that document. After examining the evidence presented, the board found that the violations occurred as described in the respective notices, and that the agency had followed its procedures accurately in issuing the notices and in proposing disciplinary action. It found no extenuating circumstances

which would warrant reducing the penalty imposed.

The grievance was denied. □

**Retroactive promotion is ordered**

(G-063(3))—The grievant asserted that a copy of a group award for valor which was to be put into each recipient's personnel file was not placed in his file at the time. Also allegedly missing from his file was any mention that he had received a second award. Further, a part of his recent assignment history was misstated on the assignment summary document reviewed by a promotion panel. He contended these deficiencies disadvantaged him in competition for promotion and, as remedy, requested a retroactive promotion. The agency did not dispute his claim that the above stated omissions and error had occurred, but offered no explanation for them.

The board noted parallels between this grievance and *Reiner v. the United States*, a U. S. District Court case in which the court held that an agency bears "the burden of showing by a preponderance of the evidence that, even in the absence of [the agency's] administrative error, plaintiff would not have been promoted. . ." The court also held that the plaintiff initially bore the burden of showing that the agency's administrative error "was a substantial factor in [the plaintiff's] failure to be promoted. . ."

After examining the grievant's personnel file, the board found that the file described his individual actions at post in such a way as to leave no doubt about his exemplary performance, and that therefore the presence of the group award in his file would not have improved the positive impression made by the individual material in the file.

In considering the likely effect of an inaccuracy in the assignment summary, the board noted that the precepts for the promotion panel admonished its members that the summaries might not be accurate and that the panel members should depend on the body of the file

for accurate information. Because the admonition was clear and because the members had to read the entire file to complete their tasks, the board found that incorrect dates in the summary did not cause the grievant substantial harm.

Looking at the omission of the second award, the board discovered it is granted on the basis of assessments by persons other than the recipients' supervisors. Hence, its tributes are clearly additional to other comments in the personnel file. Partly for this reason, the board concluded that the award is an honor of unusual significance and that its omission from the

file was a "substantial factor" in the grievant's failure to be promoted.

Finally, the board addressed the question of whether the agency had met the Reiner test of showing by a preponderance of the evidence that inclusion of the award in the grievant's file would not have brought him a promotion. The board found that, although the agency described its procedure for assessing the grievant's claim, it did not provide the necessary "preponderance of the evidence."

The board found for the grievant and recommended a one-grade promotion, retroactive to the preceding year. ■



## Honors and Awards



PORT LOUIS, Mauritius—At safe-driving award ceremony, from left: deputy chief of mission *Leo R. Wollemborg*, *Ahmad Sawdoo*, *Maryaven Pakiry Poulle*, *Herve Faustin-Therese*, *Ahmed Boodhoo*, *Samowgon Rungen*, Ambassador *George R. Andrews*.

ISLAMABAD, Pakistan—Foreign Service nationals *Mirza M. Irtiza*, left, and *Kanwar M. Abad*, second from right, receive Superior and Meritorious Honor Awards from *Barrington King*, chargé d'affaires. *Peter B. Morrissey*, personnel officer, is at right.



SINGAPORE—Minister of health *Howe Yoon Chang* receives message of appreciation from the American consulate general in Montreal, where he assisted in translating a document. At left is Ambassador *Harry E.T. Thayer*.

SANTIAGO, Chile—At awards ceremony, from left: *Oscar Morales*, *Victoria Moya*, *Raúl Higuera*, *Luis Montenegro*, *Mónica Young*, Ambassador *James D. Theberge*, *Ana María Chaparro*, *Raúl Acevedo*, *Irma Gundermann*, *Mónica Galaz*, *Jaime Reyes*, *Ivonne Rosenblatt*. Second row: *Camilo Silva*, *Robert Frick*. ■



# Personnel: Civil Service

## Promotions

### GG-6

**Buford Jr., Robert Lee**, U.S. Mission to the United Nations

### GM-14

**Hamilton, Perry C.**, Office of the Under Secretary for Management, Executive Office

**Loines, George W.**, Communications Center

**McGuire Jr., Joseph H.**, Bureau of Personnel, Office of Civil Service Career Development and Assignments

**Molnar, Maria Del Pilar**, Office of Facilities Management and Administrative Services

### GM-15

**Nickels, David K.**, Office of Politico-Military Analysis, Strategic Forces Division

### GS-3

**Gibbs, Dreana Della**, Passport Agency, New York

**Hurley, Patricia**, Passport Agency, Philadelphia

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

**Savage, Aron Lynn**, Passport Agency, Boston

**Smith, Aimee Beth**, Office of the Comptroller, Budget and Planning

**Sutter, Rosalind**, Passport Agency, New York

### GS-4

**Chichester, Lisa M.**, Office of the Comptroller, Budget and Planning

**Culhane, Curtis C.**, Office of Facilities Management and Administrative Services

**Perez, Evangeline**, Office of Security

**Peters, Irene**, Passport Agency, Los Angeles

### GS-5

**Brown, Renee**, Bureau of Personnel, Office of Position and Pay Management

**Brown, Tywanna**, Office of Fiscal Operations



**BUREAU OF ADMINISTRATION**—Key veterans of the Publishing Services Division receive retirement plaques from their chief, *Paul Washington*, left. From right,

with their years of Government service; *Stanley Dean*, senior printing officer, 29; *Virginia Butler*, head of Distribution Services Branch, 41; *John Ellsworth*, head of

Editorial Services Branch, 31; *Albert Jackson*, liaison specialist with Government Printing Office, 38.

**Coates, Yvonne E.**, Passport Services

**Ford, Felicia Celeste**, Foreign Affairs Information Management Center

**Hewlett, Regina**, Oceans and International Environmental and Scientific Affairs, Office of Nonproliferation and Export Policy

**Johnson, Charlene M.**, Washington Financial Center

**Johnson, Kim Aurelia**, Oceans and International Environmental and Scientific Affairs, Office of Oceans and Polar Affairs

**Jones, Anthony T.**, Office of Central American Affairs

**Lisane, Danita Lynn**, Bureau of Personnel, Office of Foreign Service Career Development and Assignments

**Manley, Alberta T.**, Intelligence and Research, Office of Analysis for North Africa and Arabian Peninsula

**Maye, Evelyn C.**, Bureau of

Personnel, Office of Foreign Service Career Development and Assignments

**McClelland, Regina Kay**, Office of Facilities Management and Administrative Services

**Newman, Chantay**, Diplomatic Pouch and Courier Services

**Parker, Beverly Ann**, Passport Services

**Proctor, Victoria G.**, Passport Agency, Los Angeles

**Smith, Antoinette C.**, Passport Agency, Los Angeles

**Smith, Rachael E.**, Office of Citizens Consular Services, African Services Division

**Taylor, Vonzella Lee**, Office of Andean Affairs

**Turman, Renita J.**, Bureau of Personnel, Office of Position and Pay Management

**Williams, Belinda L.**, Politico-Military Affairs, Office of Theater Military Policy

**Williams, Lorraine**, Politico-Military Affairs, Office of Systems Analysis

### GS-6

**Carson, Sarah P.**, Office of Accounting

**Cunningham, Phyllis M.**, Near Eastern and South Asian Affairs

**Hobbs, Susan V.**, European and Canadian Affairs, Organization for Economic Cooperation and Development, European Community and Atlantic Political-Economic Affairs

**Montville, Judith A.**, Intelligence and Research

**Pollard, Barbara A.**, Intelligence and Research, Office of Analysis, China Division

**Sawyer, Doris**, Passport Services

**Tunney, Regina E.**, European and Canadian Affairs, Office of Security and Political Affairs

### GS-7

**Besson, Wanda Kay**, International Narcotics Matters

**Black, Kathryn Ella**, Passport Agency, San Francisco  
**Cornaby, John Gwyther**, Passport Agency, Seattle  
**Doneker, Kimberly Grove**, Passport Agency, Philadelphia  
**Douglas, Minda Harvey**, Passport Agency, San Francisco  
**Huth, John W.**, Passport Agency, Seattle  
**Jose, Robert W.**, Duty Officer, Operations Center  
**Kotwasinski, Ronald S.**, Passport Agency, Chicago  
**Lamplugh, Marianne E.**, Passport Agency, Philadelphia  
**Mahdavi, Rena H.**, Office of Refugee Admissions, Processing, and Training  
**Mahler, Lois E.**, Management Operations  
**Mason, Colleen P.**, Medical Services  
**McLain, Kerstin J.**, Conference on Disarmament in Europe  
**Penny, Sandra M.**, Special Programs and Liaison Staff  
**Sampson, Mary Alice**, Passport Services  
**Schneider, Yvonne R.**, International Narcotics Matters  
**Shorts, Joan A.**, Economic and Business Affairs, Office of

Trade and Commercial Affairs

**GS-8**

**Carter, Linda L.**, Financial Services  
**Chism, Karen Anne**, Bureau of Personnel, Office of Civil Service Career Development and Assignments  
**Heitkotter, Karen Rae**, Office for Combatting Terrorism  
**Houston Jr., George C.**, Communications Center  
**Johnson, Claudelle J.**, Washington Financial Center  
**Kazanowski, Eileen F.**, Office of Fiscal Operations  
**Martin, Barbara A.**, Coordinator for Public Diplomacy for Latin America and the Caribbean  
**Riddick, Gail A.**, Office of Accounting

**GS-9**

**Brown, Fitzhugh B.**, Office of the Comptroller, Budget and Planning  
**Fisher, Alice A.**, International Organization Affairs  
**Harris, Thelma Martin**, Office of the Comptroller,

Financial Operations  
**McHale III, Austin**, Office of the Comptroller, Budget and Planning  
**McKinney, Gloria T.**, Passport Agency, Washington  
**Putnam, Dawn Marie**, Office of Citizens Consular Services, East Asian and Pacific Services Division

**GS-10**

**Smith, Curtis S.**, Passport Services  
**GS-11**  
**Barrett, Ann Mary**, Passport Services  
**Giamporcaro, Jeanne M.**, Bureau of Personnel, Office of Management  
**Holliday, Carolyn P.**, Citizens Emergency Center  
**Kreisberg, Donna B.**, Passport Services

**Padgett, Gary W.**, Information Systems Office, User Support Services Staff  
**Pappas Jr., Daniel J.**, Passport Services  
**Reynolds, Mary J.**, Office of the Legal Adviser  
**Van Diepen, Vann**, Office of Politico-Military Analysis,

Strategic Forces Division

**GS-12**

**Griffin, Mary Ann**, Allowances Staff  
**Painter, David S.**, Office of the Historian, Asian Division  
**Phillips, Frances M.**, Bureau of Personnel, Office of Foreign Service Career Development and Assignments

**GS-13**

**Wolter, Mary-Carol**, Office of Facilities Management and Administrative Services

**GS-15**

**Kuzmich, Paula**, Human Rights and Humanitarian Affairs

**Appointments**

**Anderson, Cynthia Yvonne**, Office of Personnel Management  
**Baxter, Jenell Y.**, Passport Agency, Philadelphia  
**Bertles, Beverly C.**, Passport Agency, Philadelphia  
**Brushel, Wilfred S.**, Classification/Declassification Center  
**Burruss, Julia Mae**, Office of Communications, Foreign Operations  
**Carr, Judy F.**, Passport Agency, New Orleans  
**Chinsky, Ira M.**, Passport Services  
**Chowdhury, Syeda M.**, Pre-Assignment Center  
**Christian, Steven A.**, Passport Services  
**Chu, Robert Y.**, Office of the



**FOREIGN SERVICE INSTITUTE**—Newly-hired Civil Service clerical employees at a "telephone techniques" session in the Office Skills Development Center. Standing, left to right: *Jessie Colson (faculty), Debra Cheng, Dawn Harrison, David Sherrill, Susan Rogge, Christine Plunkett, Vera Searles, Walter Barnes, Linda Harrison, Curtis Culhane.* Seated: *Susan Heckman, Donna Garrett (faculty), Linda Tower.*

**PERSONNEL: CIVIL SERVICE**

Legal Adviser  
**Clark, Gerard A.**, Passport Agency, Washington  
**Cook, Stacy A.**, Passport Agency, Los Angeles  
**Cote, Norma J.**, Economic and Business Affairs  
**Crawley, Lorretta G.**, Diplomatic Pouch and Courier Services  
**Creighton, Denise A.**, Financial Operations  
**Dana, John Richard**, Passport Services  
**Davis, Jeffrey M.**, Public Affairs  
**Davis, Lynda L.**, Washington Financial Center  
**Denver, Thomas J.**, Passport Services  
**Dombalis, Constantine N.**, U.S. Mission to the United Nations  
**Dove, Priscilla Ann**, Passport Services  
**Duni, David A.**, Passport Services  
**Evon, Flora M.**, Foreign Affairs Information Management Center  
**Forcier, Gerard O.**, Classification/Declassification Center  
**Fountain, Dorothy B.**, Office of Personnel Management  
**Gardner, Pamela K.**, Office of Protocol  
**Geoghegan, Margarita Riva**, Inter-American Affairs, U.S. Mission to the Organization of American States  
**Gillespie, Bernice E.**, Office of International Conferences  
**Goldman, Janet L.**, Office of Personnel Management  
**Green, Renetta E.**, Passport Agency, New Orleans  
**Hall, Earl M.**, Passport Services  
**Harris, Candyce C.**, Passport Agency, Los Angeles  
**Hickson, Sonsiray J.**, Passport Agency, Los Angeles  
**Hinojasa, Manuel A.**, Passport Agency, Los Angeles  
**Hoffman, Michael Alan**, Passport Services  
**Holland, Dorothy Lou**, Office of Foreign Buildings  
**Holland, Michelle D.**, Pre-

Assignment Center  
**Jannino, Karen A.**, Passport Agency, Boston  
**Jeffries, Melvin Arthur**, Bureau of Personnel, Office of Recruitment, Examination and Employment  
**Jones, Cynthia D.**, Refugee Programs  
**Jones, Delores Wilma**, Passport Agency, Philadelphia  
**Jones, Richard Joseph**, Passport Agency, Boston  
**Kidane, Assefa**, Office of Fiscal Operations  
**Knauf, Kenneth W.**, Office of Security  
**Knowles, Patty M.**, Pre-Assignment Center  
**Land, Susan R.**, Foreign Affairs Information Management Center, Telecommunications Indexing Branch  
**Landis, Vivian Marie**, Office of the Ambassador at Large and Special Envoy for Central America  
**Linares, Luis A.**, Passport Services  
**Loeb Jr., Langeloth John**, U.S. Mission to the United Nations  
**Martin, Larry B.**, Passport Services  
**McCafferty, Robin M.**, Pre-Assignment Center  
**McLaughlin, Roy R.**, African Affairs  
**McNeil, Joyce M.**, Classification/Declassification Center  
**McNulty, Joseph A.**, Office of Security  
**Meyerhoff, Lyn P.**, U.S. Mission to the United Nations  
**Michel, Rex A.**, Passport Agency, San Francisco  
**Modeste, Aubert A.**, Passport Services  
**Morrissey, Patricia**, Passport Services  
**Nevins, Eugene P.**, Passport Agency, Boston  
**Nixon, Julia**, Passport Agency, Philadelphia  
**Parham, Anthony A.**, Office of Supply, Transportation and

Procurement  
**Pegues, Joselyn S.**, Office of Legislation, Regulations, and Advisory Assistance  
**Petty, Earnestine**, Passport Agency, Philadelphia  
**Posey, Robin V.**, Overseas Schools  
**Pugh, Melanie**, Office of the Legal Adviser  
**Quinones, Victor M.**, Passport Services  
**Renwick, Lynn R.**, Office of Public Communication, Correspondence Management Division  
**Sanders, Richard S.**, Passport Services  
**Schneider, Leslie**, Office of Personnel Management  
**Seegers, Leon**, Diplomatic Pouch and Courier Services  
**Shelton, Clara E.**, Economic and Business Affairs, Textiles Division  
**Slott, Julie Anne**, Bureau of Personnel, Office of Management  
**Smith, Dennis R.**, Passport Services  
**Smith, Donnell D.**, Classification/Declassification Center  
**Stoccardo, Joseph M.**, Passport Agency, Philadelphia  
**Taylor, Jeffery**, Office of Security, Domestic Operations  
**Taylor, Rosalyn R.**, Passport Agency, Philadelphia  
**Turner, Robert F.**, Congressional Relations  
**Vassar, Lori Y.**, Special Functional Problems, Assistant Legal Adviser  
**Walker, Derek**, Passport Agency, Philadelphia  
**Wanderer, Richard**, Passport Services  
**Warnecki, Mark Corwin**, Office of the Comptroller, Financial Operations  
**Weatherspoon, Kenneth R.**, Passport Services  
**Wels, Calvin Lee**, Passport Agency, Philadelphia  
**White, Kevin E.**, Office of Accounting  
**Williams, Martha O.**, Pre-Assignment Center

**Williams, Milagros G.**, Passport Services  
**Zeigler, Andrea D.**, Passport Agency, New York

**Reassignments**

**Alvarez, Jose E.**, Office of the Legal Adviser, European Affairs to Special Functional Problems  
**Cavallo, Ornella Stefanie**, Office of Energy Consumer-Country Affairs to Office of Public Communication, Correspondence Management Division  
**Delahanty, Dorothy A.**, Operations Center to Allowances Staff  
**Gold, Louise M.**, International Organization Affairs, Administrative Services to Office of Strategic Nuclear Policy  
**Hannon, Katherine E.**, Pre-Assignment Center to Office of Energy Consumer-Country Affairs  
**Herman, Verdell**, Diplomatic Pouch and Courier Services to Consular Affairs, Management and Administration  
**Holloman, Susan**, Consular Affairs, Management and Administration to Congressional Relations  
**Korcak, Elizabeth Ellen**, Office of Personnel Management to Marine Security Guards  
**Leong, Jain T.**, Communications and Planning Engineering Division to Office of Communications  
**Linton, Tanja Marie**, Pre-Assignment Center to Bureau of Personnel, Office of Recruitment, Examination and Employment  
**McAdoo, Scott D.**, Office of the Comptroller, Budget and Planning to International Narcotics Matters  
**McCormick, Lawrence**, Financial Operations, Communications and Records to Consular Affairs, Management and Administration

**Melcher, Margaret Monroe**, Foreign Service Institute to Organization for Economic Cooperation and Development, European Community and Atlantic Political-Economic Affairs

**Mickens, Henrietta D.**, Assistant Legal Adviser, Oceans, Environment and Scientific Affairs to International Organization Affairs, UN System Administration

**Minor, Antoinette S.**, Citizens Emergency Center to International Narcotics Matters

**Neuhard, Jill K.**, Consular Affairs, Management and Administration to Bureau of Personnel, Office of Civil Service Career Development and Assignments

**Rhodes, Golde A.**, Foreign Affairs Information Management Center to Office of International Conferences

**Shea, Susan Elizabeth**, Near Eastern and South Asian Affairs to Special Representative of the President

**Sinnicki, Marian Jean**, Pre-Assignment Center to Bureau of Personnel, Office of Recruitment, Examination and Employment

**Smith, Aimee Beth**, Pre-Assignment Center to Office of the Comptroller, Budget and Planning

**Stewart, William M.**, Operations Center to Office of Security Assistance and Sales

**Thomas, Tanya M.**, Overseas

Schools to Economic and Business Affairs

**Winter Jr., Jeffrey Shaw**, Bureau of Personnel, Office of Management to Diplomatic Pouch and Courier Services

**Wright, Martha Ann Graves**, Refugee Programs to Assistant Legal Adviser, Oceans, Environment and Scientific Affairs

### Resignations

**Adams, Wanda D.**, Bureau of Personnel, Office of Management

**Andrews, Doreen Ann**, Passport Agency, Boston

**Baer, Diane L.**, International Organization Affairs

**Billings, Raymond Brian**, Passport Agency, Los Angeles

**Blanks, Helen Patricia**, Passport Agency, Los Angeles

**Bracey, Glynnis A.**, Near Eastern and South Asian Affairs

**Brinkley Jr., James Lee**, African Affairs

**Brunsdale, Louise Margaret**, Office of Protocol

**Campbell, Joseph Anthony**, Passport Services

**Chambers, Jeffrey A.**, Passport Agency, Los Angeles

**Davis, Chevette Laneese**, Near Eastern and South Asian Affairs

**Davis, Lynda Lareese**, Washington Financial Center

**Dawson, Christine L.**, Oceans and International Environmental and Scientific Affairs, Fisheries Affairs

**Degerman, Rosa Aurelia**, Passport Agency, San Francisco

**Dewire, Barbara Bohnsack**, Bureau of Personnel, Office of Foreign Service Career Development and Assignments

**Dickson, Barbara Jean**, Passport Agency, Seattle

**Drischler, Alvin P.**, Congressional Relations

**Dudash, Lauren**, Oceans and International Environmental and Scientific Affairs, Office of Advanced Technology

**Dunn, Lewis A.**, Ambassador at Large, Special Adviser to the Secretary

**Easley, Jeanette**, Passport Agency, Washington

**Eppenger, Tanya Montez**, Passport Agency, Los Angeles

**Flournoy, Jeffrey W.**, Office of Legislation, Regulations, and Advisory Assistance

**Guida, Regina Angela**, Near Eastern and South Asian Affairs

**Holderby, Cinde K.**, Passport Agency, Seattle

**Jones, Toniette Patrice**, Passport Agency, Washington

**Kirby, Vanessa A.**, Office of the Comptroller, Budget and Planning

**Kitsios, Mary B.**, Passport Agency, Philadelphia

**Lange II, John Edward**, Assistant Legal Adviser, African Affairs

**Marcus, Gary**, Passport Agency, Los Angeles

**Martin, Myra A.**, Bureau of Personnel, Office of Position and Pay Management

**Platt, Paul S.**, Passport Agency, New York

**Pope, Patricia J.**, Passport Agency, New York

**Salser, Diane E.**, International Organization Affairs, Office of Technical Specialized Agencies

**Schneider, Deborah L.**, Passport Agency, Philadelphia

**Slott, Julie Anne**, Bureau of Personnel, Office of Management

**Smarr, Wanda J.**, Oceans and International Environmental and Scientific Affairs, Office of Food and Natural Resources

**Smith, Donna Marie**, European and Canadian Affairs

**Turner, Shirley**, Passport Agency, New York

**Whitfield Jr., Vernard Lee**, Passport Agency, Washington

**Whitfield, Liza Blaine**, Passport Agency, San Francisco

### Retirements

**Berman, Beatrice**, Passport Services

**Chandler, William A.**, Foreign Affairs Information Management Center

**Cossard, Monique J.**, Foreign Service Institute

**Dasey, Olive T.**, Passport Agency, Boston

**Ebinger, Mary M.**, Passport Agency, San Francisco

**Eszenyi, Eva J.**, Foreign Service Institute

**Hall, Nellie W.**, Office for Combatting Terrorism

**Jackson Jr., Albert G.**, Foreign Affairs Information Management Center

**Kotzem, Helen M.**, Foreign Service Institute

**Lanza, Francisco M.**, Office of Facilities Management and Administrative Services

**Mudd, George P.**, Office of Performance Evaluation

**Scheel, Eileen M.**, Office of Small and Disadvantaged Business Utilization

**Smith, James M.**, Foreign Affairs Information Management Center

**Stevick, Earl W.**, Foreign Service Institute

**Zern, Jeanne E.**, Foreign Service Institute ■

### Flexitime

Final regulations on alternative work schedules have been issued by the U.S. Office of Personnel Management. They provide direction to agencies for administration of flexitime. The text is available in the Office of Civil Service Career Development and Assignments, Room 2429, New State. □

Buy U.S. savings bonds and feel proud.

