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State

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W E L C O M E T O T A S H K E N T



LETTERS

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Editor Sanford (Whitey) Watzman
Deputy editor Barbara Quirk
Staff assistant Kim Banks □



These women greet visitors at the airport with the native bread, ekmek. See "Post of the Month" for more pictures. (Cover photo by George Kent)

Kirby Simon: a portrait

ARLINGTON, VA.

DEAR EDITOR:

Along with the other members of the 63rd A-100 class, I was shocked and saddened in late April to hear that our classmate Kirby Simon had passed away in Taipei, due to carbon monoxide poisoning from a faulty heater in a post-leased apartment (STATE June). Kirby's death caught most of our class in the transition from our first to second posts, with many having already returned to



Mr. Simon

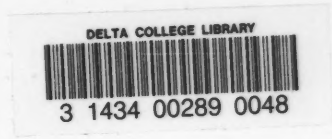
the National Foreign Affairs Training Center for training, and others still scattered across five continents. While it was good to see mention of Kirby in STATE, the brief mention hardly did justice to Kirby's life or the senseless loss the Foreign Service has suffered.

Three members of the 63rd traveled up to New York in late May to attend a "gathering" of Kirby's friends and relatives, organized by his parents to honor their extraordinary only child. We already knew Kirby was unforgettable, but we hadn't recognized the extent of his talents. Kirby made his mark early on during our A-100 training with his wickedly wry sense of humor, his precise, clipped speech and his outspokenness about and tendency not to tolerate mutely the idiocies that we came across in the introduction to the organization we all hoped would serve as our institutional home in the coming years. While the former two traits (along with his choice of

dress—trademark white linen suit and a dashing kerchief—and preference for a neat Scotch, while others guzzled beer) led many to see (and tease) him as the epitome of the old-style diplomat, taken several generations too late into the Foreign Service, some of his Taipei colleagues have noted recently that the real shame is that the Foreign Service has evolved away from the Renaissance type Kirby most definitely represented.

The outpouring of remembrances of Kirby at the gathering gave clear testimony to this. Precociousness: at age 5, Kirby turned to a playmate and said, in all seriousness: "Can we have an *intelligent* conversation now?" At age 11, wanting to increase his time available for reading, he convinced a neighbor-carpenter to help him build and design a contraption that would allow him to read a book and turn pages while in the bathtub without getting the book wet. Overcoming a dubious law-school-professor dad, Kirby doggedly applied for and received a U.S. patent for the device (No. 4,199,125 or thereabouts; drawings and the patent were on display)! He was Connecticut's top high-school debater as a senior at Choate. Yet Kirby never lost his sense of humor: as a boy he reveled in making "couch sandwiches" and giggling with his aunt—and he would later use his perfect ear for accents and dead-on impersonations to convince his supervisor in Taipei over the phone (on April 1) that the latter was talking to a very irate Senator Kennedy himself about

—(Continued on Page 65)



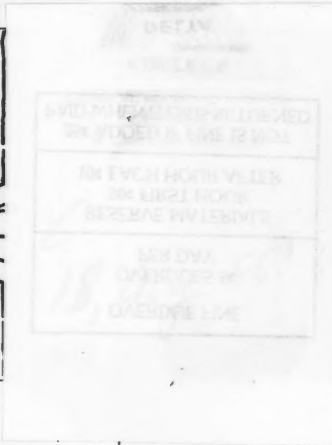
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NEWS H I G H L I G H T S

Sizing up the Strategic Management Initiative: an interview

Having completed an assignment as ambassador to Malaysia, John S. Wolf has been named coordinator for the management project by Secretary Christopher. The questions he answers here were put to him in July by editor Sanford (Whitey) Watzman.

Q—The perception in the Department, Ambassador Wolf, is that you're in the hot seat right now. Wouldn't you rather be back in Kuala Lumpur?

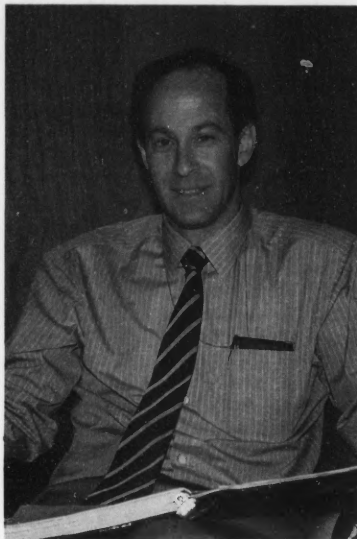
A—Well, I did spend three of the most exciting years of my life there, and I'm tempted to answer your question by saying yes. But the fact is that the task that the Secretary has assigned to me now is very important both for the Department and for the United States. It is a tall order. I'll give it all that I have.