### Religious days

Proposed regulations on adjustment of work schedules for religious observances have been issued by the U.S. Office of Personnel Management. The text is available in the Office of Civil Service Career Development and Assignments, Room 2429, New State. □

## Personnel: Foreign Service

### Appointments

**Agnew, Elizabeth Jamieson**, Training Complement  
**Anto, Phillip Lee**, Training Complement  
**Beard, Robin L.**, NATO  
**Beer, Richard C.**, Training Complement  
**Bigus, James R.**, Training Complement  
**Blais, Mark L.**, Athens  
**Bodle, Michael E.**, Office of the Inspector General  
**Bonilla-Newman, Victor J.**, Office of the Under Secretary for Political Affairs  
**Brennan, Edward T.**, Office of the Inspector General  
**Chakrawarti, Arjun Rex**, Training Complement  
**Chern, Kenneth Stephen**, Training Complement  
**Clarkson, John Christopher**, Training Complement  
**Cook, Ross S.**, Lagos  
**Cusick, Anne Kathryn**, Training Complement  
**Daly, Mary Elizabeth**, Training Complement  
**Dennett, Garland Laurence**, Training Complement  
**Deuth, Ronald James**, Training Complement  
**Dolce, Robert Anthony**, Training Complement  
**Doty, Boyd Raymond**, Training Complement  
**Drouin, Philip Raymond**, Training Complement  
**Elbinger, Lewis Keith**, Training Complement  
**Fields, Odie Nelson**, Foreign Service Institute, Language & Training  
**Flynn, Daniel A.**, Caracas  
**Fuller, Carol S.**, Training Complement  
**Fulton, David Wayne**, Training Complement  
**Galanos Jr., Leon G.**, Communications and Planning Engineering  
**Gordon, Diane G.**, Santiago  
**Gouldmann, Peter Michael**, Communications, Maintenance and Logistics Division  
**Gray, James B.**, Training

Complement  
**Hansen, Lynn Marvin**, U.S. Arms Control and Disarmament Agency  
**Hayes, Mary Elizabeth**, Training Complement  
**Huang, Kang S.**, Bureau of Personnel  
**Hunter, Sandra K.**, Caracas  
**Hyland, Jason P.**, Training Complement  
**Johnson, Nancy C.**, Training Complement  
**Larson, Christopher John**, Training Complement  
**Lee, Hon K.**, East Asian and Pacific Affairs  
**Lee, Vicki Y.**, East Asian and Pacific Affairs  
**Levine, Steven P.**, Foreign Service Institute, Language Training  
**Lowell, John Arthur**, Training Complement  
**Mack, Harry L.**, Athens  
**Markin, John D.**, Office of the Inspector General  
**Mazel, Louis**, Training Complement  
**Meyer, Ann L.**, La Paz  
**Morgan, Richard H.**, Training Complement  
**O'Grady, Daniel J.**, Training Complement  
**Patonai, Richard R.**, Office of Communications, Maintenance and Logistics Division  
**Phillips, James A.**, Training Complement  
**Pina, Jeannette C.**, Training Complement  
**Richhart Jr., Raymond D.**, Training Complement  
**Ruby, Barry L.**, Canberra  
**Schroeder, Anita G.**, Training Complement  
**Sherman, William C.**, East Asian and Pacific Affairs  
**Stephenson Jr., Richard M.**, Training Complement  
**Turak, Jonathan S.**, Training Complement  
**Tyler, David A.**, Training Complement  
**Vann, Stephen A.**, Training Complement  
**Watson III, Samuel R.**, Training Complement

**Weber, Janet M.**, Training Complement  
**Witt, Mary H.**, Training Complement  
**Zuehlke, Robert B.**, Training Complement

### Transfers

**Adamson, Jerry L.**, Greece to Office of Communications  
**Amori, Albert J.**, Nicaragua to Inter-American Affairs  
**Angell, Wanda K.**, Venezuela to Inter-American Affairs  
**Atcherson, Larry H.**, United Kingdom to Nassau  
**Baker, Dorothy E.**, Iceland to European and Canadian Affairs  
**Baranowski Jr., Stanley**, Uruguay to Office of Communications, Maintenance and Logistics Division  
**Barcas, John A.**, Economic and Business Affairs to Bureau of Personnel  
**Barnes, James J.**, Germany to Khartoum  
**Barrett, William D.**, France to European and Canadian Affairs  
**Bennett, John D.**, Togo to Ndjamena  
**Biolsi, George W.**, East Asian and Pacific Affairs to Seoul  
**Boshoven, Nancy**, Bureau of Management to African Affairs  
**Brawn, Edwin L.**, Office of the Coordinator, Office Management Information Systems to Foreign Service Institute  
**Brock, Leslie E.**, Bolivia to Nairobi  
**Brown, Carroll**, Germany to Canadian Affairs  
**Burgstaller, Cynthia J.**, Caracas to Inter-American Affairs  
**Bush Jr., William C.**, Pakistan to Office of Communications, Maintenance and Logistics Division  
**Butler, Frances E.**, Singapore to East Asian and Pacific Affairs  
**Butler, Michael**, European and Canadian Affairs to Office of the Undersecretary for Political Affairs  
**Callnan, Gwendolyn L.**, Bahamas to Manila  
**Carter III, Phillip**, Mexico to Winnipeg  
**Carty, Lisa A.**, Singapore to East Asian and Pacific Affairs  
**Cline, Mary E.**, Panama to Secretariat Staff  
**Coffey, Steven James**, European and Canadian Affairs to Office of Theater Military Policy  
**Corbett, William G.**, Korea to East Asian and Pacific Affairs  
**Corcoran, Patricia M.**, Policy Planning Staff to Public Diplomacy for Latin America and the Caribbean  
**Covington, Ann**, Foreign Service Institute, Language Training to Bucharest  
**Covington, Philip Stanhope**, Foreign Service Institute, Language Training to Bucharest  
**Cretz, Gene A.**, Pakistan to Operations Center  
**Davis, Gwendolyn**, Cuba to UNESCO Paris  
**Davis, Suzanne M.**, Austria to Baghdad  
**Dawson, Susana C.**, France to European and Canadian Affairs  
**Dilisio, Vilma Mae**, Inter-American Affairs to Bureau of Personnel, Office of Foreign Service Career Development and Assignments  
**Dinger, John R.**, Foreign Service Institute, University Training to Special Assistant to the Secretary and Coordinator of International Labor Affairs  
**Donnelly, Eileen M.**, Near Eastern and South Asian Affairs to Bureau of Personnel, Office of Foreign Service Career Development and Assignments  
**Duggan, Linda B.**, Bureau of Personnel to Consular Affairs  
**Dwyer, Richard A.**, Bureau of



**Transfer Tremors . . . . . by ebp**

I was almost transferred to ENGLAND, but while I was with this bLOND ON a date, I decided Scandinavia was more appealing.

I was almost transferred to TURKEY but, being

of Spanish origin, I HAD A NATural desire to go to South America.

I was almost transferred to UGANDA, but at summer KAMP A LAD my son met convinced us not to go.

Personnel to Inter-American Affairs  
**Estes, Nancy Lee**, Nigeria to Paris  
**Evans, Catherine H.**, Sweden to Beirut  
**Friedheim, Daniel Volmer**, Training Complement to Monterey  
**Galassi, Priscilla**, East Asian and Pacific Affairs to Conference on Disarmament in Europe  
**Gartin, John L.**, Turkey to European and Canadian Affairs  
**Gehring, Robert A.**, Bolivia to San Jose  
**Glenn, James Hogan**, Moscow to Lisbon  
**Goldberger, David J.**, Mexico to Melbourne  
**Green, Nick**, United Kingdom to Lagos  
**Greenfield, Walter**, Guinea to Office of the Inspector General  
**Gundersen, Jon**, Office of the United Nations Political and Multilateral Affairs to Politico-Military Affairs  
**Hahn, Nick**, Athens to Guayaquil  
**Hall, Florence J.**, Kuwait to Santiago  
**Hanser, Kathleen M.**, Philippine Affairs to Office of the Secretary  
**Harris, David W.**, Nigeria to Office of Communications  
**Hennemeyer, Robert T.**, Bureau of Management to Bureau of Personnel  
**Hofmann, Karl**, Training

Complement to Kingston  
**Holloman, Ann Elizabeth**, Austria to Bureau of Personnel, Office of Foreign Service Career Development and Assignments  
**Holmberg, Sandra K.**, Medical Services to European and Canadian Affairs  
**Hough, Arthur B.**, Jamaica to Inter-American Affairs  
**Huff, Richard**, Training Complement to Frankfurt  
**Humphrey, Sandra Nelson**, Bureau of Personnel, Office of Foreign Service Career Development and Assignments to Office of Public and Diplomatic Liaison  
**Huseman Jr., Charles P.**, Lome to Bonn  
**Huss, Loretta A.**, Burma to Office of Communications  
**Hutchings, Alan J.**, Mogadishu to African Affairs  
**Jensen, James C.**, Syria to Office of Communications  
**Jeter, Roderick M.**, Peru to Office of Communications  
**Johnson, Cassius C.**, Foreign Service Institute to Operations Center  
**Johnson, Rodney Charles**, Medical Services to Mexico  
**Kahn, Claire A.**, African Affairs to Lome  
**Kahn, Leon E.**, African Affairs to Lome  
**Kamer, Helen L.**, Egypt to Near Eastern and South Asian Affairs  
**Kile, Robert L.**, Mexico to Inter-American Affairs

**Knickmeyer, Robert H.**, Economic and Business Affairs, Office of International Energy and Resources Policy, Energy Producer-Country Affairs to Near Eastern and South Asian Affairs, Economic Adviser  
**Kompa, Marianne**, Denmark to Quito  
**Kramer, Elizabeth A.**, European and Canadian Affairs to Medical Services  
**Lassiter, James H.**, Singapore to U.S. Mission Geneva  
**Lebourgeois, Julien**, Sweden to European and Canadian Affairs  
**Liebowitz, Alexander T.**, Politico-Military Affairs to Office of United Nations Political and Multilateral Affairs  
**Lincoln, Bonnie Mae**, El Salvador to Economic and Business Affairs  
**Lyons, Lynn Hacking**, Bureau of Personnel to Office of Protocol  
**Macuk, Jacqueline M.**, Indonesia to St. Georges  
**Malpass, Hanson R.**, Bureau of Personnel, Office of Foreign Service Career Development and Assignments to Foreign Service Institute, Language Training  
**McCready, L. Joan**, Office of the Secretary to International Narcotics Matters  
**McHugh, Scott E.**, Office of Security, Secretary's Detail to Office of Security, Command Center  
**Miller, Darlis L.**, Kenya to Monrovia  
**Miller, Johnnie Mary**, European and Canadian Affairs to Tel Aviv  
**Mims, William C.**, Economic and Business Affairs to Bureau of Personnel  
**Mitchell, George R.**, France to Office of Security  
**Nelson, James C.**, Canadian Affairs to Munich  
**Neuser, David C.**, Saudi Arabia to Bridgetown

**Nevera, Ivonna**, Office of the Secretary to Intelligence and Research  
**Nugnes, Paul R.**, Kenya to Office of Communications, Foreign Operations  
**O'Neal, Molly L.**, Canada to Office of the Secretary, Operations Center  
**Pierce, Roger Dwayne**, India to Caribbean Affairs  
**Priestley Jr., Alfred L.**, Venezuela to Lisbon  
**Ratkiewicz, John William**, European and Canadian Affairs to Moscow  
**Reeves, Wendell F.**, France to Kingston  
**Reich, Thomas G.**, Philippines to Edinburgh  
**Richardson, Cecil S.**, Peru to Inter-American Affairs  
**Rische, Vicki**, Guatemala to Bonn  
**Rundell, David H.**, Bahrain to Riyadh  
**Ruth, Josef Karl**, Training Complement to Mexico  
**Savery, James H.**, Bureau of Personnel to Near Eastern and South Asian Affairs, Economic Adviser  
**Schlaikjer, Stephen A.**, Foreign Service Institute to East Asian and Pacific Affairs  
**Shoffner, Ethel G.**, Italy to Nairobi  
**Silliman Jr., Robert G.**, Korea to Manila  
**Smith, Cynthia G.**, Office of the Secretary, Operations Center to European and Canadian Affairs  
**Stegelman, Ingrid M.**, Consular Affairs to Brasilia  
**Steinmetz, John P.**, Bureau of Personnel to Foreign Service Institute, Language Training  
**Swihart Jr., James W.**, Central European Affairs to Zagreb  
**Taylor, Lisa N.**, East Asian and Pacific Affairs to Paris  
**Torres, Hector Federico**, Office of Communications, Maintenance and Logistics Division to Karachi  
**Tracey, Margaret**, Turkey to Kingston  
**Tremblay, Donald R.**, New

Zealand to Toronto  
**Trotter, Charles D.**, Economic and Business Affairs, Trade and Commercial Affairs to Dhahran  
**Turner, Pauline E.**, Zaire to Moscow  
**Velarde, Margaret E.**, Hungary to Rangoon  
**Washington, Marjorie**, Philippines to East Asian and Pacific Affairs  
**Watson, Edward L.**, Mexico to Kinshasa  
**Weber, Walter A.**, Office of the Legal Adviser to Bureau of Personnel  
**Williams Jr., Langdon P.**, Inter-American Affairs to Foreign Service Institute  
**Williams, Terrence L.**, East Asian and Pacific Affairs to Beijing  
**Wilson, Robert D.**, Burundi to Manila  
**Winn, David M.**, Senegal to Beirut  
**Wohlers, Laurence D.**, Foreign Service Institute, Language Training to Osaka-Kobe  
**Wolfe, Stanley J.**, Nigeria to Abidjan  
**Woodward, Donald R.**, Inter-American Affairs to Foreign Service Institute  
**Yohn, Michael Van Breda**, International Narcotics Matters to Inter-American Affairs  
**Young, James E.**, Office of the Comptroller, Budget and Planning to Inter-American Affairs  
**Zaelit, Lucille**, United Kingdom to European and Canadian Affairs  
**Zimerowski, Henry C.**, Intelligence and Research, Office of Analysis for Northern and Central Europe to Visa Services  
**Zimmerman, Robert E.**, Dhaka to Algiers

### Resignations

**Aulds, Susan I.**, Bureau of Personnel  
**Colon, Raymond L.**, Bureau of Personnel

**Hearne, Chuck**, Conakry  
**Ladd, Monica**, Santiago  
**Morris, Robert L.**, Georgetown  
**Patton, Patricia C.**, Bureau of Personnel, Office of Foreign Service Career Development and Assignments  
**Quandt, Peter A.**, Economic and Business Affairs, Office of Food Policy and Programs

### Retirements

**Anderson, Sidney D.**, Office of Supply, Transportation and Procurement  
**Bahti, James H.**, Near Eastern and South Asian Affairs  
**Blain, Oscar L.**, Bissau  
**Brushel, Wilfred S.**, Classification/Declassification Center  
**Butler, Virginia S.**, Foreign Affairs Information Management Center  
**Coleman, Richard G.**, Rangoon  
**Coriden Jr., Guy E.**, Management Operations  
**Crain, Ralph R.**, Office of Communications  
**Critzer, Martha Ann**, Medical Services  
**Dean, Stanley C.**, Foreign Affairs Information Management Center  
**Delgrosso, Antonio N.**, Kingston  
**Drakoulis, Mary**, Foreign Affairs Information Management Center  
**Ellsworth, John F.**, Foreign Affairs Information Management Center  
**Forcier, Gerard O.**, Classification/Declassification Center  
**Friedman, Abraham S.**, Oceans and International Environmental and Scientific Affairs  
**Gibson, Robert H.**, Inter-American Affairs  
**Gillespie, Bernice E.**, Office of International Conferences  
**Griffin, Donald R.**, Seoul  
**Hayden Jr., Walter A.**, Bureau of Personnel  
**Holm, Craig Granniss**, Management Operations  
**Humborg, Kenneth C.**, Office of Munitions Control  
**Jelley, Robert E.**, Commerce Department  
**Johnson, Dolly Ann**, Bureau of Personnel, Office of Position and Pay Management  
**Kellogg, David L.**, Office of Communications, Maintenance and Logistics Division  
**Kilpatrick, Richard N.**, Canberra  
**Kuprevic, Olga**, Bureau of Personnel, Office of Foreign Service Career Development and Assignments  
**Lawton, Frederick H.**, Bureau of Personnel, Office of Recruitment, Examination and Employment  
**Luchesa, Richard H.**, Toronto  
**Maffett, Mary Ann**, Bureau of Personnel, Office of Foreign Service Career Development and Assignments  
**Marty, Gus N.**, Special Programs and Liaison Staff  
**McLaughlin, Roy R.**, Kuala Lumpur  
**Miles, Joseph C.**, Brasilia  
**Moore, Robert W.**, Other Agency  
**Mukai, Tom**, Beijing  
**Nordstrom, Janet A.**, Policy Planning Staff  
**O'Shea, Nadia**, Leningrad  
**Pelton, Eleanor R.**, Intelligence and Research, Office of Analysis for South Asia  
**Pentecost, Jarvis P.**, Office of Security, Evaluations Division  
**Picard, Chester A.**, Communications Center  
**Pitman, Chalmer E.**, Pretoria  
**Rau, Donald E.**, Special Programs and Liaison Staff  
**Rawls, Nancy V.**, African Affairs  
**Roa, Josie L.**, Office of Public and Diplomatic Liaison  
**Sakamoto, Sunao**, Port of Spain  
**Sutton, Aleen B.**, Overseas Schools  
**Tepas, Lois E.**, Rangoon  
**Varros, George Peter**, Office of Security, Evaluations Division  
**Young, Robert A.**, Information

Systems Offices □

### Foreign Service nominations

The Senate has received the following nominations:  
 Appointment as FSO-2, consular officer and secretary  
**Manuel F. Acosta**  
 Appointment as FSO-3, consular officer and secretary  
**Alfreda Elizabeth Meyers**  
 Appointment as FSO-4 consular officers and secretaries  
**Vivienne Zoë Ascher**  
**Holly Hamacheck Ashby**  
**Elizabeth Pritchard Barr**  
**John L. Berntsen**  
**Michael Anthony Butler**  
**Karen Ruth Clark**  
**Margaret E. Colvin**  
**Robert William Dry**  
**William D. Fleming**  
**Jane Leahy Miller Floyd**  
**Stephen Reid Fox**  
**James Jay Hamilton**  
**William Thomas Harris Jr.**  
**Robert B. Houston III**  
**Kristie Anne Kenney**  
**Anne M. Koenig**  
**Robert Lawrence Lane**  
**Edward Alex Lee**  
**Robert L. Luaces**  
**Donnie Paul Minyard**  
**Anthony C. Newton**  
**Kenneth Morgan Peoples**  
**Constance Ann Philpot**  
**David R. Ramos**  
**Charles E. Robertson III**  
**Camille Elizabeth Sailer**  
**Fabio Marino Saturni**  
**Marc J. Sievers**  
**Bernarr L. Stadius**  
**Jacques Stanitz III**  
**Judith Anne Strotz**  
**Eleanor Bly Sutter**  
**Nadia Tongour**  
**A. Daniel Weygandt**  
**Alejandro Daniel Wolff**  
 Members of the Foreign Service of State and Commerce to be consular officers and/or secretaries  
*Consular officers and secretaries*  
**Elizabeth Jamieson Agnew**  
**Paul A. Albers**  
**Phillip Lee Anto**  
**Lee P. Arellano**

Richard Charles Beer  
James Bigus  
Richard E. Blee  
Juliana I. Bray  
Charles C. Burgess  
Kevin A. Callahan  
John J. Carroll  
Arjun Rex Chakrawarti  
Mark D. Cheng  
Martha Cheng  
Kenneth Stephen Chern  
Edith C. Clark  
John C. Clarkson  
Judith M. Cline  
Anne Kathryn Cusick  
Mary Elizabeth Daly  
Garland L. Dennett  
Ronald James Deutch  
Joseph L. Dodds  
Robert Anthony Dolce  
Boyd Raymond Doty  
Jonathan C. Downs  
Philip Raymond Drouin  
Lewis Keith Elbinger  
Stanley T. Enga  
David P. Ewing  
Carol S. Fuller  
David W. Fulton  
Keith Gainey  
Stephen A. Good  
James Bingham Gray  
Mary Elizabeth Hayes  
Craig A. Hoepfl  
John S. Holt  
David P. Hunt  
Jason Hyland  
Nancy C. Johnson  
Randall D. Johnson  
William Kelly Joyce Jr.  
Hyong-Bum Kim  
Ann P. Lambert  
Christopher Larson  
Robert J. Lavey  
Ruth Gillian Leavitt  
Steven P. Levine  
Elizabeth J. Lewandowski  
John Arthur Lowell  
Robert E. Mattingly  
Louis Mazel  
Elizabeth A. McIntyre  
Glen B. Miller  
Bryan M. Mills  
Maria E. Morales  
Richard Howell Morgan  
Nancy J. Norem  
Daniel John O'Grady  
Richard Para  
Paul C. Payne  
James Allison Phillips

Jeannette Cohn Piña  
Susan M. Ratliff  
Raymond Douglas Richhart Jr.  
Earl M. Rickerson  
John W. Roberts  
Debra S. Sands  
Anita G. Schroeder  
Eric K. Sletten  
Eugenia M. Smith  
Fred L. Smith  
Gary C. Stansbury  
Richard M. Stephenson Jr.  
Margaret E. Straub  
McKim Symington Jr.  
Marianne Toner  
Thaddeus W. Troy  
Scott W. Tschirgi  
Jonathan Standen Turak  
David Andrew Tyler  
Stephen Andrew Vann  
Jeanne R. Vertefeuille  
John H. Walbridge Jr.  
Samuel Robert Watson III  
Janet M. Weber  
Joseph W. Wippl  
Mary Hillers Witt  
Steven H. Zaveloff  
Robert B. Zuehlke

#### *Consular officers*

Travis A. Finley  
Joseph J. Hazewski  
Annette J. Moore  
Raymond M. Nowakowski  
*Secretaries*  
John Robert Crook  
Robert F. Grealy  
Carol A. Murray Kim  
Gregory D. Stoloff  
John R. Thomson □

### **Career candidates: programs explained**

The Foreign Service Act of 1980 mandates a probationary period under limited appointments for career Foreign Service officer and specialist candidates. The act also specifies that these limited appointments may not be extended or renewed beyond five years, and their expiration or termination is not a grievance within the purview of the act. Recent court decisions have further determined that the Foreign Service Grievance Board cannot stay by interim order the expiration or termina-

tion of such limited appointments while grievances on other grounds are being investigated by the board.

It is, therefore, important that each career candidate understands how the career candidate programs are designed to provide a fair test of potential for a lifetime career in the Foreign Service.

#### **Not 'gauntlets'**

The programs are not competitive gauntlets for either officer or specialist candidates. Selection for entry into either program is a rigorous screening process, represents a considerable investment of public funds, and fulfills existing Service personnel requirements. Success in tenuring is anticipated for most candidates, and would be welcome for all as an admittedly unlikely confirmation of the perfect validity of the selection process. The Commissioning and Tenure Board reviews each officer candidate. The sole criterion for a possible commissioning decision will be the officer candidate's demonstrated potential, assuming normal growth and career development, to serve effectively as a Foreign Service officer over a normal career space, reaching up to and including Class FS-1. The Specialist Tenuring Board reviews each specialist candidate. The sole criterion for a positive tenuring decision will be the specialist candidate's demonstrated ability to perform satisfactorily in the occupational category in which the candidate is serving, and the potential, assuming normal growth and career development, to serve effectively in the Foreign Service at higher levels, with greater responsibilities in the specialist's occupational category.

This tenuring review, however, is only the final element in either the Foreign

Service officer career candidate program or the Foreign Service specialist career candidate program. The program also includes a comprehensive framework of appropriate training, assignment, counseling and evaluation, intended to enable candidates to demonstrate through on-the-job experience, and in the shortest time practicable, whether they have the career potential the tenuring boards seek.

#### **Responsible office**

The Office of Foreign Service Career Development and Assignments is responsible for the assignment and training of career officer candidates. Its Junior Officer Division seeks, to the extent possible, to provide career candidates with experience in at least two of the four functional cones (administration, consular, economic/commercial and political affairs) at two different posts, at least one of which should be abroad. Within this overall objective, each junior officer candidate must serve in consular work overseas for a minimum of one year, and should serve at least one year in his/her functional field of appointment. In assigning mid-level candidates, the office will seek to provide in-cone assignments within the first three years in two different postings, at least one of which is overseas. It should be emphasized, however, that no candidate is disqualified by the tenuring boards because he or she did not have the optimum mix of assignments. The office will also ensure that all officer candidates receive the necessary prior training, including language training, to perform effectively in their assignments. If any career candidate believes that any facet of the assignment and training program may be hampering his/her ability to demonstrate potential for a

Foreign Service career, the candidate is urged to discuss the issue with his/her career counselor in the office.

Specialist candidates will be assigned exclusively to positions in their occupational specialty during their initial limited appointments. These positions may be within the United States or overseas, depending on the needs of the Service. Foreign Service secretaries generally serve their first two assignments overseas.

#### Others responsible

Responsibility for assigning supervisory duties over career officer candidates, and for ensuring that they receive effective on-the-job training and proper counseling and evaluation, falls on the deputy chief of mission or principal officer abroad, or on the appropriate deputy assistant secretary or equivalent-rank officer in Washington. Although in large organizations these officers may designate an appropriate counselor or office director to oversee the activities of officer candidates, they should continue to assure personally that these activities are effectively administered, and should remain available to the officer candidates for consultation as needed. If officer candidates believe that they are not being utilized in a way that permits them to demonstrate that they can be expected to perform well—given normal development—up through the rank of FO-1, they should have recourse to these consultation opportunities. Officer candidates should raise with their career counselors any supervisor failure to respond to such requests for counseling. Evaluation is the crucial element in the career candidate program.

It is designed to supply the tenuring boards with adequate information by which to

determine a candidate's fitness for a Foreign Service career. Unless performance of assigned duties by the career candidate is unsatisfactory, the major thrust of evaluation reports of officer candidates should be upon long-term potential, growth capacity and adaptability to the discipline and rigors of Foreign Service duties. Junior officer candidates should be counseled at least twice at 120-day intervals during the annual rating period, and no less than once during assignments of less than one year, on their performance and needs for growth, self-development and improvement. Solely as a counseling device and not for inclusion in the performance file, the rating supervisor should prepare a draft evaluation report on junior officers on at least one occasion and present it to the candidate for discussion. In the case of mid-level officer candidates, performance should be reviewed at least twice a year during the annual rating period. At such times, supervisors should discuss the candidates' strengths and weaknesses, and ways to improve their performance, enhance their professional development and increase their opportunities for advancement. Additionally, the supervisor should fully and frankly discuss the contents of the evaluation report with the mid-level officer candidates.

#### For specialists

In the case of specialist candidates, their supervisory rating and reviewing officers are responsible for the development of work-related skills through on-the-job experience. New-hire communicators must have a minimum of two years' experience from date of appointment before tenuring. Post administrative officers overseas and bureau executive directors in the Department are responsible for the effective

supervision and performance appraisals of specialist career candidates.

Career candidates should understand that existing regulations mandate these periodic counseling sessions to ensure a fair test of performance potential. If not voluntarily offered by supervisors, officer and specialist candidates should solicit them. It is far better, whenever possible, to correct performance deficiencies before they become part of the evaluation record. The evaluation report itself permits the officer ample opportunity to comment on criticism.

#### Grievance grounds

While career candidates may not grieve the expiration or termination of their limited appointments, they are in no way precluded from grieving about other matters of concern, such as evaluation reports. Where such grievances have been determined to be meritorious, the Secretary may determine that the grievant has not had a full and fair period in which to achieve tenure, and that an extraordinary relief is the proper remedy (i.e., a new limited appointment of sufficient duration to assure each career candidate has the

same fair period in which he or she must be tenured). Likewise, the Department believes the Foreign Service Grievance Board can recommend such a remedy when it finds merit in cases presented to it.

While the career candidate programs do not guarantee every career candidate tenure, they do provide a fair test of career potential. Candidates should seek continuous application of the programs during their probationary period. Grievances delayed until the end of the probationary periods are no substitute. □

### Meritorious step increases

The following employees were recommended by the 1983 selection boards for meritorious step increases:

Adair, Marshall P.  
Adesso, Elena G.  
Aherne, Richard W.  
Akahloun, Eleanor L.  
Alley, James J.  
Andre II, John H.  
Armbruster, Susan A.  
Ashley, Rachel Christine  
Austin Jr., Robert D.  
Balabanis, G. Paul  
Baque, William R.  
Barron, Thomas F.  
Bartlett, Samuel B.  
Beckham, Robert W.  
Beltz, David P.  
Ben-Aida, Suzanne  
Benzinger, Robert A.  
Berckman, Gypsie C.  
Berube, Elizabeth J.  
Bevacqua, Carmen F.  
Bevis, Jimmy L.  
Blair Jr., Jack A.  
Boehm Jr., John C.  
Bostick, Ronald E.  
Boulware, Mark M.  
Bowman, Francine L.  
Bradrick, Maxine J.  
Brainard, Alfred P.  
Brandt, Frederick C.  
Bridgewater Jr., Irvin L.  
Bridgewater, Pamela  
Brooks, Barbara A.  
Brown, Richard C.  
Byrnn, Edward

### Library Services

Location: Room 3239.

Collection: 680,000 volumes, 1,100 periodical titles.

#### Services:

- Loan of books, periodicals, Government documents, maps.
- Locating, borrowing items from other libraries.
- Assistance in finding information (legal, statistical, historical, biographical, geographical, etc.).
- Automated retrieval of information relating to foreign affairs.
- Daily newspapers (back issues on microfilm).

Buche, John A.  
 Bunton, Cynthia R.  
 Burkhart, Robert L.  
 Butenis, Patricia A.  
 Butler, James L.  
 Calisti, Calisto  
 Carter, Susan S.  
 Casse, Geraldine M.  
 Channel, John W. S.  
 Chard, Kenneth W.  
 Chrismon, Alan C.  
 Christensen, David P. N.  
 Clawson, Daisy L.  
 Coffey, Steven James  
 Coffin, Marjorie  
 Coldren, Lee O.  
 Collier, Charlotte A.  
 Collias, John G.  
 Comras, Victor D.  
 Cooley, Alford W.  
 Covey, James P.  
 Cramer, Jeannene J.  
 Crane Jr., William H.  
 Crosher, Frederick  
 Davidson, William C.  
 De Brosse, Ronald P.  
 De Graffenreid, William L.  
 Delgrosso, Antonio N.  
 Dietz, Claudette L.  
 Dillard, Diane  
 Dittmer, Clark M.  
 Dixon, John McCance  
 Dlouhy, David B.  
 Dorris, C. Eugene  
 Drotos, John Joseph  
 Durbin, John F.  
 Eaton, William A.  
 Ehrnman, Robert Bruce  
 Einik, M. Michael  
 Elliott, Carlyn J.  
 Elliott, Mary A.  
 English, Charles Lewis  
 English, Franklin D.  
 Eskin, Otho E.  
 Farrell, James F.  
 Ferrari, Madeline M.  
 Fishman, Rosalind  
 Floyd, Carroll L.  
 Flynn, Kay M.  
 Ford, John S.  
 Fountain, Timothy W.  
 Furey Jr., Thomas P.  
 Garrett, Donna H.  
 Garrison, Mary Lee K.  
 Gaston, Elizabeth M. A.  
 Gaynor, Barbara A.  
 Getze, Richard J.  
 Glenn, James Hogan  
 Gossett, Asie  
 Greentree, Todd R.  
 Griffiths, Barbara J.  
 Grimes, John O.  
 Grimes, Richard D.  
 Grimste, Robert T.  
 Grizzard, Emily A.  
 Gross, Howard R.  
 Hablas, John P.  
 Hackworth, Amy E.  
 Hagopian, Floyd H.  
 Halpin, Dennis P.  
 Harrick, Barbara J.  
 Hartgen, Judith Ann  
 Hatala, Stella G.  
 Hayward, Martha M.  
 Hecht, Dorothy Jean  
 Heerlein, E. Arlyne  
 Heidel, Lewis J.  
 Helmer, Colin S.  
 Henderson Jr., Hale S.  
 Hendrix, R. Phillip  
 Herrmann, George S.  
 Higgins, Richard J.  
 Hines, Richard B.  
 Holguin, Raul  
 Holliday, Robert W.  
 Holmes, Alice J.  
 Hoover, Gerald R.  
 Howard, Linda S.  
 Hubler, John F.  
 Hughes, Judith I.  
 Huhtala, Marie T.  
 Hume, Cameron R.  
 Humphrey, George M.  
 Hunke, Lorren C.  
 Isaacs, Arnold M.  
 Itoh, William H.  
 James, Doris Ann  
 James, Thomas C.  
 Jazyuka, Mary Jane  
 Jefferson, Ulyse  
 Johnson Jr., Walter E.  
 Johnston, Loretta B.  
 Johnston, Ronald B.  
 Jones, Douglas H.  
 Keller, Richele  
 Kelley, James P.  
 Kelly, John H.  
 Keys, Charmaine V.  
 Kienzle, Don R.  
 Kilpatrick, Richard N.  
 Kinnelly, Francis  
 Kocher, James J.  
 Lantz, Rush D.  
 Larson Jr., Harry L.  
 Laurello Jr., Ralph F.  
 Lawton, Elsie C.  
 Le Clair Jr., Russell  
 Leneave, Marvin E.  
 Lief, Elliot R.  
 Limbaugh, Larry L.  
 Lincoln, Bonnie Mae  
 Lindsey, Terri  
 Linton, E. Mark  
 Lipiec, Sharon Ann  
 Littrel Jr., Warren E.  
 Lo Conte, Fortunata Maria  
 Loftis, Robert G.  
 Logsdon, Wayne K.  
 Lohman, Lee R.  
 Lomanno, Frank J.  
 Lopez, Gerard J.  
 Lovell II, James A.  
 Luketich, Dorothy A.  
 Lukso, Katharine J.  
 Lunstead, Jeffrey J.  
 Mack, Evelyn M.  
 Malpass, Betsy June  
 Mangelsen, Albert D.  
 Mariano, Nicholas G.  
 Marsden, Willard E.  
 Martinez, Richard R.  
 Matchey, Barbara A.  
 Matthews, Carl B.  
 Mazingo, James O.  
 McCanlies, Wanda F.  
 McCrory, Janet C.  
 McCulloch, Gerald  
 McGlinchey, James M.  
 McGrath Jr., Everett U.  
 McGuire, Edna C.  
 Miles, Chiyo Maw  
 Milligan, Michael L.  
 Moen, Harlan G.  
 Mohanco, John  
 Monioudis, John  
 Monk, Amy Y.  
 Montgomery, William  
 Moore, Shirley R.  
 Morton, Carole L.  
 Mulvey, Mark E.  
 Munsey, Ernestine C.  
 Murray, Anne V.  
 Myers, Martin H.  
 Naudzius, Dorothy Ann  
 Neil, Bette  
 Newman, Cynthia J.  
 Nichols, Sharon D.  
 Niedzielak, Walter J.  
 Niemann, Leona E.  
 Nienstedt, Helena M.  
 Norris Jr., Marion V.  
 Novak, Robert K.  
 Nugnes, Paul R.  
 O'Brien, Margaret Y.  
 O'Donnell, Rosemary K.  
 Ojamaa, Elokai  
 Olton, Regina A.  
 Otto, Olaf N.  
 Overmyer, Allen R.  
 Paes, Ned Z.  
 Parker, Donald E.  
 Parker, Sarah Virginia  
 Parker, William D.  
 Pascoe, Dorothy  
 Peashock, David J.  
 Pepper, Ray J.  
 Petitjean, Gwen  
 Petrosky, Anita  
 Pfeifle, Linda M.  
 Plaisted, Joan M.  
 Powell, Gregory V.  
 Powell, Jo Ellen  
 Rand, S. Richard  
 Rapier, Richard D.  
 Reddy, Kathleen M.  
 Reeves, Sidney V.  
 Reyes, William D.  
 Riemer, Reynold A.  
 Riley Jr., Wilson A.  
 Robinson, Charles A.  
 Rogers, Kenneth N.  
 Russell, Raymond J.  
 Ryan, James F.  
 Saalfrank, Louise C.  
 Salamie, Mary Ann  
 Saloom III, Joseph A.  
 Sarnoska, Pauline S.  
 Sanna, Mark A.  
 Sasaki, Grace K.  
 Satcher, Sylvester  
 Scheller, Robert F.  
 Schenk, Mary Louise  
 Schmoeger, Thomas M.  
 Schoenberg, Raymond F.  
 Schulz, Herbert  
 Scott, Irma A.  
 Sekiya, Mabel S.  
 Sell, Douglas A.  
 Sharp, Ronna R.  
 Sikand, Ravinder K.  
 Silva, Mary Reddy  
 Sinnicki, John G.  
 Skinner, Charles B.  
 Skodon, Emil M.  
 Smith, Edward T.  
 Smith, Howard F.  
 Smith, Keith C.  
 Solh, Celia M.  
 Sparks, Charles E.  
 Spillane, John P.  
 St. Denis, John H.  
 Stader Jr., Donald E.  
 Stansfield, Alan K.  
 Steven, Robert S.  
 Stewart, Curtis W.  
 Stillman, Linda C.

Stockwell, David  
 Stuart, Diane Sue  
 Summers, Jane A.  
 Sutton, Gerald M.  
 Swift, Elizabeth A.  
 Tarrant, James R.  
 Taylor, Betty  
 Taylor, Lawrence P.  
 Taylor, Teddy B.  
 Taylor, Thomas W.  
 Tennant, Louise  
 Tessmer, Karen S.  
 Thatcher, Dennis R.  
 Thompson, James R.  
 Tokula, Mark A.  
 Turner, John L.  
 Turrentine, Archelaus  
 Villegoureix-Ritaud, Phyllis  
 Waight, James W.  
 Ward, Larry A.  
 Watkins, Stephen B.  
 Watson, Edward L.  
 Weiss, Stephen D.  
 Weston, Thomas G.  
 Wharton, Lou  
 Whiddon, Ronald A.  
 White, Jane E.  
 White, John M.  
 White, Katherine M.  
 Williams, Wallace Ray  
 Williamson Jr., Irving A.  
 Wills, Mary Jo  
 Winter, Dolores I.  
 Witt, M. Gloria  
 Witting, William N.  
 Woerz, Bernard J.  
 Woltman Jr., Edward C.  
 Wood, R. Susan  
 Yelton, Nancy A.  
 Zajac, Eugene C.  
 Zeman, Joseph E. □

### Rating, reviewing officers commended

The following rating and reviewing officers were commended by the 1983 selection boards for the quality of their appraisals:

Abington, Edward  
 Acquavella, Joseph  
 Adair, Marshall  
 Adams, Alvin P.  
 Alexander, Leslie M.  
 Alspaugh, Clarence H.  
 Anderson, Charles A.  
 Anderson, David  
 Anderson, Robert  
 Angevine, Charles E.  
 Armacost, Michael H.  
 Asencio, Diego C.  
 Atherton, Jr., Alfred L.  
 Austin Jr., Robert D.  
 Babin Jr., Anthony J.  
 Baca, John R.  
 Bainbridge, John R.  
 Baldadian, John  
 Bannerman, Robert B.  
 Baquet, Charles R.  
 Barbour, Robert E.  
 Barr, Elizabeth P.  
 Barry, Robert L.  
 Baskey, Nicholas S.  
 Baysden, Altan R.  
 Beahler, John L.  
 Beardsley, Bruce  
 Bell, Randolph M.  
 Bellinger, Earl W.  
 Bennett, John E.  
 Berlind, Alan D.  
 Berry, John E.  
 Bish, Milan D.  
 Blacken, John D.  
 Blackwill, Robert D.  
 Blakemore, David  
 Bleakley, Kenneth  
 Boehm, Richard W.  
 Booth, Anita S.  
 Borg, C. Arthur  
 Borg, Parker W.  
 Bowers, Charles R.  
 Bowman, Francine L.  
 Boyatt, Thomas D.  
 Brand, Robert A.  
 Brandt, Frederick C.  
 Brandt, Mary Rose  
 Brendley, Richard E.  
 Bridges, Peter S.  
 Bright, Robert L.  
 Brown, David G.  
 Brown, Madeleine M.  
 Brown, Spencer W.  
 Buck, Stephen  
 Burleigh, A. Peter  
 Burns, David H.  
 Burt, Richard R.  
 Bushnell, John A.  
 Byrnes, Shaun M.  
 Caffery, Robert L.  
 Cahill, Harry A.  
 Caldwell, Ray L.  
 Calingaert, Michael  
 Canney, Paul F.  
 Carolan, Thomas J.  
 Carpenter, Michael  
 Carpenter, Paul  
 Cassee, Marshall L.  
 Cella, Glenn R.  
 Channell, John W.  
 Chrismon, Alan C.  
 Clare, Daniel H.  
 Clark Jr., William  
 Clark, Robert D.  
 Clarke, Walter S.  
 Cleveland, Paul M.  
 Coburn, Harry L.  
 Collins, James F.  
 Combs Jr., Richard E.  
 Constable, Elinor G.  
 Constable, Peter D.  
 Coon Jr., Carleton S.  
 Cooper, James F.  
 Countryman, John R.  
 Craig, John B.  
 Creagan, James F.  
 Creekmore Jr., Marion V.  
 Crocker, Chester A.  
 Cutler, Walter L.  
 Davis Jr., John R.  
 Davis, Ruth  
 De Jarnette, Edmund  
 De Vos, Peter  
 Dean, John G.  
 Dennett, Francis J.  
 Deremer, Herbert D.  
 DeWitt, Martha A.  
 Dickman, Francois M.  
 Djerian, Edward P.  
 Dlouhy, David B.  
 Doane, James  
 Doig, Marvin T.  
 Donnelly, Shaun E.  
 Drescher, Konrad  
 Driscoll, Robert  
 Dubose, Robert  
 Duemling, Richard R.  
 Duncan, Leo  
 Dunford, David J.  
 Eagleburger, Lawrence  
 Edelman, Eric  
 Enders, Thomas O.  
 Farley, Vincent  
 Farrand, Robert W.  
 Farrell, Thomas  
 Feir, Terence C.  
 Feldman, Harvey  
 Ferrer Jr., James  
 Fields, David C.  
 Fischer, David  
 Fitzpatrick, Thomas J.  
 Flanagan, Brian B.  
 Flynn, Peter S.  
 Fountain, Timothy W.  
 Fox, Richard K.  
 Franks, Robert J.  
 Funseth, Robert  
 Galbraith, Evan G.  
 Garland, William  
 Geary, Richard  
 Gefter, Saul S.  
 Gerlach, Frederick H.  
 Gilliam, Wallace H.  
 Gilmore, Harry J.  
 Gingles, Robert L.  
 Godard, Ronald D.  
 Golacinski, Alan B.  
 Gralnek, Maurice N.  
 Grant, Terrence  
 Grassle, John E.  
 Greco, Charles S.  
 Green, Theodore S.  
 Grey, Robert T.  
 Gribbin III, Robert E.  
 Griffin, James A.  
 Griffin, Philip J.  
 Grimes, Richard E.  
 Groeneweg, Marvin  
 Groot, Kathryn J.  
 Grossman, Lawrence  
 Grove Jr., Brando H.  
 Hackett, Anne M.  
 Hagerty, Herbert G.  
 Hall, James H.  
 Hamilton, Hugh  
 Hammond, Robert E.  
 Hanrehan, Arthur D.  
 Harrison, Roger G.  
 Harrop, William C.  
 Harter, Dennis G.  
 Hasset, Frederick H.  
 Healy, Theresa A.  
 Herrmann, George S.  
 Hewitt, Ashley C.  
 High, George B.  
 Hill, H. Kenneth  
 Hines, Richard B.  
 Hobart, Stephen J.  
 Hobbs, David L.  
 Hoffman, William  
 Hoganson, Jerome  
 Holmes, H. Allen  
 Horan, Hume A.  
 Houdek, Robert G.  
 Howard, Richard  
 Howe, Jonathan  
 Hughes, Arthur H.  
 Hughes, John  
 Hughes Jr., Morris N.  
 Hyde, William A.  
 Irons, Alden H.  
 Isaacs, Arnold  
 Jacks, David T.  
 Jacobsen, William L.  
 Jaeger, George W.  
 Jarek, Albert W.

Johnson, Daniel A.  
Johnson, Gregory L.  
Johnson, Robert D.  
Johnson, Stanley E.  
Jones, A. Elizabeth  
Kamman, Curtis W.  
Keeley, Robert V.  
Kelly, Everette S.  
Kennedy, Donald N.  
Kennedy, John N.  
Keough, Dennis W.  
Kidwell, Kenneth C.  
King, Barrington  
King, John F.  
Knight, George E.  
Kontos, C. William  
Koorkanian, George D.  
Kopp, Harry  
Kornblum, John  
Kreuser, Edward  
Krieger Jr., George J.  
Kristie, Keith R.  
Krys, Sheldon J.  
Kushner, Walter V.  
Laase, Paul  
Lamb, Dennis  
Lane, Larry E.  
Lannon, George  
Lanpher, E. Gibson  
Larsen, Ronald A.  
Laurello, Ralph F.  
Leary, John C.  
Lechevet, Jon  
Ledogar, Stephen J.  
Leidel, Donald C.  
Lesser, Lawrence B.  
Lewis, Samuel  
Liebau, Robert N.  
Linville, Duane T.  
Loff, Kenneth  
Lopez, Gerard J.  
Lorenz, Joseph P.  
Lydon, Peter  
MacCallum, Robert A.  
MacLaughlan, William  
Madden, James H.  
Maffei, Victor E.  
Malone, Joseph P.  
Manderscheid, Gerald E.  
Mansfield, Michael J.  
Mansfield, William  
Marcell, Louis G.  
Maresca, John J.  
Mark, Jim  
Markham, William D.  
Marshall, David B.  
Marthinsen, Charles  
Matlock, Jack F.  
Matthews Jr., H. Freeman

Matthews, Wade H.  
Maysa, John  
McAninch, Vernon D.  
McCall, Sherrod  
McCallie, Marshall  
McCormack, Richard  
McGaffey, David C.  
McGoldrick, Frederick F.  
McLaughlin, Joseph  
McLean, J. Phillip  
McManaway Jr., Clayton E.  
McNaughton, James H.  
McNeil, Francis J.  
Mendoza, Nicacio  
Milam, William  
Minnies, Malachy T.  
Moede, Austin L.  
Montgomery, James H.  
Moon, Richard B.  
Moore, Bert C.  
Moore, John H.  
Moose, George  
Moran, James B.  
Morin, Emile F.  
Morton, Byron  
Mulvey, Mark E.  
Nagy, Ernest A.  
Nathness, Sarah L.  
Neumann, Ronald  
Newlin, Michael H.  
Nichols, Patrick  
Nickel, Herman W.  
Niles, Thomas M.T.  
Notheis, Walter M.  
O'Brien, J. Michael  
O'Brien, Thomas P.  
O'Hanlon, Brendon P.  
Ogden, Geoffrey  
Ogden, Richard M.  
Olman, E. Parks  
Oxendine, Charles L.  
Paganelli, Robert B.  
Parker, Otha L.  
Passage, David  
Patterson, David R.  
Peleuses, Gus P.  
Pelikan, Robert G.  
Peltier, Alex M.  
Pendleton Jr., Miles S.  
Penfold, John H.  
Penner Jr., Vernon D.  
Perry, Janet N.  
Peters, Ronald  
Pettinga, Frank L.  
Pickering, Thomas  
Pinkney, Ann  
Platt, Nicholas  
Pope II, Laurence E.  
Pope, William P.

Popovich, John E.  
Pryce, William T.  
Pugh, Robert L.  
Rabb, Maxwell M.  
Rabens, Joyce  
Raphel, Arnold L.  
Reavey, Henry F.  
Redecker, J. Brayton  
Reilly, James J.  
Render, Arlene  
Rentschler, James M.  
Rice, Thomas  
Richardson, Samuel R.  
Ridgway, Rozanne L.  
Robinson, Kenneth J.  
Robinson, Roger H.  
Robinson, Stanley H.  
Rodman, George F.  
Rondon, Fernando E.  
Rouse, John H.  
Rowell, Edward M.  
Roy, J. Stapleton  
Ruh, Kenneth  
Russell, Lawrence D.  
Russell, Theodore E.  
Ryan Jr., Robert J.  
Sadler, Paul  
Sanchez, Fernando  
Sanders, Irving  
Scanlan, John D.  
Schaffer, Howard B.  
Schenck, Richard  
Schmiel, Eugene D.  
Schneider, David T.  
Schumaker, James  
Schunter, Elaine B.  
Schwartz Jr., Louis  
Scott, Gerald W.  
Seitz, Raymond G. H.  
Sens, Andrew  
Service, Robert E.  
Sharpe, Richard G.  
Shinn, David H.  
Shinn, James W.  
Shirley, Katherine  
Shurtleff, Leonard G.  
Silins, Ints M.  
Silva, Walter John  
Simons Jr., Thomas W.  
Siprelle, Dudley G.  
Skellenger, Charles D.  
Smith II, Walter B.  
Smith, David  
Smith, Harlie L.  
Smith, Morton S.  
Smith, N. Shaw  
Smith, Richard A.  
Smith, Samuel V.  
Smith, Thomas W. M.

Spiro, Joel S.  
Sprague, Brenda S.  
Springer, Stephen R.  
Sprott, John T.  
St. John, John J.  
Stadtler, Walter E.  
Stanford, Ann L.  
Stearns, Monteagle  
Stewart, John T.  
Stohr, Edmund  
Stout, Charles R.  
Strand, Robert  
Strausz-Hupe, Robert  
Streator, Edward  
Suddarth, Roscoe S.  
Surprise, Robert  
Swafford, John M.  
Swing, William L.  
Theberge, James D.  
Theros, Patrick N.  
Thomas II, Charles H.  
Thomas, Gerald E.  
Thompson, Alan R.  
Thyden, James E.  
Tolson Jr., Jerome F.  
Tubbs, Paul S.  
Twaddell, William H.  
Tynes, Robert E.  
Vallese, Domico  
Van Heuven, Martin  
Vanderhoff, James  
Veliotos, Nicholas  
Verrier, Alfred J.  
Vickers, Harold E.  
Viets, Richard N.  
Walker, Byron P.  
Walker, Julius W.  
Walker, William G.  
Walsh, Ralph  
Warne, W. Robert  
Watson, Alexander F.  
Welter, Daniel  
White, James  
Widenhouse, Thomas M.  
Wilgis Jr., Herbert E.  
Willard, James G.  
Williams, Dennis L.  
Williams, Howard F.  
Windle, George D.  
Witlock Jr., James C.  
Woessner, William  
Wright, Roderick  
Wyrrough, Richard R.  
Yellin, James  
Yellman, Donald J.  
Zimmerman, E. Heinz  
Zimmermann, Warren  
Zwiefel, David E. ■

# Bureau Notes

## The Seventh Floor

### Office of the Secretary

SECRETARY SHULTZ traveled to London, Stockholm and Oslo, January 14-19, for bilateral consultations. Accompanying him were MRS. SHULTZ; RAYMOND SEITZ, executive assistant to the Secretary; KAREN CLARK and ERIC EDELMAN, special assistants to the Secretary; JOYCE NESMITH, administrative assistant to the Secretary; BETTY GASTON, administrative assistant, Office of the Secretary; BONNIE ROBERTS, secretary, Office of the Secretary; BRUNSON MCKINLEY, deputy executive secretary of the Department; GEORGE F. TWOHIE, executive director, Executive Secretariat; CHARLES J. HALL, BILL BROWNFIELD, TERRY PFLAUMER and DAVID WEISS, staff officers, Executive Secretariat; JACKIE STEIN, SAADIA SARKIS, SHARON OHTA and BARBARA HAMBRICK, secretaries, Executive Secretariat.

Secretary Shultz held bilateral consultations with government officials in San Salvador, Rio, Brasilia, Grenada and Georgetown, and attended the inauguration of President JAIME LUSINCHI of Caracas, January 31-February 8. Traveling with him were Mrs. Shultz; Mr. Seitz; THOMAS FARRELL, special assistant to the Secretary; Mr. Edelman; Ms. Nesmith; Ms. Gaston; LYNDA DUNN, administrative assistant to the executive secretary; Mr. McKinley; Mr. Twohie; Mr. Brownfield, Mr. Pflaumer; MARGERY LEMB, KRISTIE KENNEY and CAROL VAN VOORST, staff officers, Executive Secretariat; Ms. Sarkis; BONITA BENDER, MILDRED ENGRAM, LINDA LEYBLE and DIANE STUART, secretaries, Executive Secretariat. □

### Secretariat Staff

ROBERT CLARK has joined the staff as a new line officer. His last assignment was the mid-level course. JOANN ALBA, correspondence officer, has returned from six months of leave without pay. □

### Operations Center

MOLLY O'NEAL has joined the staff as a staff officer. Her last post was Consulate General Toronto. Departing the center are WILLIAM STEWART, DOROTHY DELAHANTY, GREGORY BERRY, CINDY SMITH and GARY USREY. Mr. Stewart went to the Bureau of Politico-Military Affairs; Ms. Delahanty to the Bureau of Administration, Allowances Staff; Mr. Berry to the Executive Secretariat Staff; Ms. Smith to the Bureau of European Affairs; Mr. Usrey to the Bureau of Personnel, Board of Examiners for the Foreign Service. □

### Office of the Deputy Secretary

On December 2-3, Deputy Secretary KENNETH DAM addressed the seventh annual

Conference on Trade, Investment and Development in the Caribbean Basin, in Miami, on the subject of the political economy of the basin. . . On January 9-10, Mr. Dam addressed the American Farm Bureau Federation and the Central Florida Kiwanis Clubs, in Orlando. He also conducted a discussion on background with the Orlando Sentinel editorial board in Orlando. . . Mr. Dam participated in the informal gathering of world leaders, on the occasion of the Davos Symposium in Zurich, Switzerland, January 26-30. □

### Office of Protocol

On January 9, eight ambassadors presented their credentials in a White House ceremony. The ambassadors of Guinea, Denmark, Mozambique, Guatemala, Liberia, Ecuador, Malaysia and Yugoslavia were escorted by protocol officers GEORGE SEALEY, LAWRENCE DUNHAM, RICHARD GOOKIN, GEORGIA DeBELL, CATHERINE GERARDI, PATRICK DALY, LINDA MYSLIWIY and REBECCA BOYD. On arrival, they were greeted by

deputy chief of protocol TIMOTHY TOWELL, who escorted them to PRESIDENT REAGAN. Arrangements for the credential ceremony were made by JANE GUILBAULT of the Diplomatic and Consular Liaison Division; she was assisted by JOY COHEN and MARY LYNCH.

On January 28, chief of protocol SELWA ROOSEVELT escorted members of the diplomatic corps to the Capitol, to hear President Reagan's state of the union address. In a departure from previous years, the diplomats gathered at State, where they were served refreshments, then transported by buses to the Capitol.

The office assisted in the planning and execution of the official visit to the United States of PREMIER ZHAO of China, as well as the official working visits to Washington of the prime minister of Malaysia and the president of Yugoslavia. Ms. Roosevelt welcomed PREMIER ZHAO in Williamsburg and accompanied him during his stay in Washington and New York. Visits Section chief CATHERINE MURDOCK, JIM MANNING and LINDA BAKER also participated in the China visit. (Miss



PROTOCOL OFFICE—Major General Jerry R. Curry, left, commander of Washington Military District, presents protocol chief Selwa

Roosevelt the Outstanding Civilian Service Medal. Others, from left: Deputy Secretary Kenneth Dam, Archibald Roosevelt.



Murdock was commended for her work by President Reagan.) In addition, protocol assistance was provided for the private visits to Washington of the president of Cyprus, the prime minister of the Netherlands, and the foreign ministers of Italy and Japan.

The Ceremonial Division handled arrangements for a luncheon for over 200 persons hosted by SECRETARY and MRS. SHULTZ, in honor of Premier Zhao of China, in the Benjamin Franklin Room. ELISKA COOLIDGE, MARY KAY PASKUS, GEORGIA BOOTH, LYNN LYONS, SHIRLEY STEWART, DEE LILLY and CHRISTINE HATHAWAY had the primary responsibility, assisted by other members of the office. . . SALLY THORPE and her Blair House staff planned and executed a luncheon given there by VICE PRESIDENT BUSH in honor of SHINTARO ABE, minister of foreign affairs of Japan. In addition, six events hosted by the Secretary and Mrs. Shultz and one by MRS. KENNETH DAM, wife of the deputy secretary, were arranged by the Ceremonials Division. . . PAMELA GARDNER has joined that division. □

## Administration

### Office of Communications

SIDNEY V. REEVES and PHILLIP FAIN of Washington received Superior Honor Awards, and JOSEPH M. DEVLIN, RONNIE J. FONTENOT and MICHAEL D. MARCONI of

Washington, and DUANE R. BREDECK, Consulate General Rio de Janeiro, received Meritorious Honor Awards, for their communications support service in Grenada during the early days of the crisis. The awards were presented to communications personnel and other recipients by Under Secretary LAWRENCE EAGLEBURGER, in a ceremony in the Benjamin Franklin room.

MARVIN C. HARDEBECK has joined the Human Resources Staff as a roving communicator; he is based in, and will travel from, Washington, on temporary duty details. . . LEON G. GALANOS, a technician, formerly with Ford Aerospace in Hawaii, is a new employee in the Programs and Engineering Division. . . The following were in Washington for consultation recently: LAWRENCE MUNRO and HERMAN ELLINGTON, Libreville; STEPHEN DERRICK, Stockholm; ELVIRA BARONE, London; and JOHN GAGEN, Bangkok. . . Completing courses in the training division were DANIEL AGUAYO, Guatemala; CHARLES MARTIN, Maputo; ALBERTO ORTIZ, Brasilia; WILLIAM PATTERSON, Lome; GUADALUPE PINON, Dublin; JACQUELINE SMITH, Madrid; CROSBY TANNER, Jakarta; PAULA TROTTER, Tokyo; ANTHONY BENESCH, Marseille; CONSTANCE PADOVANO, Cotonou; CHRISTOPHER GRAHAM, Vientiane; DONALD KOPLIN, Nassau; JON MARTINO, Niamey; DAVID NEUSER, Bridgetown; DONALD NYLUND, Lima; JERRY OLIVER, Rangoon; RICHARD LEG-

GETT, Bissau; HERMA SULLIVAN, Singapore; PAUL BIALECKI, London; MARGARET FENN, Paris; RICHARD KWIA-TKOWSKI, communications training division; and MELVIN BLADEN, ROBERT CHECHELE and JOSEPH FAGAN, Communications Center Division. □

### Language Services Division

A number of years ago the division decided to make a contribution to Children's Hospital instead of sending each other Christmas cards. The contribution sent forward this year came to \$815.

NEIL SEIDENMAN interpreted during the Washington visit of Portuguese deputy prime minister and minister of defense, MOTA PINTO, January 18-19. . . SOPHIA PORSON, in her capacity as Portuguese interpreter, accompanied deputy assistant secretary FRANK G. WISNER on a trip to Cape Verde and Lisbon, in the latter part of January. . . DIMITRY ZARECHNAK traveled to London, for grain sales consultations with the Soviets, January 22-26. . . A Polish human rights delegation met with Assistant Secretary ELLIOTT ABRAMS, January 27; CYRIL MUROMCEW interpreted. . . CORNELIUS IIDA was assigned to the Washington visit of Japanese Foreign Minister SHINTARO ABE, January 27-30. . . STEPHANIE VAN REIGERSBERG took off on the Secretary's plane from Andrews Air Force Base, early on January 31. After a stop in El Salvador for speeches and other statements, the party flew on to Caracas for the inauguration of the new Venezuelan president. . . NEIL SEIDENMAN met SECRETARY SHULTZ on the latter's arrival in Rio de Janeiro, February 3, to render interpreting assistance during the Secretary's visit to that country.

Language Services called upon USIA and its VICTOR JACKOVICH for assistance with the Washington visit of Yugoslav President MIKA SPILJAK, February 1-2. Mr. Jackovitch flew in from his present post in Nairobi to be the U.S. interpreter on this occasion. . . GALINA TUNIKROSNIAKSKY interpreted at maritime boundary talks with the Soviets, in Washington, January 30-31. . . ALEC TOUMAYAN flew to Algiers to rendezvous with Secretary of Agriculture JOHN R. BLOCK. The party proceeded from there to Rabat, returning to Washington February 4. . . HARRY OBST, who had preceded VICE PRESIDENT BUSH to Germany, the weekend of February 5, to assist him during his visit there the following week, had to remain in Germany longer than anticipated, as Mr. Bush's travel plans were shifted owing to developments in the Middle East. . . Mr. Zarechnak traveled to Ottawa to interpret at a



LUSAKA, Zambia—Communications officer *Grell T. Bushelle*, right, receives a meritorious service increase from Ambassador *Nicholas Platt*.

## BUREAU NOTES

meeting on satellite search and rescue operations, February 6-10. . . BILL FUKUDA flew to Hawaii for the annual U.S.-Japan meeting on cooperation in medical matters, February 7-10. . . Verbatim reporter MARIE TAYLOR traveled to New York for Deputy Secretary KENNETH DAM's appearance before the Japan Society, February 6. . . ALEC TOUMAYAN, Ms. Van Reigersberg and CAROL WOLTER interpreted for European aviation talks, at the Department of Transportation, February 6-10. □

## African Affairs

From January 25-February 7, Assistant Secretary CHESTER CROCKER traveled to Africa, to discuss developments in the southern part of the continent. In South Africa, he met with Foreign Minister ROELOF BOTHA and PRESIDENTS KADUNA, BANDA, NYERERE and MACHEL in Zambia, Malawi, Tanzania and Mozambique, respectively. Accompanying the assistant secretary were DANIEL SIMPSON, director, Office of Southern African Affairs; NANCY ELY, assistant legal adviser for African affairs; and PETER EICHER of the Bureau of International Organizations. . . Mr. Crocker participated in a panel on Africa, at the American Legislative Exchange Council meeting, January 9, in the Loy Henderson Conference Room. . . On December 20, he co-hosted a reception at the Smithsonian Institution honoring the 20th anniversary of the Organization of African Unity. . . He participated in an interview on National Public Radio, December 29.

Deputy assistant secretary FRANK WISNER addressed the opening session of the USIA-sponsored orientation program for African ambassadors, February 6, in Washington. . . On February 7, ROBERT BRUCE, director, Office of Public Affairs, participated in a panel discussion on U.S./Africa policy, during the orientation program. . . On January 31, deputy assistant secretaries PRINCETON LYMAN and LEONARD ROBINSON hosted the second in a series of seminars on African issues, for congressional staffers. . . AID deputy assistant administrator GLENN PATTERSON also participated in the seminar, which centered on the proposed economic policy initiative for Africa. Later that afternoon deputy assistant secretaries Wisner, Lyman and Robinson briefed the African ambassadors, on the economic policy initiative. . . On January 31, deputy assistant secretaries Robinson, Lyman and JAMES BISHOP participated in a Foreign Service Institute symposium on Nigeria, hosted by the Center for the Study of

**DJIBOUTI**—Political/military officer *Eugene D. Schmiel*, left, and *Kassa Bezabeh*, retiring general services officer, right, receive Meritorious Honor Awards from Ambassador *Alvin P. Adams Jr.*



**NIAMEY, Niger**—Ambassador *William R. Casey Jr.* presents Meritorious Honor Award to general services officer *Roma M. Nedeff*.

Foreign Affairs. . . On December 28, Mr. Lyman participated in the annual meeting of the Allied Social Sciences Association, sponsored by the Society of Government Economists, in San Francisco. . . Deputy assistant secretary Robinson traveled to West Africa and visited Liberia, Ivory

Coast and Senegal, in mid-February, to discuss economic developments.

**Office of Inter-African Affairs:** JEFFREY DAVIDOW, director, and Lieutenant Colonel GREGORY BRADFORD, political/military adviser, attended a conference in Tampa, Fla., January 30-February 1. . . Mr. Davidow also spoke at the Army War College, Carlisle Barracks, Pa., February 6. . . On January 23, deputy director JOHN VINCENT briefed students from Blair High School, Williamsburg, Va., in the Department. . . Lieutenant Colonel Bradford visited several posts in East Africa during January. . . JOHN GWYNN, labor adviser, visited Geneva, Lagos, Abidjan, Ouagadougou, Dakar and Freetown, to discuss labor matters, January 14-February 2.

**Office of East African Affairs:** Director RICHARD BOGOSIAN has returned from a trip to Paris, Cairo, Khartoum, Jidda/Riyadh and London, where he discussed topics of mutual concern with host government officials. . . RANDALL LeCOCQ, desk officer for Ethiopia and Djibouti, addressed the Network Association of Jewish Students of the United States and Canada, in Tarrytown, N.Y., December 26. . . CHRISTOPHER MURRAY has joined the staff, replacing EARLE SCARLETT. . . VALERIE HIGGINS has replaced SHELIA MOYER as secretary to the deputy director and country officer for Somalia.

**Office of West African Affairs:** Deputy director THOMAS WILLIAMS accompanied Ambassador-at-large VERNON WALTERS on a trip to Lagos, Nigeria, to confer with the new federal military government. . . Mr. Walters' special assistant, Lieutenant Commander L. E. MARTINY, also participated. □



---

## Arms Control and Disarmament Agency

---

Director KENNETH L. ADELMAN was interviewed by 11 news media organizations, January 16-February 10. They included ABC Radio News, the "Today" show, "USA Today," the Chicago Tribune, the Associated Press and ARD (German radio-TV). In addition, Mr. Adelman addressed the Institute for Legislative Research, January 31, and the Heritage Foundation, in Washington, February 8.

Deputy director DAVID F. EMERY met with the British press, in London, January 27, on administration arms control policies. He spoke at the Kiwanis Club, in Augusta, Me., February 9. . . Ambassador PAUL H. NITZE was interviewed by eight media/public groups, January 19-February 2. Among these were NATO foreign journalists, the Christian Science Monitor, Radio Free Europe, the American Friends Society and the Woodrow Wilson Center of the Smithsonian Institution. . . Ambassador EDWARD L. ROWNY was interviewed by four media organizations, January 23-February 9, including "Press Conference, USA" of the Voice of America, and a group of 16 NATO journalists under USIA sponsorship. The ambassador also addressed the Commonwealth Club of San Francisco, January 27; Wake Forest University, January 31; and the Midwest Advisory Council, in Chicago, February 1.

H.F. COOPER, assistant director for strategic programs, addressed the American Institute of Aeronautics and Astronautics, Monterey, Calif., February 1. . . The director of public affairs, JOSEPH D. LEHMAN, spoke and conducted classes at the University of Miami, on "Arms Control in the Reagan Administration: Policy and Prospects." This was his second annual participation in this event. □

---

## Consular Affairs

---

Assistant Secretary JOAN M. CLARK, accompanied by the deputy assistant secretary for passport services, J. DONALD BLEVINS, visited the Los Angeles Passport Agency, February 2-3, to review operations. On February 6-10, Mr. Blevins visited the Honolulu and San Francisco agencies, to discuss installation of the travel document issuance system and review operations. Mr. Blevins opened the passport regional directors conference in New Orleans, January 30-February 2. Agenda items included plans for the 1984 passport demand, status of the machine-readable passport, and evaluation of the antifraud program. Bureau participants included Miss Clark, EDWARD M. ROWELL, Mr. Blevins, VIVIAN FERRIN, MURROW MORRIS, RONALD AYRES, LEONARD DAMRON, SYLVESTER JACKSON, SAKAE HAW-



**TURIN, Italy**—Ambassador Maxwell M. Rabb, right, and principal officer Carl A. Bastiani inaugurating the re-established consulate here.

**MADRAS, India**—Consul general Daniel F. Waterman, right, presents commendation to administrative officer Burton O. Allen for his efforts to obtain release of medical supplies, donated by Rotary Clubs in the United States, for people in southern India.

LEY, JAMISS SEBERT, JOHN ST. DENIS, MARIA MIDDLETON, BEN JONES, EDWARD HART, COLUMBUS GEER, DONALD CASTEEL, EUGENE BRIGGS, ED KAPLAN, RICHARD McCLEVEY, CINDY GATHERS, NANCY MEYERS, REBA RHYNE, BENNY WHITEHEAD and ADRIENNE HATCHETT. Also participating were KENNETH HUNTER, WILLIAM CAMP and LYN EATON from the Bureau of Personnel.



## BUREAU NOTES

Miss Clark, Mr. Blevins, Mr. Ferrin and Mr. Briggs toured the New Orleans agency during the conference.

Citizens Emergency Center director DAVID L. HOBBS attended an emergency action conference and exercise, in Tokyo, January 17-20. Mr. Hobbs also visited posts in the People's Republic of China, to discuss consular matters . . . Officers from the Office of Citizens Consular Services met with representatives from the Federal Voting Assistance Program (Department of Defense), January 26, to plan for assistance to U.S. citizens abroad who wish to participate in the coming state primaries and in the general elections in November.

MERLE ARP, director, Post Liaison Division, traveled to West Germany for the in-country consular conference in Frankfurt, January 19-20. . . DONNA HAMILTON, chief, Fraud and Documentation Division, traveled to Glynco, Ga., to participate in the Immigration and Naturalization Service conference for assistant district directors for investigations, January 9-February 1. . . CHARLES ANDERSON, director, Public and Diplomatic Liaison Division, traveled to New York, January 9, to address the city's chapter of the American Immigration Lawyers Association, on the subject of returning resident visas.

On January 27-29, the bureau participated in "Travelfest '84," one of the top consumer-oriented travel shows in the Washington metropolitan area. Bureau exhibitors included ELEE ROEDER, JACK MARKEY, DAWN PUTNAM, IDA COX, TERESA HOBGOOD, CLARICE SEARS, MAURA HARTY, PAM HOLLIDAY and CONNIE RUSH. . . Bureau personnel completing courses in January included JAMES MURRAY and TERESA HOBGOOD (mid-level course); DONNA HAMILTON (equal employment opportunity for managers and supervisors); and ELEANOR RAVEN-HAMILTON (political economy elective of mid-level course). . . Newly-assigned bureau employees include ANITA BANKS, Advisory Opinions Division; and JOSELYN PEGUES, Legislation and Regulation Division . . . KIM JOHNSON, formerly of the Coordination Division, has joined the Bureau of Oceans and International Environmental and Scientific Affairs. □

### East Asian and Pacific Affairs

From January 13-17, Assistant Secretary PAUL WOLFOWITZ traveled to Tokyo for consultations with Japanese officials. On January 24 he gave a briefing at the Foreign Press Center, and reviewed the recent visits of Chinese Premier ZHAO ZIYANG and Malaysian PRIME MINISTER MAHATHIR. On January 25 Mr. Wolfowitz was the featured guest at a dinner meeting of the Carnegie Endowment's "Face-to-



Face Program." From January 26-30, he participated in the visit of Japanese FOREIGN MINISTER ABE. On January 31, Mr. Wolfowitz traveled to New York to give a major policy speech on Korea, before the Asia Society and the U.S.-Korea Society. On February 6 he testified before the House Foreign Affairs Subcommittee for East Asia and the Pacific, on the Department's fiscal year 1985 foreign assistance program requests for East Asia and the Pacific.

Senior deputy assistant secretary WILLIAM A. BROWN traveled to Hawaii, January 13, to attend the Asia Society's Williamsburg

RANGOON, Burma—Lois Tepes, who has been secretary and personal assistant to 13 chiefs of mission—in 11 capitals—receives Superior Honor Award from Ambassador Daniel A. O'Donohue on her retirement after more than 30 years in the Foreign Service.

EAST ASIAN AND PACIFIC AFFAIRS—Receiving awards, from left: Dean Welty, John Maisto, Brian Kirkpatrick, M. Lyall Breckon, Henry Bardach, Margo Morris, Assistant Secretary Paul Wolfowitz, Patricia Hill, Eva Kim, JoAnne C. McMahon, Daria I. Novak, Terryleen Dement, Joan P. Young, David C. Halsted, Regina L. Whittington, Marion F. Robinson, Thomas S. Young.



XIII conference. He subsequently traveled to the Pacific islands, Australia and New Zealand for orientation and consultation. . .Deputy assistant secretary JOHN C. MONJO spoke at the Asia Society's Malaysian seminar, in New York, January 16. On January 26 he participated in the National League of Families' seminar for U.S. prisoners of war and persons missing in action, at the American Legion. He also attended Defense Secretary CASPAR WEINBERGER's dedication for these persons at the Defense Department, January 27.

The U.S. ambassador to the Philippines, MICHAEL H. ARMACOST, was in the United States on consultations, January 28-February 9. He called on SECRETARY SHULTZ and made a round of calls in executive branch departments and agencies and in Congress. In New York, he conferred with representatives of major U.S. banks and businesses, and addressed the Council on Foreign Relations on "The Philippines Today." . .Deputy chief of mission PAUL CLEVELAND, from Embassy Seoul, was in Washington for consultations, January 29-February 3. . .Desk officer FRANK DAVENPORT visited Korea on consultations, for 10 days beginning February 1. . .Ambassador ARTHUR W. HUMMEL JR. returned to Washington to participate in the visit of Chinese Premier ZHAO ZIYANG; Mr. Hummel departed for Beijing, January 22. . .DONALD M. ANDERSON, director for Chinese affairs, also traveled with the premier during his January trip to the United States, accompanying the official party in Hawaii, Williamsburg and New York. . .HOWARD LANGE, deputy director for economic affairs in the Office of Chinese Affairs, met with the East Asian area studies class at the Foreign Service Institute, February 2, and spoke on U.S.-China relations. . .LORRAINE TAKAHASHI, an economic officer in the Office of Chinese Affairs, has moved to the Foreign Service Board of Examiners. . .JAMES KEITH, also an economic officer there, spoke at a commemoration of the anniversary of JOHN STUART MOSBY's death. Mr. Mosby was consul general in Hong Kong during the late 1700s. □

## Economic and Business Affairs

RICHARD J. SMITH, deputy assistant secretary for international finance and development, traveled to New York to head the delegation of the Economic and Social Council's resumed special session of the Commission on Transnational Corporations, on January 8-14. . . DENIS LAMB, deputy assistant secretary for trade and commercial affairs, and PATRICIA HAIGH, U.S.-Japan trade officer, traveled to Tokyo, January 18-27. They attended the conclusion of negotiations with Nippon Tele-

phone & Telegraph on a new three-year agreement; bilateral consultations on beef and citrus imports into Japan; the industrial policies dialogue; and the trade committee, where the full range of current U.S.-Japan trade problems were discussed.

PAUL PILKAUSKAS, chief, Textiles Division, participated as a delegation member at the Multi Fibers Arrangement Textiles Committee, in Geneva, January 17-20, where U.S. textile policy was discussed. He went on to bilateral textile negotiations in Budapest, January 23-25, and Belgrade, January 26. JAMES T. SCHOLLAERT, also of the division, was on a similar negotiating team in Port-au-Prince, January 23-27, and Santo Domingo, January 30-31. JOHN SPIEGEL of the office served on a textile negotiating team in San Jose, February 6-7, and Panama, February 9-10. . .BRUCE MALKIN,

Developing Countries and Trade Organizations Division, represented the United States at the UN Conference on Trade and Development's regional technical assistance seminars, on the Generalized System of Preferences, in Abidjan, Ivory Coast, January 25-27, and Kathmandu, Nepal, February 1-3. . .THOMAS PARKER, Special Trade Activities Division, traveled to Paris, to attend the Organization for Economic Cooperation and Development steel committee meeting, January 25-26. The continued depressed state of the organization's member steel industries and subsidized export credits for new steel plants were among the items discussed. BONNIE RICHARDSON of the division participated in negotiations in Tokyo on renewal of the U.S.-Japan agreement on Nippon Telephone & Telegraph procurement, in January. Ms. Richardson was also a member of the U.S. delegation to the

## Department of Look-Alikes



Ms. Sheskin



Ms. Appel

THEY DIDN'T KNOW IT at the time, but when these two women were seen together—just a few feet apart—in the downstairs parking garage (by the editor of this magazine, no less), there was no way out of it. They would become our "Look-Alikes" for March. Ms. Sheskin is in the presidential appointments unit of the Bureau of Personnel. Ms. Appel is a receptionist at the diplomatic and 21st Street entrances.

### Correction

In the January "Look-Alike" feature, the printer inadvertently switched photographs. Richard C. Faulk's photo appeared over John P. Jurecky's name, and Mr. Jurecky's photo appeared over Mr. Faulk's name. Both are serving in Germany. STATE regrets the error.

Government Procurement Committee meetings, February 1-3, in Geneva. . .CHUCK REYNOLDS, Tropical Products Division, participated in the international sweetener colloquium, at Marco Island, Fla., January 29-February 1. The meeting reviewed all aspects of international and domestic production and trade in sweeteners, and the official policies which affect both. STEVE MULLER of the division attended the annual meeting of the National Coffee Association, in Boca Raton, Fla., February 6-10. Discussions in the association's foreign affairs committee focused on implementing the regulatory provisions of the international coffee agreement, particularly those dealing with imports from non-members.

Civil aviation negotiations with the government of Switzerland were held in Washington, January 27-February 1. FRANKLIN K. WILKINS, deputy assistant secretary for transportation and telecommunications, chaired the U.S. delegation; ROBERT HYAMS, Aviation Negotiations Division, took part as a member of the U.S. delegation. . .THOMAS C. COLWELL, director, Office of Aviation, chaired the U.S. delegation to civil aviation consultations with the government of Jamaica, January 19-20, in Washington. JOHN CLOUD, Aviation Programs and Policy Division, was a member of the U.S. delegation. Mr. Colwell also chaired the U.S. delegation to civil aviation consultations with the government of Peru, in Lima, January 30-February 3. GARY DeVIGHT of the division staffed preparations for the talks. . .LARRY C. WILLIAMSON, chief, Aviation Negotiations

Division, chaired civil aviation consultations with an Irish delegation, January 23-24. Mr. DeVight was a member of the U.S. delegation. . .SAM KEITER, chief of the division, chaired consultations with the United Kingdom, in London, January 8-13, on summer airline capacity. CHARLES H. DUDLEY, assistant chief, chaired preclearance consultations with Canada, in Washington, January 17-19. JOHN CLOUD of the office was a member of the U.S. delegation.

GORDON S. BROWN, director, Office of Maritime and Land Transport, served as head of the U.S. delegation to the meeting of the maritime transport committee of the Organization for Economic Cooperation and Development, in Paris, January 19-20. The committee discussed strategy for an upcoming UN conference on shipping registry, and reviewed proposals for a general shipping policy recommendation.

FREDERICK H. GERLACH, deputy director, Office of Energy-Producer Country Affairs, traveled to New York, February 1, to attend a Columbia seminar on the Middle East, with discussion of the Iranian economy. STEPHEN GALLOGLY of the office represented the Department in bilateral consultations on energy issues, with Mexico, in Mexico City, February 6-8. . .GEORGE TAVLAS, Planning and Economic Analysis Staff, traveled to New York, January 24, to discuss and evaluate the joint Department-UN project on less-developed-country modeling.

Employees who have entered the bureau include LARRY THOMPSON, MARC WALL and DEBORAH TAYLOR, Office of Develop-

ment Finance; RONALD PARSON and KATHERINE HANNON, Office of Energy Consumer-Country Affairs; PETER BRUCE and TANYA THOMAS, Food Programs Division; STEVEN SABOE, Security Export Controls Division; ROGER FREEMAN, Marine and Polar Minerals Division; GARY COUEY, Aviation Negotiations Division; WILMA HEGENS, Special Trade Activities Division; CLARA SHELTON, Textiles Division; and NORMA COTÉ, Executive Staff. □

## European and Canadian Affairs

Due to a printer's error in the January issue, JOHN H. KELLY was described incorrectly in this space as the new assistant secretary. The article should have read that he is the principal deputy assistant secretary in the bureau.

Assistant Secretary RICHARD BURT and RICHARD HAASS, deputy for policy, hosted a working session, February 8, with a delegation of visiting Turkish parliamentarians, at which several senior Department officials discussed a broad range of bilateral issues. . .In his role as special Cyprus coordinator, Mr. Haass represented the bureau in a panel discussion, in Washington, with former Under Secretary GEORGE BALL, Senator PAUL TSONGAS (D-Mass.) and LESLIE GELB at a January 27 conference on Cyprus.

The ambassador to Turkey, ROBERT STRAUSS-HUPÉ, was in the Department on consultations, January 31-February 3. He addressed a seminar, on Turkish armed forces modernization, at the annual conference of the American Friends of Turkey. . .RICHARD S. THOMPSON, officer-in-charge of Greek affairs, traveled to Athens and Brussels for consultations, January 10-17. . .From January 3-6, HARRY MONTGOMERY, economic adviser at the U.S. mission to NATO, visited the Department on consultations. . .ROBERT FREIL, Office of Regional Political-Economic Affairs, headed the U.S. delegation to a January 19-20 meeting of the NATO economic committee, in Brussels. □

## Foreign Service Institute

JOHN W. McDONALD, Center for the Study of Foreign Affairs, spoke at the National War College on "How to be a Delegate to an International Conference," on February 1, and at the Department of Commerce, on February 2, on

FLORENCE, Italy—Vincenzo Braschi, right, and Marino Asciutti display safe-driving awards. Mr. Braschi broke the record for the U.S. mission in Italy—27 years of safe driving.



"The UN Water Decade." . . On January 20, KENNETH A. STAMMERMAN, deputy coordinator, Division of Economic and Commercial Studies, presented a paper, "Israeli Economic Policy under the Likud, 1977-83: A Guide to the Perplexed," as part of a one-day program on "Israel After Begin," sponsored by the Middle East Institute at the Johns Hopkins School of Advanced International Studies.

New employees at the Institute include DAWN M. ALLENBACH, DOMENICA WALLER and LANGDON WILLIAMS, Office of Management and Administration Services; BETTY LOU LEAVER and JOSEPH N. WHITE, School of Language Studies; and MAUREEN VALIS, School of Area Studies. . . The following language and culture instructors have entered on duty: SILDE GROSS (Portuguese); LEA CHRISTIANSEN (Finnish); ESREF BILGHAN and ERBAY GONEN (Turkish).



Helen Kotzem retired on December 30 after more than 40 years of Government service, the last 23 on the consular training staff at the Institute. She was presented a Meritorious Honor Award at a reception in her honor given by friends, former staff and students.

Eighteen officers from 10 East Asian posts met in Singapore for the institute's overseas supervisory workshop, January 22-27. Designed primarily for administrative and consular officers, it seeks to develop broad management principles and provide training in decision-making, problem-solving and leadership, with attention to developing specific skills such as self-assessment, teamwork, time management, understanding people and motivation, listening and communication and performance appraisal. . . Participants included FRANK ACS, Bangkok; BERNARD ALTER, Chiang Mai; WILLIAM R. BAQUE, Seoul; BARBARA BELSITO, Manila; W. MARCELLUS BUTLER, Jakarta; NANCY J. COPE, Perth; KEVIN CORCORAN, Manila; RICHARD L. HARTUNG, Singapore; R. PHILLIP HENDRIX, Tokyo; ANTHONY M. KOLANKIEWICZ, Singapore; BRUCE W. KEELING, Wellington; JERROLD KEILSON, Melbourne; LARRY J. KOZAK, Jakarta; EDWARD J. McKEON, Tokyo; MARC E. NORTHERN, Seoul; WILLIAM P. O'DONNELL, Beijing; PETER B. VADEN, Beijing; and ALEX WILCZYNSKI, Manila. . . RICHARD and MARY MAGEE of Human

Resource Development of Hilton Head Island, S.C., designed and conducted the workshop. The FSI representative attending the workshop was JENNESS KLEIBOEKER, program assistant, Executive Development Division, School of Professional Studies. □

## Human Rights and Humanitarian Affairs

On January 31 the Department submitted to Congress the country reports on human rights practices for 1983. The reports, compiled annually by the bureau, give the status of human rights practices throughout the world. . . Assistant Secretary ELLIOT ABRAMS testified before a joint hearing of the House Foreign Affairs Committee's Subcommittees on Western Hemisphere Affairs and on Human Rights and International Organizations, on human rights practices in El Salvador. . . He also addressed the National Committee on American Foreign Policy in New York. . . In addition to granting numerous interviews and press briefings related to the release of the country reports, Mr. Abrams appeared on ABC's "Nightline," on PBS' "American Interests," and on CNN's "Day-watch." He also granted interviews on various human rights issues to the Los Angeles Times, Washington Post, Atlantic Monthly and to the USA wireless file.

Senior deputy assistant secretary GARY

MATTHEWS addressed Ukrainian-Americans in a briefing at the White House. . . Deputy assistant secretary CHARLES FAIRBANKS taped a television interview on Soviet Jewry with Representative Daniel Lungren (R-Calif.). . . ELEANOR RIDGE, international organizations officer, Office of Multilateral Affairs in the bureau, addressed a training class at the Defense Institute of Security Assistance Management, at Wright-Patterson Air Force Base, O.

HUGH SIMON, Office for Policy and Programs, transferred to the Office of Central European Affairs, Bureau of European and Canadian Affairs. □

## Inspector General's Office

Deputy inspector general WILLIAM B. EDMONDSON and senior staff members MADISON M. ADAMS JR., JOHN J. DROTOS, and H. BYRON HOLLINGSWORTH attended a workshop for executive staffs of U.S. inspector general offices, January 18, sponsored by the Prevention Committee of the President's Council on Integrity and Efficiency. Workshop participants discussed proposed projects of the committee, designed to prevent fraud and abuse in Government programs and operations. . . FRANK J. MANGANIELLO of the audit staff led a three-day training course for inspectors, in the use of the office's recently-acquired portable microcomputers that will be used in audits both in the



**INSPECTOR GENERAL'S OFFICE—**Inspectors practice state-of-the-art auditing with microcomputers. Standing, from left: *Henry Avalos, Charles N. Kinn, Walter Greenfield.* Seated: *Kenneth P. O'Gorman.*

## BUREAU NOTES

Department and overseas. Mr. Manganiello also attended a course in advanced microcomputer training, sponsored by the President's council.

H. FREEMAN MATTHEWS JR. has joined the Office of the Inspector General as a senior inspector, and is serving as a co-team leader, with RICHARD C. MATHERON, in inspection of the Bureau of Intelligence and Research. . . JAMES W. SPAIN is serving as senior inspector to lead the conduct-of-relations inspection at the U.S. mission to the United Nations.

Senior inspectors T. FRANK CRIGLER, JOHN J. CROWLEY JR., RAYMOND E. GONZALEZ and JOHN A. LINEHAN JR. are heading inspection teams, respectively, in the Andean region, Panama, the Caribbean area and the Philippines. . . DANIEL L. WILLIAMSON, a consultant, conducted a compliance followup review of the joint administrative offices in Amman and Cairo. . . Former inspectors M. WALTER KENNEY and CHARLES T. MAGEE have departed for overseas assignments—Mr. Kenney as director of the Regional Administrative Management Center in Bangkok, and Mr. Magee as consul general in Leningrad. . . MICHAEL E. BODLE, EDWARD T. BRENNAN and JOHN D. MARKIN, professional auditors with experience in government and private business, have joined the inspection staff. □

## Intelligence and Research

*Office of Analysis for Western Europe:* ALAN W. LUKENS, director, spoke on U.S. arms control policies, to civic and media groups in Alabama, January 14. He also spoke to academic and media groups on nuclear non-proliferation, arms control, Lebanon and U.S.-European issues, in Syracuse and Buffalo, N.Y., January 25-29. On February 2-3, Mr. Lukens cochaired an interagency conference hosted by the bureau, on "Outlook for the Mitterrand Government." The principal speakers were Professors JANICE McCORMICK (Harvard), SUZANNE BERGER (Massachusetts Institute of Technology), MARTIN SCHAIN and ANTON DEPORTE (New York University). . . BOWMAN MILLER, analyst, participated in the Konrad Adenauer Foundation conference, on "The German Question," in Washington, January 6-7. . . ALAN MAKOVSKY, analyst, addressed a class at the Defense Institute of Security Assistance Management, at Wright Patterson Air Force Base, Dayton, O., on Aegean developments, January 31.

*Office of Analysis for the Soviet Union and Eastern Europe:* ALVIN KAPUSTA, special assistant for Soviet nationalities, spoke on the Soviet Union as a multinational state and its problems of managing nationalities and religion, at the Chicago Council on Foreign Affairs,

December 7. He also spoke to the Indiana Council on World Affairs, on the same subject, December 8. . . SIDNEY PLOSS, analyst, lectured on "Soviet Leadership Today," at George Washington University, December 6. . . DONALD GRAVES, division chief, spoke on Soviet domestic affairs, at the Brookings Institution conference for business executives, January 11. . . WAYNE LIMBERG, analyst, lectured to a model UN study group, at Georgetown Visitation Prep School, Washington, on Soviet policy in the horn of Africa, December 15. . . JANE FLOYD, analyst, spoke to students from Lower Marian High School, Ardmore, Pa., on the Soviet Politburo, December 6. □

## Inter-American Affairs

GEORGE B. HIGH, director, Office of Mexican Affairs, traveled twice to Mexico City in early December, on consultations for the Kissinger commission's visit to Mexico the same month. . . JIM LANDBERG has joined the office as deputy director; he was last assigned to the

mittee to Barbados, Grenada, Brazil, Argentina, Uruguay, Chile and Peru, February 11-22. . . STEPHANIE KINNEY has joined the Office of Southern Cone Affairs, replacing MIRTA ALVAREZ as the Uruguay/Paraguay desk officer. Ms. Alvarez is to go to the Foreign Service Institute for the mid-level course, then to Manila as refugee coordinator. . . The American ambassador to Paraguay, ARTHUR H. DAVIS, was in the Department, February 6-10, for consultations. . . JOHN BUSHNELL, deputy chief of mission in Buenos Aires, also visited the Department for consultations, January 31-February 1. □

## International Narcotics Matters

The Mexican quarterly bilateral meeting on narcotics issues was convened in Washington, January 26-27. Assistant Secretary DOMINICK L. DiCARLO led the U.S. delegation in reviewing the status of the narcotic crop



SAN JOSE, Costa Rica—Regional security officer Charles Sparks, left, receives Meritorious Honors Award and meritorious step increase from Ambassador Curtin Winsor.

Bureau of Economic and Business Affairs. . . The American ambassador to Bolivia, EDWIN CORR, was in the Department, January 9-16, on consultations. . . LESLIE SCOTT, deputy director, Office of Andean Affairs, accompanied members of the House Armed Services Com-

eradication program, and proposals to improve Mexican-U.S. coordination on a wide range of mutual antinarcotics law enforcement matters. . . Mr. DiCarlo led the U.S. delegation to the eighth special session of the UN Commission on Narcotic Drugs, in Vienna, February 6-10. Department members of the delegation included deputy assistant secretary CLYDE D. TAYLOR; ELENA KIM, bureau program officer; and F. GRAY HANDLEY, Bureau of International Organizations. Senior officials of the Drug



Enforcement Administration, the Food and Drug Administration and the Department of Health and Human Services were members of the delegation.

JAMES M. VAN WERT, controller and executive director of the bureau, participated in a Department financial management system seminar, in Brussels, with other Department and embassy finance officials. He then traveled to Pakistan, Thailand and Burma, to evaluate and provide assistance for international narcotics control programs, with emphasis on vulnerability assessment of narcotics assistance unit field posts . . . Training officer ROBERT RETKA visited the Federal Law Enforcement Training Center, Glynco, Ga., February 1-3, to consult with officials of the Drug Enforcement Administration regarding the fiscal year 1985 international narcotics control training program. . . ALBERT W. CARPENTER, the bureau's telecommunications management specialist, traveled to Thailand and Burma, February 4-20, to provide technical assistance concerning communications support to those governments. . . EARL FERGUSON, administrative officer in the bureau's Commodity Management Division, traveled to Pakistan and Thailand, January 31-February 13, to participate in commodity end-use surveys and commodity requirement assessments. . . JAMES E. TYCKOSKI traveled to Mexico City, January 31-February 3, to participate in contract negotiations. . . Ambassador-designate DAVID C. JORDAN called on Mr. DiCarlo to discuss the international narcotics control program in Peru. □



MONTREAL, Canada—Dan W. Figgins Jr., right, receives a Meritorious Honor Award—his fourth in the past two years—from the U.S. representative to the International Civil Aviation Organization, Edmund Stohr, for Mr. Figgins' work on the finance committee. His previous awards were for analytical reporting.

Saudi Arabia, Jordan, Iraq, Egypt, and Israel—January 9-25, for consultations and site visits. Mr. Newell conferred with host country officials on a wide range of multilateral issues; a centerpiece of most meetings was the recent U.S. decision to withdraw from UNESCO. . . Mr. Newell briefed embassy staffs, visited UN peace-

keeping and observer forces, and inspected field projects of several UN agencies and private volunteer organizations involved in refugee relief, economic development and health services. . . In Amman, Cairo, and Jerusalem, Mr. Newell briefed the local press on the UNESCO decision and other subjects. Mr. Newell was accompanied by JAMES A. WILLIAMS, deputy director, Office of UN Political Affairs.

Deputy assistant secretary GORDON STREEB attended the 24th meeting of the Group on North-South Economic Issues, of the Organization for Economic Cooperation and Development, in Paris, January 24-25, where discussion focused on the role of the UN Conference for Trade and Development and preparations for the fourth UN Conference on Industrial Development. . . KYLE SCOTT, Office of International Economic Policy, was an adviser on the U.S. delegation to the meeting of high-level intergovernmental group of officials to consider the review and appraisal of the implementation of the international development strategy for the third UN Development Decade. It was convened in Geneva, January 30-February 10, by the UN Conference on Trade and Development . . . HARRY GLAZER, chief, Economic Development Division, Office of International Development, participated in an informal meeting of representatives of western contributors to the UN

## International Organization Affairs

Assistant Secretary GREGORY J. NEWELL visited five Middle Eastern countries—



INTERNATIONAL ORGANIZATION AFFAIRS—In the Office of International Development, secretary Shauna Abdalla receives an award for "outstanding achievement" from deputy assistant secretary Gordon L. Streeb.

Development Program, in Berlin, February 7-8. He then proceeded to Paris, for a meeting with the Development Assistance Committee of the Organization for Economic Cooperation and Development, February 9-10, to discuss donor problems in funding multilateral agencies. . . PETER EICHER, officer-in-charge of African affairs, Office of UN Political Affairs, accompanied the assistant secretary for African affairs, CHESTER CROCKER, to New York, for meetings with the UN secretary general, PEREZ DE CUELLAR, and other UN officials on Namibia.

E. MICHAEL USSERY, Office of the Deputy Assistant Secretary for International Management and Budgetary Analysis, has transferred to the White House Liaison Staff. . . GOLDE RHODES, Bureau of Administration, has transferred to the Office of International Conferences. . . KAREN HEITKOTTER has transferred from that office to the Bureau of Management. . . NEAL WALDROP, Foreign Service Institute, has been assigned to the Office of UN Political and Multilateral Affairs. . . SONJA

### Solution to Diplo-Crostic No. 24

(See February issue)

(Ogden) Nash. *A Penny Saved is Impossible*

"The doctor gets you when you're born,

The preacher when you marry,

And the lawyer lurks

With costly clerks

If too much on you carry.

Professional men they have no cares,  
Whatever happens they get theirs.

Hard times for them contain no terrors.

Their income springs from human errors."

- |                  |                  |
|------------------|------------------|
| A. Northern      | O. Dormer Room   |
| B. Amnesty       | P. Itchy Feet    |
| C. Story         | Q. School House  |
| D. Howard Hughes | R. Introvert     |
| E. Arriere       | S. Mystery       |
| F. Pensee        | T. Psychopathy   |
| G. Entremets     | U. Okinawa       |
| H. Notch         | V. Shoehorns     |
| I. Night Fire    | W. Swarthmore    |
| J. Youth         | X. Irregular     |
| K. Snow White    | Y. Black Prince  |
| L. Accuracy      | Z. Lunar Modules |
| M. Vermont       | a. Effrontery    |
| N. Ephah         |                  |

CARROLL, Office of Communications and UNESCO Affairs, has transferred to the Bureau of Consular Affairs. □

### Legal Adviser's Office

On January 22 the Department's legal adviser, DAVIS R. ROBINSON, traveled to The Hague and to Paris, to attend meetings regarding the Gulf of Maine boundary case. . . DAVID A. COLSON, assistant legal adviser for oceans and international environmental and scientific affairs, traveled to The Hague, January 23, with the legal adviser, to establish procedures for the oral argument of the case with Canada concerning delimitation of the maritime boundary in the Gulf of Maine area.

HAROLD G. MAIER, counselor on international law, delivered a paper, "Extraterritoriality and the Forums for Interest Balancing," in a panel discussion on "Conflict of Laws in an International Context: Multinational Corporations, Taxation and Discovery," January 5, at the annual meeting of the Association of American Law Schools, in San Francisco. Also on the panel was Professor FRED MORRISON, who served as counselor in 1982-83; he discussed the unitary tax. The panel was chaired by Professor LINDA SILBERMAN of New York University, a member of the bureau's private international law advisory group on the child custody convention. . . K. SCOTT GUDGEON, assistant legal adviser for inter-American affairs, accompanied JAMES H. MICHEL to San Salvador, January 11-13. He participated on a panel on administration of justice in Caribbean area civil law countries, February 6-7, at the annual meeting of the Inter-American Bar Association in Panama. □

### Management

#### Office of the Under Secretary

On January 9, Under Secretary RONALD SPIERS spoke to administrative officers attending the Bureau of European and Canadian Affairs conference in Washington. . . On January 16, SHELDON J. KRYS joined Mr. Spiers' staff as executive assistant, replacing ROBERT T. HENNEMEYER. . . Mr. and Mrs. Spiers and Mr. Krys attended the senior management retreat on personnel policy, at Wye, Md., February 3-5. □

#### Office for Combatting Terrorism

Under Secretary Spiers opened the Washington Conference on the Venice Declaration on the Protection of Diplomats, hosted by office director ROBERT M. SAYRE, January 26-27. The conference was attended by representatives of the "Summit Seven," and dealt with issues of

security cooperation abroad. □

### Equal Employment Opportunity and Civil Rights

The deputy assistant secretary for equal employment opportunity and civil rights, CLARENCE E. HODGES, visited London, Brussels, Nairobi, Abidjan and Dakar, and had a stopover in Rome, January 3-12. He was briefed on embassy and mission staffing, conditions and operations, and discussed with embassy and mission personnel at all levels the Department's commitment to ensuring that the principles of equal employment opportunity and affirmative action are observed as an integral part of good management practices, for the benefit of all employees. . . The office and its AID counterpart sponsored an observance of the birthday of Rev. MARTIN LUTHER KING JR., January 17, in the Loy Henderson Conference Room. A panel of speakers included WILEY A. BARNTON, Rev. DAVID H. EATON and Rev. PAUL MONK. They spoke on aspects of the legacy left to all Americans by the assassinated civil rights leader. Dr. King's January 15 birthday will be observed as a national holiday beginning in 1986.

With the assistance of the Foreign Service Institute, the office launched a series of one-day seminars, designed to inform managers of their rights and responsibilities in their area. The first session of the entirely new seminar, on January 18, was for a class of 30 GS-12s, FS-3s and above. Further sessions are scheduled for March 21, May 23, July 18 and September 19. . . At an open meeting sponsored by the Women's Action Organization, January 24, Mr. Hodges spoke on equal employment opportunity, and the status of women and minorities in the Department. □

### Medical Services

In mid-January Dr. JEROME KORCAK, medical director, accompanied SECRETARY SHULTZ's party to Europe. Early in February, Dr. NEWTON JASSIE traveled with the Secretary's party to South America.

BETTY LABASTIDA-JEFFREY consulted in the office before beginning her home leave. Her last post was Mogadishu; her onward assignment was Kathmandu. She is scheduled to attend the Foreign Service nursing seminar in Honolulu in mid-March. . . ELIZABETH J. WESOLOSKI also consulted here in late January, and subsequently entered Spanish language training at the Foreign Service Institute, in anticipation of her May assignment to La Paz as nurse practitioner. She left Nepal in early December and completed her home leave before traveling to Washington. . . After finishing the nurse-practitioner program at the University of California-San Diego, ARLYNE HEERLEIN completed the crash course in Russian, consulted here, and was to travel to Moscow in late

February to begin her tour.

The deputy assistant secretary for mental health programs, Dr. PAUL EGGERTSEN, began his deferred home leave in late January, and was last seen heading west to Washington State. Dr. Eggertsen completed his Vienna assignment last summer and immediately returned to the Office of Medical Services to begin his new assignment. . . Dr. FRANK HART, assistant medical director for foreign programs, traveled to Nassau in early February to consult with patients at post. . . Dr. JOHN BEAHLER, deputy medical director, and GEORGE SWEENEY, Alcohol Awareness Program counselor, traveled to Harpers Ferry, W. Va., in early February to speak about the Department's program, at a mid-level management seminar. . . A. THOMAS CLARK, executive director, spoke at the conference held in Washington for all administrative officers from African posts. The audience included his immediate predecessors, DON HAYS and GERALD ROSE, who are now counselors for administrative affairs in Dakar and Pretoria, respectively. . . Dr. ARTHUR ROLLINS departed Nairobi in early February to begin leave-without-pay status for an indefinite time. □

## Near Eastern and South Asian Affairs

Assistant Secretary RICHARD MURPHY briefed House staff members, January 19, on the situation in Lebanon. On January 20 he traveled to New York, where he met with the Conference of Presidents of Jewish Organizations, the

Business Council for International Understanding and the Calvin Bullock Forum. All discussions were on Middle East issues, especially Lebanon. . . On January 9, deputy assistant secretary THOMAS NASSIF briefed the American Legislative Exchange Council on U.S. policy in the Middle East and the Persian Gulf. . . Former Middle East envoy MORRIS DRAPER met with the Yale Political Union, New Haven,

**RABAT, Morocco**—Ambassador *Joseph Verner Reed*, left, presents Meritorious Honor Award to political officer *Douglas Greene*.



Conn., January 25, to discuss the U.S. role and policy in Lebanon. . . The special assistant for Middle East negotiations, WILLIAM KIRBY, participated in a Washington Center panel discussion, January 18. . . DAVID MACK, director, Office for Syria, Jordan, Lebanon and Iraq Affairs, met with the Mennonite Central Committee, January 18, to discuss "The U.S. Role in Lebanon." . . PHILIP WILCOX, director, Office of Regional Affairs, participated in the University of Michigan's Center for Near Eastern Studies Conference, January 28. The topic was the situation in Lebanon and U.S. policy in the



region.

HARMON KIRBY, director, Office of Pakistan, Afghanistan and Bangladesh Affairs, was to address the Army War College, at Carlisle Barracks, Pa., February 2, on "U.S. Policy Toward South Asia." . . STEVE BLODGETT, deputy director, Office of India, Nepal, Sri Lanka and Maldivian Island Affairs, accompanied Under Secretary W. ALLEN WALLIS to India, to attend the seventh annual Indo-U.S. Economic/Commercial Subcommittee meeting, in New Delhi, December 12-13. After the meeting, Mr. Blodgett spent an additional 10 days traveling on consultations to Bombay, Banga-

**DAMASCUS, Syria**—At ceremony where meritorious service increases were awarded, are, front row from left: *Curtis Shook, Laura Birkinshaw*, Ambassador *Robert P. Paganelli*, *Karen Barnes, Kathryn Clement*. Back row: *Blaine Hughes, Bette Van Ausdal, Jim Jensen, Rudy Szabados, Pat O'Brien, Tom Cross, Marc Carlisle, George Bristol*.

lore, Madras and Calcutta.

EDWARD ABINGTON, deputy director, Office of Israel and Arab-Israeli Affairs, traveled to Dallas, January 30, where he met with the World Affairs Council to discuss U.S. policy in the Middle East and events in Lebanon. . . JOHN HERBST, political officer in the office, traveled to Delaware, January 12, where he met with students at the University of Delaware and discussed current events and U.S. policy in the Middle East. . . On January 13, LAURALEE PETERS, economic officer in the office, met with students and faculty at St. John's University (Collegeville), and she addressed the YMCA's Youth in Government program, at St. Paul, Minn. Both discussions centered on U.S. policy in the Middle East and events in Lebanon. . . DAVID GREENLEE, political officer in the office, met with a Washington Mission Program group visiting the Department from Florida. He discussed U.S. policy in the Middle East and events in Lebanon and Israel.

On January 23, JONATHAN BRECHT, Office of Public Affairs, briefed students from the James Blair School on current events and U.S. policy in the Middle East. . . DIANE KELLY of that office, met with students from Woodbury Forest High School, January 25, to discuss U.S. policy in the Middle East. □

## Oceans and International Environmental and Scientific Affairs

The Antarctica Mineral Resources Working Group, consisting of the Antarctica treaty consultative parties, met in Washington, January 18-27. Assistant Secretary JAMES MALONE presided over the opening session. . . The chairman of the Korean Atomic Energy Commission, BYUNG HUI LEE, visited in Washington to prepare for the forthcoming science and technology subgroup meeting in Seoul. . . Under Secretary WILLIAM SCHNEIDER, Mr. Malone and principal deputy assistant secretary HARRY MARSHALL met with others to set the agenda for the meeting. Mr. Marshall was to lead the U.S. delegation to the subgroup meeting, which was to be part of the subcabinet economic dialogue with the Korean government, February 22-24. . . During the week of January 23, Mr. Malone was in Madrid and Lisbon for consultations on fisheries, science and technology and environmental matters. While in Madrid, he cochaired the annual meeting of the U.S.-Spain Joint Committee on Science and Technology, at which time a number of joint scientific proposals were approved. DONALD FERGUSON, director, Office of Cooperative Science and Technology Programs, accompanied Mr. Malone.

In connection with preparations for the International Conference on Population, to be held in Mexico City in August, RICHARD E. BENE-



**OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS—Assistant Secretary James L. Malone, right, presents Abraham S. Friedman a Department plaque on his retirement, after serving as science counselor in Mexico City, Bonn and Paris.**

DICK, coordinator of population affairs, and VINCENT P. BARABBA, U.S. representative to the UN Population Commission, met on January 5 in New York with RAFAEL SALAS, executive director of the UN Fund for Population Activities, and representatives of several U.S. non-governmental organizations in the population field. . . On January 17, Mr. Benedick addressed a meeting in New York of the United Nations Association of the United States of America, on U.S. policy perspectives for the Mexico City conference. From January 18-27, he and Mr. Barabba represented the United States in New York at the UN Population Commission and the preparatory committee for the Mexico City conference. . . SANNY OVESON of the office of the coordinator joined them for the January 23-27 meetings. . . HERBERT THOMAS of the office served as U.S. observer at the second African Population Conference, in Arusha, Tanzania, January 9-13. From Arusha, Mr. Thomas traveled to Nairobi, Kenya, and Kigali, Rwanda, for consultations with embassy, AID and Kenyan and Rwandan government officials on family planning and preparations for the International Conference on Population.

On January 17, CARLTON STOIBER, director, Office of Nuclear Export and Import Control, chaired a 12-nation meeting in Vienna, Austria, concerning improvement of nonproliferation controls over sensitive nuclear technology.

LARRY L. SNEAD, deputy director, Office of Fisheries Affairs, participated in the inaugural meeting of the North Atlantic Salmon Conservation Organization, in Edinburgh, January 16-20.

The parties are Canada, Denmark (in connection with the Faroe Islands), the European Economic Community, Iceland, Norway and the United States. Sweden and Finland were expected to join soon. The purpose of the organization is to promote the conservation, restoration, enhancement and rational management of salmon stocks in the northern Atlantic Ocean by means of international cooperation. The organization also intends to provide for the acquisition, analysis and dissemination of scientific information pertaining to these stocks. Regulatory measures, scientific research and statistical information will in the future be the main areas of the organization's activities.

Commander RICHARD D. WHITE, Coast Guard liaison officer, represented State at meetings of the New England Regional Fishery Management Council, in Boston, January 10, and the Mid-Atlantic Regional Fishery Management Council, in Easton, Md., January 11-12. While in Easton, he gave a presentation on the Department's rôle in fisheries law enforcement.

LISLE A. ROSE, Office of Advanced Technology, represented the Department at the annual interagency hurricane conference, Homestead Air Force Base, Fla., January 24-26. □



VIENNA, Austria—At position classification workshop, standing, from left: Robert R. West (Washington), Margaret Boyd (Dublin), Anna F. Meek (Vienna), Flora Fejer (Budapest), Jadedda Janatkova (Prague), Kaija Peura (Helsinki), Rennie Aquilina (Valletta), Iris Susanto (The Hague). Seated from left: Maxine Wade (Bucharest), Sevin Orak (Ankara), Ingrid Zenger (Bern), Jorunn Nesset (Oslo), Bernadette Bunsell (Copenhagen), Angela Metz (Vienna), Ethel Sabelstrom (Stockholm), Betty Coubrough (Reykjavik), Dawn Doscher (Ankara).

## Personnel

New employees in the office of Foreign Service Career Development and Assignments are DEBORAH HALL, EILEEN DONNELLY and ANN HOLLOMAN, personnel technicians; VILMA DiLISIO, JOYCE SEABORN and ADELE DALY, secretaries; MICHAEL MILLIGAN and KENNETH MOLLER, placement officers; NICHOLAS WILLIAMS and STEPHAN NOLAN, junior officer counselors. . . The Department's central management officials were briefed, January 28, on the operation and structure of the personnel system, in preparation for their personnel policy seminar at Wye Plantation, February 3-5. Briefers included deputy assistant secretaries ANDREW L. STEIGMAN and CLINT A. LAUDERDALE, associate director of personnel MYRA SHIPLETT, and Policy Staff director WILLIAM I. BACCHUS. □

## Politico-Military Affairs

JONATHAN T. HOWE, director of the bureau, accompanied the Secretary to Stockholm, for the opening of the Conference on Confidence and Security Building Measures and Disarmament in Europe.

OLGA C. CUMBERLAND retired on January 27 after more than 30 years of Government service, including 10 as personal assistant to the director of the bureau. She served with six directors, who either attended the reception that

was held in her honor or sent telegraphic messages of tribute from abroad. At a ceremony in which Mrs. Cumberland was awarded the John Jacob Rogers Award for "outstanding service," Mr. Howe and former directors SEYMOUR WEISS and LESLIE GELB paid tribute to her.

ROBERT DEAN, deputy director of the bureau, gave a briefing on arms issues, at the German TV/German broadcasting studios, in Washington, January 17. . . JENONNE WALKER, senior adviser to the director, briefed congressional staffers, nongovernmental organization leaders and journalists from NATO, on the Conference on Confidence and Security Building Measures and Disarmament in Europe, January 11, 12, 23 and 26. . . JUDYT MANDEL, special assistant for public policy, participated in several direct-line interviews, regarding the President's speech on U.S.-Soviet relations. These interviews were to serve as editorial backgrounders, and were given to: WCSB (Cleveland), KIRO-AM (Seattle), WREC-AM (Memphis), WINZ News (Miami) and the Dallas Times and Herald, January 16; and WMCA-AM (New York), January 17. She also participated in a direct-line discussion for the Voice of America, in which she answered African listeners' questions on the importance of nuclear arms negotiations. . . Colonel MICHAEL SEATON, deputy director, Office of Strategic Technology and Nuclear Affairs, participated in an arms control panel at the Washington Center's "Winterim '84."

. . . JOHN R. THOMAS, who has joined the Office of Strategic Technology and Nuclear Affairs, was a guest speaker, February 7, at the Foreign Service Institute. The discussions centered on Soviet science and technology organizations and policy. Mr. Thomas discussed recent

developments and long-term problems affecting the performance of the Soviet scientific community. JOHN GIBNEY, deputy director, Office of Security Assistance and Sales, addressed the executive seminar at the Defense Institute of Security Assistance Management at Wright Patterson Air Force Base, Dayton, O., January 17. Mr. Gibney spoke on "The Role of the State Department in Security Assistance." . . . MICHELE G. MARKOFF, Office of Strategic Nuclear Policy, addressed a meeting of the New York Women's Bar Association, on U.S.-Soviet relations and strategic arms control, January 18, at the Chemist's Club in New York. . . WILLIAM H. COURTNEY and Michele G. Markoff conducted telephone interviews with newspaper editors, on the President's speech about U.S./Soviet relations, delivered on January 16. . . Commander MICHAEL AUSTIN, Office of Regional Security Affairs, spoke on "The Challenges to a Military Officer's Career," at the Air Force ROTC honor banquet at Purdue University, January 21. . . DAVID SCHWARTZ, deputy director, Office of Policy Analysis, attended a luncheon at the Brookings Institution, January 10. He spoke about his book, "Ballistic Missile Defense," which he co-authored with ASH CARTER; he also gave an interview to FRANK MILLER of the New York Times Sunday magazine, for an article entitled "Sociological Profile of a Young Person in Defense. . . On January 15 and 26 MARK LOWENTHAL, Office of Policy Analysis, addressed a group at the University of California at Los Angeles, on "The Politics of Verification and Arms Control."

HOWARD STOFFER, Office of Theater Military Policy, attended the one-week nuclear weapons advanced orientation course, January 23-27, at the Interservice Nuclear Weapons School at Kirkland Air Force Base, Albuquerque, N.M. He was also a State Department representative on the U.S. delegation to the NATO high-level group which met at MacDill Air Force Base, February 1-3, in Tampa, Fla. . . JOSEPH P. SMALDONE, chief, Arms Licensing Division, Office of Munitions Control, addressed the Society for International Development Seminar, on "A U.S. Perspective on Defense and Development in the Third World," in Washington, January 25. . . MARK L. WIZNITZER is the

## BUREAU NOTES

new special assistant to the director of munitions control. He replaced KENNETH C. HUMBORG, who retired on January 3. . . GEORGE M. BARBIS, political adviser to the chief of staff of the Army, under the State-Defense Exchange Program, accompanied General JOHN A. WICKHAM JR. on an official visit to countries in the eastern Mediterranean, January 9-21. The party visited Greece, Egypt and Turkey, where they met with military representatives of the host countries and visited their armies. In Egypt they spent a day with the Multinational Force and Observers in the Sinai. Before returning to Washington, the party went to Beirut, Lebanon, where they visited the Marines and U.S. Army personnel, and consulted with U.S. diplomatic and military representatives. □

## Public Affairs

**Office of the Assistant Secretary:** JOHN HUGHES, assistant secretary and Department spokesman, accompanied SECRETARY SHULTZ on his first visit to El Salvador, Venezuela, Brazil, Grenada and Barbados, January 31-February 8. JOHN T. MCCARTHY, deputy assistant secretary, visited Monterey, Sacramento and San Francisco, January 31-February 5. In San Francisco, he addressed the World Without War Council, and was interviewed by the Sacramento Union, KCRA-TV and the Sacramento Bee. In Monterey, he met with officials of the Monterey Institute of International Studies, and was interviewed by the Monterey Peninsula Herald. On February 7-12, Mr. McCarthy attended the 17th NATO conference of national information officials, in Brussels. On February 3, LOUISE CONDON retired after 16 years of Government service.

**Office of Press Relations:** SUSAN PITTMAN resigned on January 30. She, new daughter LAUREN, and husband DOUG ROSENSTEIN will be leaving for his new assignment in Turkey, in June.

**Office of Public Communication:** ORNELLA CAVALLO, formerly of the Bureau of Economic and Business Affairs, and SUSAN HECKMAN, a recent high school graduate, have joined this office as clerk-typists. HARRY F. YOUNG was a recent panelist on an Austrian Television Corp. program on nationalism, broadcast live from Vienna.

**Office of Public Programs:** Media/Principals Division chief JO COLLINGE accompanied DEPUTY SECRETARY KENNETH DAM to appearances on "Meet the Press" (January 8), "This Week with David Brinkley" (January 15), and the "MacNeil/Lehrer Report" (January 16). . . Under the direction of media officer KATHLEEN KENNEDY, Public Programs officers arranged 22 editorial background briefings and 17 radio interviews by telephone, as followup to President REAGAN's January 16 speech on U.S.-Soviet relations. In addition,

principals coordinator JOYCE NICHOLS arranged five national television appearances for senior officers commenting on the speech. . . Regional programs officers MADELYN SPIR-NAK and MONICA JANZER traveled to Dallas, February 2-3, to meet with World Affairs Council representatives and other civic leaders cosponsoring the Department's regional foreign policy conference, May 3. . . Conference officer MARIE BLAND coordinated a briefing for 50 Senate staff aides, January 20, with the assistant secretary for legislative and intergovernmental affairs, W. TAPLEY BENNETT, welcoming the group. On January 25, Mrs. Bland organized a briefing for 30 New York City business executives, where the deputy to the under secretary for political affairs, GERALD HELMAN, presented a foreign policy overview. . . Regional programs officer BARBARA BOLLER organized arrangements for EDWARD ROWNY, chairman of the strategic arms talks delegation, to address the Commonwealth Club of California, January 27. While in San Francisco, Gen. Rowny met with Chronicle and Examiner newspaper editors, and appeared on the nationally-syndicated ABC-Radio "Owen Spann Show." □

## Refugee Programs

DONALD M. KRUMM and RAYMOND J. GONZALES, program officers in the Office of Emergency Operations and the Office of European, Near Eastern and Latin American Refugee Affairs, were members of a joint AID/State assessment and project design team, for aid to displaced persons in El Salvador, January 16-February 10. . . CARROLL L. FLOYD, director, Office of European, Near Eastern and Latin American Refugee Affairs, participated in the final phase of the team's work, February 6-10. . . JAMES CARLIN, a retired Foreign Service officer, now director, Intergovernmental Committee on Migration, met with director JAMES N. PURCELL JR. and officials of the bureau, January 31. . . Deputy assistant secretary ARTHUR E. DEWEY traveled to Geneva, Switzerland, January 23-27, to participate in a meeting of the executive committee associated with the UN high commissioner for refugees. Mr. Dewey delivered an address on behalf of the U.S. Government, concerning refugee aid and development.

HARRY C. BLANEY III and WILLIAM A. KRUG JR., director and program officer, Office of Asian Refugee Affairs, held discussions with international organizations in Geneva and London, January 25-February 1, on means of combatting piracy in the Gulf of Thailand, and encouraging rescue at sea for refugees departing from Vietnam by boat. . . JAMES P. KELLEY, director, African Refugee Affairs Office, traveled to Kigali, Rwanda, to attend an African mission director's conference of AID, January 30-

February 8. Mr. Kelley also reviewed refugee programs in Burundi and Kenya. . . KARL S. BECK, director, Refugee and Migration Affairs Office, U.S. mission in Geneva, met with Bureau officials, January 27-February 2. . . The UN deputy high commissioner for refugees, RICHARD SMYSER, a retired Foreign Service officer, met with bureau officials, February 9. Purpose of these discussions was to review preparations for the second international conference on assistance to African refugees, which will be held in Geneva in July. ■

## Some passport, nationality decisions to be published

Selected decisions of the Board of Appellate Review, on appeals from administrative determinations of the Department on loss of nationality and denials of passport facilities, henceforth will be published as a matter of public record, State has announced.

Decisions may be obtained by calling or writing the Public Information Service, Bureau of Public Affairs, Room 4837A, Department of State, Washington, D.C. 20520, telephone (202) 632-6575. Inquiries about the role of the board and its procedures may be directed to the chairman, Alan G. James, State Annex 1. □

## Marine pollution panel to meet

The National Committee for Prevention of Marine Pollution will conduct an open meeting at 9:30 a.m., March 6, in Room 3201, U.S. Coast Guard headquarters, 2100 Second Street S.W., Washington.

The purpose of the meeting is to prepare position documents in preparation for an international conference on liability and compensation for damage in connection with the carriage of certain substances by sea. The conference will be held at the headquarters of the International Maritime Organization, London, England, April 30-May 25.

Members of the public may attend up to the seating capacity of the room. For information contact Captain Charles R. Corbett, U.S. Coast Guard, telephone (202) 426-2010. □

## Obituaries

**Robert J. Salazar**, 57, an education specialist at the Foreign Service Institute and the brother of retired Foreign Service officer Richard Salazar, died



Mr. Salazar

of cancer on January 18 at his home in Arlington, Va.

A native of France, Mr. Salazar was a French-language instructor at the institute from 1954 until 1972, when he became a scientific linguist in the Department of Romance Languages. He was a general services officer in Ouagadougou, 1978-79, and Libreville, 1979-81.

Mr. Salazar served in the Army, 1944-45. Besides his brother, he leaves his wife and a sister. The family suggests contributions to the American Cancer Society. □

**Snezhana Slavova**, 37, a language instructor at the Foreign Service Institute, Department of North and East European Languages, since 1982, died of cancer at George Washington University Hospital on January 24.

A native of Bulgaria, Ms. Slavova was graduated from the University of Sofia. From 1970-79, she was employed in Sofia as an interpreter and research secretary. She worked in Washington as a receptionist for the Conservative Foundation, 1979-82.

Survivors include her husband and two children. □

**Eric Christian Funseth**, 23, died in Washington on January 29. He was the son of Robert Funseth, senior deputy assistant secretary in the Bureau for Refugee Programs.

Eric Funseth was born in Washington. He accompanied his parents on assignments to Europe and Canada. A graduate of Yorktown High School in Arlington, Va., he played first violin in the school orchestra and was a member of the National Honor Society and the Mathematics Honor Society. At the

time of his death, he was on a leave of absence from Johns Hopkins University and was enrolled at Towson State University.

His parents have established two memorial funds in his honor: St. John's Church Outreach Program, Lafayette Square, 1525 H Street N.W., Washington, D.C. 20005; and the Eric Christian Funseth Memorial Fund, Patients Library, Sheppard and Enoch Pratt Hospital, Towson, Md. 21204. □

**Robert H. Thayer**, 82, a former Navy commander and lawyer who served as minister to Romania, 1955-58, died of leukemia on January 26 at the Georgetown University Hospital.



Mr. Thayer

In 1951, Mr. Thayer was appointed special assistant to the ambassador to France. He became special assistant for international and cultural relations in 1958, and was appointed special assistant to the Secretary, for coordination of international, educational and cultural relations, in 1959. Leaving Government service in 1962, he worked for the American Field Service as director of governmental relations until 1972.

A native of Massachusetts, Mr. Thayer was graduated from Amherst and earned a law degree from Harvard. He practiced law in New York and was involved in the investigation of the Lindbergh kidnapping. During World War II, he was a navy intelligence officer who took part in the invasions of Normandy, southern France and the Philippines. He was a member of the U.S. delegation at the organizing conference of the United Nations, in 1945 in San Francisco.

Mr. Thayer was a trustee emeritus of the National Trust for Historic Preservation. Other memberships included the advisory council of the School of Advanced International

Studies at Johns Hopkins, the Council of Foreign Relations and the Foreign Policy Association. Survivors include two sons, a daughter and a brother. □

**Harold B. Minor**, 81, who was ambassador to Lebanon, 1952-53, died after a heart attack on January 25.

Mr. Minor's first assignment was to Tampico, as a clerk, in 1927. He went on to serve as consular officer in Cali, Rio de Janeiro, Jerusalem and Tehran. In 1945 he became chief of the Division of Middle Eastern and Indian Affairs. Subsequent assignments were to Athens, as counselor in 1947, and to Lebanon, as minister, in 1951.

Mr. Minor was born in Kansas. He was a graduate of the Georgetown University School of Foreign Service. Survivors include his wife, two sons and a daughter. □

**Clarence Clyde Ferguson Jr.**, 59, a Harvard law professor who was ambassador to Uganda, 1970-72, died after an apparent heart attack at his home in Boston, December 21.

Joining State in 1969, Mr. Ferguson was named special coordinator on relief to civilian victims of the Nicaraguan civil war. He was appointed deputy assistant secretary for African affairs in 1972, and served as U.S. representative, with the rank of ambassador, at the UN Economic and Social Council, 1973-75.

Mr. Ferguson was born in North Carolina. A graduate of Ohio State, he earned his law degree at Harvard, where he became a faculty member in 1977. From 1955-63, he was a professor of law at Rutgers. In 1963, he became dean and professor at the Howard University law school. Survivors include his mother, three daughters and two sisters. □

**Robert Donhauser**, 65, a Foreign Service officer who retired in 1973 after serving as personnel officer in the Office of Career Management, died on February 6.

Joining State in 1942, he was a division assistant and research assistant

until 1947, when he was assigned to Stockholm as a cultural affairs officer. In 1953, he was appointed public affairs officer in The Hague. Mr. Donhauser was a special assistant in the Office of the Under Secretary for Political Affairs, 1958-60. After a detail to the National War College, he was appointed deputy principal officer in Singapore, 1961. Returning to Washington in 1963, he became deputy chief of the Career Management and Assignments Division. He served as counselor and deputy chief of mission in Addis Ababa from 1966 until 1968, when he began a second detail to the National War College.

Mr. Donhauser was born in New York. He completed a bachelor's and master's at Yale. From 1943-45 he served in the Army. Survivors include his wife, two daughters and two sons. □

**Robert P. Joyce**, 81, a Foreign Service officer who retired in 1962 after an assignment to Genoa as consul general, died on February 8 in London.

Joining State in 1927, he served as vice consul in Shanghai, La Paz and Panama. In 1943, after assignments to Belgrade and Havana as second secretary and consular officer, he resigned from State to join the Office of Strategic Services. Returning to State in 1946, he became consul general in Trieste. From 1948-52, Mr. Joyce was a member of the Policy Planning Staff. He was counselor in Paris, 1952-56, and Rio de Janeiro, 1956-57. Assigned to the Department, 1957-59, he was special assistant to the director for intelligence and research.

Mr. Joyce was born in California. He was a graduate of Yale. Survivors include his wife and two sisters. □

**Samuel A. McIlhenny Jr.**, 81, a consular officer who retired in 1958, died on December 9.

Born in Texas, he was graduated from the University of Texas and also attended the Marion Institute and the U.S. Naval Academy. Joining the Foreign Service as a clerk in 1928, he

served in San Salvador, Tegucigalpa, Managua and Santiago. Assignments as a consular officer were to Santiago, Antofagasta, Valparaiso, Valdivia, Tampico, Coatzacoalcos, Agua Prieta, Nuevo Laredo, La Paz, San Jose and Monterrey.

Survivors include his wife. □

**George D. Monk**, 67, who worked in the Bureau of Intelligence and Research from 1965 until he retired in 1973, died on November 16.

A former employee of the Atomic Energy Commission, he was a research assistant, 1942-46 and 1947-51; an intelligence officer, 1951-56; and a research analyst, 1956-65. He joined State as an intelligence and research specialist, and became a foreign affairs political-military science analyst in 1968.

Mr. Monk, a native of California, earned bachelor's and master's degrees at the University of Chicago. Survivors include his wife. □

**Frank A. Davis**, 72, a Foreign Service officer who retired in 1962, died on December 24.

His assignments included Munich as consular officer, Havana as security officer and second secretary, and Guatemala as general services officer and second secretary. From 1954-56, he worked in the Department as an investigator.

Mr. Davis was born in Ohio. He was graduated from Hillsdale College in 1935, and was a Michigan state police trooper, 1937-39. Survivors include his daughter and a brother. □

**Robert A. Griggs**, 69, a retired consular officer, died in August in Los Angeles, STATE learned last month.

Joining the Service in 1939, Mr. Griggs served in Sofia, Cairo, Naples, Rome, Berlin and Frankfurt. He was a native of San Diego. From 1934-39, he worked in private industry.

Survivors include his wife, four sons, a daughter and three grandchildren. □

**Philip P. Williams**, 71, who retired in 1962 after an assignment to Port-au-Prince as counselor, died November 16.

Beginning his career in 1936, he served as consular officer in Ciudad Juarez, Rio de Janeiro, Buenos Aires and Nassau. He was consular officer and first secretary in Managua, San Jose and Tel Aviv.

Born in California, Mr. Williams was graduated from Stanford and attended Harvard, 1935-36. Survivors include his wife and two sons. □

**George E. Dickerson**, 72, a general services officer who retired in 1973, died on January 24.

Assignments during his career, which began in 1949, included Frankfurt, Bonn, Pretoria and Lusaka. From 1967-69, he was administrative officer in Benghazi.

Mr. Dickerson was born in Kentucky. He was with the Army, 1942-49. Survivors include his wife. □

**Daniel N. Arzac Jr.**, 60, a retired Foreign Service officer who was assigned to Santiago as counselor and political officer in 1971, died on December 3.

Joining State in 1951, Mr. Arzac was an intelligence and research officer before his first overseas assignment to Phnom Penh as economic and consular officer. After serving as economic officer in Montevideo for a year, he returned to Phnom Penh in 1959 as a political officer. Mr. Arzac was appointed executive assistant to the ambassador in Bogota in 1963. In 1969, he became political and economic officer in Asuncion. He retired in 1975.

Born in California, Mr. Arzac was graduated from St. Mary's College and earned a master's from the University of California at Berkeley. From 1943-46, he served in the Army. Survivors include his brother. □

**Margaret Donchi**, 43, wife of Foreign Service officer Don Donchi, who is assigned to the Bureau of European Affairs, died of cancer at her



home in Potomac, Md., on February 8.

Ms. Donchi was born in Springfield, Mass. A graduate of the College of New Rochelle, she earned a master's at New York University. She accompanied her husband on assignments that included Yaounde, Sofia, Oslo and Zagreb.

Besides her husband, of 10109 Donegal Ct., Potomac, Md. 20854, she leaves a son and two daughters. The family suggests contributions to the American Cancer Society. □

**Virginia K. Grey, 55**, wife of retired Foreign Service officer Thomas F. Grey, died of cancer on January 24 at the American Oncologic Hospital in Philadelphia.

Ms. Grey accompanied her husband on assignments to New Delhi, Madrid, Luxembourg and Frankfurt. She worked as a clerk at the embassies in New Delhi and Luxembourg.

Born in Massachusetts, she was a 1948 graduate of La Salle College in Boston. Besides her husband, she leaves two sons, three daughters, her mother, a brother and a sister. □

**Frances J. Gross, 57**, was the wife of Foreign Service officer Clifford H. Gross, who retired in 1981. She died of cancer on February 10, at her home in Washington.

Ms. Gross accompanied her husband on assignments to Frankfurt, Vienna, Sofia, Budapest, Paris, Tehran and Moscow. Between assignments, she was a librarian at the Library of Congress, 1952-56, 1959, 1960-63 and 1970-73. She was also active in volunteer work in the American school libraries at several posts.

Ms. Gross was born in Chicago. A graduate of the University of Minnesota, she completed a master's at Columbia, and also attended Middlebury College in Vermont. She was a member of Temple Sinai and Common Cause, and was active in the "Meals on Wheels" program, and at Children's Hospital. In addition to her husband, she leaves her mother and a brother. ■

## New shuttle schedule for Passport minibus

An updated schedule for the Passport Office minibus shuttle, circling between Main State and Passport headquarters at 1425 K Street N.W., has been released. There are new stops at 18th Street and Pennsylvania Avenue N.W., outbound from State, and at 21st and Pennsylvania, returning to State. The schedule follows:

Main State	18th Penn.	1425 K	20th K	21st Penn.	Main State
8:15	8:20	8:26	8:30	8:33	8:40
8:45	8:50	8:56	9:00	9:03	9:10
9:15	9:20	9:26	9:30	9:33	9:40
9:45	9:50	9:56	10:00	10:03	10:10
10:15	10:20	10:26	10:30	10:33	10:40
10:45	10:50	10:56	11:00	11:03	11:10
11:15	11:20	11:26	11:30	11:33	11:40
11:45	11:50	11:56	12:00	12:03	12:10
12:15	12:20	12:26	12:30	12:33	12:40
12:45	12:50	12:56	1:00	1:03	1:10
1:15	1:20	1:26	1:30	1:33	1:40
1:45	1:50	1:56	2:00	2:03	2:10
2:15	2:20	2:26	2:30	2:33	2:40
2:45	2:50	2:56	3:00	3:03	3:10
3:15	3:20	3:26	3:30	3:33	3:40
3:45	3:50	3:56	4:00	4:03	4:10
4:15	4:20	4:26	4:30	4:33	4:40
4:45	4:50	4:56	5:00	5:03	5:10 □

## State Department's current publications

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

The publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520. Telephone: (202) 632-6575-6.

### Arms control

"Building Confidence and Security in Europe," Secretary Shultz, Conference on Confidence- and Security-Building Measures and Disarmament in Europe, Stockholm, Sweden, January 17 (Current Policy No. 538).

### European affairs

"The U.S.-Soviet Relationship," President Reagan, address to the nation, Washington, D.C., January 16 (Current Policy No. 537).

### Inter-American affairs

"Is Peace Possible in Central America?," Langhorne A. Motley, assistant secretary for

inter-American affairs, Foreign Policy Association, New York, January 19 (Current Policy No. 539).

"Democracy as a Problem-Solving Mechanism," Langhorne A. Motley, assistant secretary for inter-American affairs, Council of the Americas, Washington, D.C., December 8 (Current Policy No. 532).

### International economics

"U.S. Foreign Policy and Agricultural Trade," Kenneth W. Dam, deputy secretary of state, American Farm Bureau Federation, Orlando, Fla., January 10 (Current Policy No. 535).

"Promoting the Free Flow of Information," Ambassador Diana Lady Dougan, coordinator for international communication and information policy, second symposium on transborder data flows of the Organization for Economic Cooperation and Development, London, November 30 (Current Policy No. 531).

### Near Eastern and South Asian affairs

"Policy Options in Lebanon," Kenneth W. Dam, deputy secretary of state, Senate Foreign Relations Committee, January 11 (Current Policy No. 536).

### Refugees

"Refugee Assistance and Protection," James N. Purcell, director, Bureau for Refugee Programs, Executive Committee of the UN High Commissioner for Refugees, Geneva, Switzerland, October 12 (Current Policy No. 534).

### GIST

Arms control: confidence-building measures (1/84).

Baltic states: U.S. policy (1/84).

Caribbean Basin initiative (1/84).

Conference on Disarmament in Europe (1/84).

Generalized system of preferences (1/84).

Grenada collective action (1/84).

International investment policy (1/84).

International shipping (1/84).

U.S.-Brazil relations (1/84).

### Background Notes

China (12/84). □

## See to your symbols

To avoid delay in distribution of telegrams, drafters were advised in a Department Notice on January 18 to make certain that valid Department office symbols are used, as indicated in 4 FAM Appendix A, Section 402. The notice explained that an automated message analysis and dissemination system is in use which is programmed to recognize only the official symbols. □

# Library Booklist

## Cuba

### A selection

#### General

- DOMINGUEZ, JORGE I., ed. *Cuba: internal and international affairs*. Beverly Hills, CA, Sage, 1982. 230p. F1758.C96
- GREEN, GIL. *Cuba at twenty-five: the continuing revolution*. Uniontown, OH, International Publishing, 1984. 180p. On order
- GRIFFITHS, JOHN, et al., eds. *Cuba: the second decade*. London, Writers and Readers Pub. Coop., 1979. 271p. F1788.C825
- HALPERIN, MAURICE. *The taming of Fidel Castro*. Berkeley, Univ. of California Press, 1981. 345p. F1788.H32
- PHILIPSON, LORRIN. *Freedom flights: Cuban refugees talk about life under Castro and how they fled his regime*. New York, Random House, 1980. 201p. F1788.P397
- SARUSKY, JAIME. *The cultural policy of Cuba*. Paris, UNESCO, 1979. 50p. CB425.S75S27
- SCHROEDER, SUSAN. *Cuba: a handbook of historical statistics*. Boston, G.K. Hall, 1982. 589p. F1778.S37 Ref

#### Politics and foreign relations

- BENDER, LYNN D. *Cuba vs. the United States: the politics of hostility*. San Juan, PR, Inter American Univ. Press, 1981. 103p. F1776.3.U5B35 1981
- CASTRO, FIDEL. *The world economic and social crisis, its impact on the underdeveloped countries, its somber prospects and the need to struggle if we are to survive; report to the seventh summit conference of non-aligned countries*. Havana, Publishing Office of the Council of State, 1983. 224p. HF1413.C38
- GOTTEMOLLER, ROSE E. *The potential for conflict between Soviet and Cuban policies in the Third World*. Santa Monica, CA, Rand, 1981. 27p. Q180.A1R32 No. 6668
- HARNECKER, MARTA, ed. *Cuba, dictatorship or democracy?: edition includes account of national experience of people's power*. Westport, Ct., L. Hill, 1980. 239p. JL1016.C813
- HOROWITZ, IRVING L., ed. *Cuban communism*. New Brunswick, NJ, Transaction Books, 1981. 688p. F1788.H67 1981
- LEOGRANDE, WILLIAM M. *Cuba's policy in Africa, 1959-1980*. Berkeley, Univ. of California Press, 1980. 82p. DT38.9.C9L46
- LEVINE, BARRY B. *The new Cuban presence in the Caribbean*. Boulder, CO, Westview, 1983. 250p. On order
- MESA-LAGO, CARMELO, et al., eds. *Cuba in the world*. Pittsburgh, Univ. of Pittsburgh Press, 1979. 343p. F1788.2.C82
- PARTIDO COMUNISTA DE CUBA. *Documents and speeches/2nd Congress of the Communist Party of Cuba*. Havana, Political Publishers, 1981. 421p. JL1019.A53P6713 1980

- ROBBINS, CARLA A. *The Cuban threat*. New York, McGraw-Hill, 1983. 351p. F1776.3.U5R618
- SAMUELS, MICHAEL A. *Implications of Soviet and Cuban activities in Africa for U.S. policy*. Washington, Georgetown Univ. Press, 1979. 73p. DT38.7.I47
- UNITED STATES. Congress. House. *Impact of Cuban-Soviet ties in the Western Hemisphere, Spring 1980 hearings*. . . Washington. U.S. G.P.O., 1980. 122p. F1415.U5 1980
- UNITED STATES. Congress. Senate. *The role of Cuba in international terrorism and subversion: hearings*. . . Washington, U.S. G.P.O., 1982. 273p. HV6431.U664
- UNITED STATES. Congress. Senate. *The role of the Soviet Union, Cuba and East Germany in fomenting terrorism in Southern Africa: hearings*. . . Washington, U.S. G.P.O., 1982. DT747.R9U5
- WEINSTEIN, MARTIN, ed. *Revolutionary Cuba in the world arena*. Philadelphia, Inst. for the Study of Human Issues, 1979. 166p. F1788.R43

#### Social conditions

- DIAZ-BRIQUETS, SERGIO. *The health revolution in Cuba*. Austin, Univ. of Texas, Press, 1983. 227p. HB1379.D52
- DZIDZIENYO, ANANI. *The position of blacks in Brazilian and Cuban society*. London, Minority Rights Group, 1979. 28p. F2659.N4D94
- HOLLERBACH, PAULA E. *Recent trends in fertility, abortion, and contraception in Cuba*. New York, Population Council, 1980. 36p. HQ 767.5.C9H64
- RANDALL, MARGARET. *Women in Cuba: twenty years later*. New York, Smyrna, 1981. 167p. HQ1507.R345
- SALAS, LUIS. *Social control and deviance in Cuba*. New York, Praeger, 1979. 398p. HV6857.S24
- WALD, KAREN. *Children of Che: childcare and education in Cuba*. Palo Alto, CA, Ramparts, 1978. 399p. HV747.C9W34

#### Economics

- BETANCOURT, ERNESTO F. *Fidel Castro and the bankers: the mortgaging of a revolution*. Washington. Cuban-American National Foundation, 1982. 14p. HC152.5.B4
- BRUNDENIUS, CLAES. *Revolutionary Cuba: economic growth, income distribution, and basic needs*. Boulder, CO, Westview, 1983. 160p. On order
- MACEWAN, ARTHUR. *Revolution and economic development in Cuba: moving towards socialism*. New York, St. Martin's, 1981. 265p. HD1837.M3

- MESA-LAGO, CARMELO. *The economy of socialist Cuba: a two-decade appraisal*. Albuquerque, Univ. of New Mexico Press, 1981. 235p. HC152.5.M47 -
- RODRIGUEZ, GONZALO M. *El proceso de industrialización de la economía Cubana*. Habana, Ciencias Sociales, 1980. 324p. HC152.5.R63

#### History

- CRIPPS, LOUISE L. *The Spanish Caribbean, from Columbus to Castro*. Boston, G. K. Hall, 1979. 251p. F1741.C73
- DORSCHNER, JOHN. *The winds of December*. New York, Coward, McCann & Geoghegan, 1980. 552p. F1787.5.D67 (On the Cuban revolution)
- FRANQUI, CARLOS. *Diary of the Cuban revolution*. New York, Viking, 1980. 546p. F1787.5.F7313
- HINCKLE, WARREN. *The fish is red: the story of the secret war against Castro*. New York, Harper & Row, 1981. 373p. F1776.3.U5H56
- KIRK, JOHN M. *Jose Martí: mentor of the Cuban nation*. Gainesville, University Presses of Florida, 1983. 204p. On order
- LOPEZ, SEGRERA. *Raíces históricas de la revolución cubana (1868-1959): introducción al estudio de las clases sociales en Cuba en sus relaciones con la política y la economía*. Habana, Unión de Escritores y Artistas de Cuba, 1980. 526p. F1776.L66
- MCMANUS, JANE, ed. *From the palm tree: voices of the Cuban revolution*. Secaucus, NJ, L. Stuart, 1983. 206p. On order
- MONTANER, CARLOS A. *Secret report on the Cuban revolution*. New Brunswick, NJ, Transaction Books, 1981. 284p. F1788.M57513
- MURRAY, DAVID R. *Odious commerce: Britain, Spain, and the abolition of the Cuban slave trade*. New York, Cambridge Univ. Press, 1980. 423p. HT1077.M87
- NOVARRO, ANTHONY. *Tocayo*. Westport, CT, Arlington House, 1981. 270p. F1788.N37 (On the Cuban revolution)
- Operation Zapata: the "ultra-sensitive" report and testimony of the Board of Inquiry on the Bay of Pigs*. Frederick, MD, Univ. Publications of America, 1981. 367p. F1788.064
- PEREZ, LOUIS A. *Cuba between empires, 1878 to 1902*. Pittsburgh, Univ. of Pittsburgh Press, 1983. 464p. On order
- SANTAMARIA, HAYDEE. *Moncada, memories of the attack that launched the Cuban revolution*. Secaucus, NJ, L. Stuart, 1980. 118p. F1787.5.S23 1980
- VIVES, JUAN. *Les Maîtres de Cuba*. Paris, R. Laffont, 1981. 390p. F1788.V57 (On the Cuban revolution, the Soviets, and the Cuban Secret Service) ■

The Super Bureaucrat  
**SUPERCRA**

BY  
**CHIP BECK**

PART VI - DIET PLAN  
FOR BUREAUCRATS®



LAST TIME WE DISCUSSED  
DIET TIPS. REMEMBER, TO  
EAT A BALANCED DIET,  
YOU MUST LIVE ON A  
BALANCED DIET.



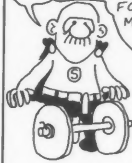
SINCE BUREAUCRATS NEVER  
HAVE A BALANCED BUDGET,  
DIETERS ON MY PLAN CAN  
IGNORE NORMAL GUIDELINES  
AND FORGET ABOUT  
BALANCED MEALS...



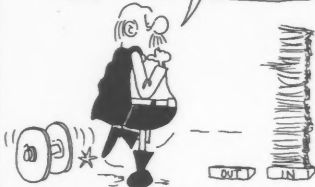
INSTEAD, SNEAK JUNKFOOD  
AS A QUICK FIX. THINK  
OF IT AS SORT OF A  
CALORIC FEDERAL RESERVE!



NOW ON TO SOME  
EXERCISES. EACH  
DIET NEEDS SOME  
WEIGHT LIFTING  
FOR  
MUSCLE  
TONE.



FIRST GET RID OF THOSE  
ANTIQUES! WE'LL USE MY  
SPECIAL BUREAUCRATIC WEIGHTS!



BEGIN BY LIFTING YOUR  
OUT-BOX. EVEN AT THE  
END OF A  
WORK DAY  
IT IS  
FAIRLY  
LIGHT.



WORK UP TO LIFTING  
YOUR IN-BOX. IT'S  
ALWAYS HEAVIER....  
AND IT KEEPS GROWING!



IF YOU'RE NOT  
INTO LIFTING  
WEIGHTS, TRY  
"PAPER  
SHUFFLING."



OF COURSE,  
SOME OF US  
ARE BETTER  
THAN OTHERS  
AT THIS.



OTHER EXERCISES YOU CAN  
DO FROM YOUR DESK  
ARE "NIT-PICKING," "RED-  
PENCILING," "GRIPING,"  
"WAFFLING,"  
"JUXTAPOSITIONING"  
AND "OVERKILL."  
ALL GUARANTEED  
ENERGY EXPENDERS.



IN FACT, ALL OF THESE  
ARE A BIG WASTE OF  
ENERGY, SO YOU REALLY  
USE UP  
THE  
CALORIES  
FAST.



WHILE YOU ARE  
ON THE EXERCISE  
PROGRAM, GET  
PLENTY OF REST.



OR AS WE SAY IN  
THE BUREAUCRACY,  
"SLEEP ON IT."



zzzzzz



JUST DON'T  
DO IT ON  
MY TIME!



HOWEVER, FOR  
MANAGERS, WE  
MAKE ALLOWANCES.



WHEN YOU FEEL  
AN URGE TO  
EAT .....



... FALL ASLEEP!  
AT YOUR DESK!  
(YAWN)



I SEE SUPERCRA IS  
STILL STICKING TO  
HIS DIET.



ARE YOU?  
TUNE IN NEXT  
MONTH

---

BUREAU OF PERSONNEL  
DEPARTMENT OF STATE, U.S.A.  
WASHINGTON, D.C. 20520

OFFICIAL BUSINESS

POSTAGE AND FEES PAID  
DEPARTMENT OF STATE  
STA-501



CONTROLLED CIRCULATION RATE

If address is incorrect  
please indicate change.  
Do not cover or destroy  
this address label.  
Mail change of address to:  
PA/OAP  
Room 5815A