Q—Just in general, from what you've seen so far, how is this Strategic Management Initiative coming along? Is it making progress?

A—Yes it is, and some of it has already been reported. There are some exciting things happening. The biggest strides to date have been in management systems and processes, but there is progress as well in each of our three core areas—fixing the decision-making process at State, matching policy with resources and re-engineering our management tools. But—and I'm anticipating your next question—we do have a long way to go.

Q—A long way in what direction?

A—We can fix processes, but we also need to change our culture. Our people both here and overseas need to understand that what S.M.I. is dealing with aren't things that can just wait. We can't wait until we see our final budget next fall. We can't wait to see how the consolidation issue [combining State with other foreign affairs agencies] is finally resolved on the Hill. The plain fact is that, no matter what happens in those areas, we're going to have to be ready for it. And we're going to get ready through S.M.I. If our funding level is going to fall—and it



Ambassador Wolf during the interview.

looks like it will—then all the more reason for reorganizing ourselves in the way we do our business, through S.M.I.

Q—Again, in general, what are the problems you're encountering right now?

A—One problem is hearing the question that I'm sure you've heard too: "Isn't S.M.I. the right thing at the wrong time?" In other words, what about the budget, what about the consolidation? And why

'Secretary Christopher himself is at the very heart of this process ... He's very much into it'

should we have any confidence that there's really going to be change this time?

Q—And what's your answer?

A—I've already given you my answer as to the budget and the consolidation, if it happens. As to why we can be confident that S.M.I. is really going to produce results, that's an easy one to answer. It's because Secretary Christopher himself is at the very heart of this process. And so is the deputy secretary, Strobe Talbott, as well as the under secretary for management, Dick Moose. It's the Secre-

(State Department photos by Ann Thomas)

tary himself who's giving this thing some real focus. He's very much into it.

Q—Are you yourself directly in contact with Secretary Christopher?

A—Yes.

Q—How often?

A—He's told me he's available as often as I need him, and he has been. The same goes for Strobe in particular. I'm in touch with him regularly, and then of course I see Dick, too, and the members of the steering committee.

Q—You said that one problem is this question: "Is S.M.I. the right thing at the wrong time?" Is there some other general problem that you're running into?

A—Yes, it's a need for us to overcome the tendency to think that only we can be our own doctors, as it were, in this matter—that the only solutions that have validity are those that we ourselves come up with at State—that only we know enough about how to fix things because we know the Department. But there are people on the outside who have fixed the kinds of things that we need fixed. We have to look to the field, and we should be open about looking at other agencies and outside the Government to find what we need.

Q—Now here's another question that I know troubles some people in the Department. They wonder whether it's wise for us to take the initiative ourselves in cutting back operations. If we do that, aren't we foregoing the chance of getting all that we need from Congress? Isn't there some fear that Congress will just go ahead and pocket our self-initiated cutbacks—and then use that as a baseline for demanding more of us?

A—I understand what you're saying, but the fact is that S.M.I. isn't about cutbacks and reductions. It's about streamlining, it's about delaying, it's about prioritizing and reallocating. Whatever money we free up through S.M.I. we intend to plow back into our infrastructure needs and into diplomatic preparedness. The Department is critical for the United States. We are the one agency of the Government that can provide a 360-degree view of U.S. interests overseas. We provide services to American businesses, and we're into conflict resolution and the strengthening of our alliances. We help Americans in need. We are the catalyst, the integrators and the coordinators. These are real services for the American people, and we perform them with only 2% of the federal budget. But let me add right away



Ambassador Wolf (seated) with members of his staff, from left: Kay Monte, Alix Weldon, Angelo Ioffreda, Bernadette McCarron, Dan Geisler.

that we can do these things better, and that is what S.M.I. is all about.

Q—Is S.M.I. being pre-empted in any way by what's already happening on the Hill?

A—Well, if our budget is sharply reduced by Congress, then the S.M.I. tools that we're fashioning are going to be all the more important. Right now we don't have good enough management tools to make rational choices. If our budget is cut even more, we'll still have to deliver our vital services, but even more efficiently. So we have to get on with S.M.I., and we have to do it quickly. But we shouldn't be kidding ourselves either. Serious budget reductions are forcing us to reduce what we can do.

Q—How's the delayering project and the reduction in deputy assistant secretaryships coming along?

A—I think they're moving. Some things have already been announced, such as reducing the flow of paper on the Seventh Floor. Now as to the deputy assistant secretaries and such, the Secretary has decided not to order specific reductions at this time. But he's directed that we examine closely each vacancy, as it comes up, to make sure that that person is playing a role in policy formulation, is breaking logjams in the interagency process, is someone who can speak authoritatively on Capitol Hill, is a person who can lead interdepartmental negotiating teams, is a person who has ready

access to foreign governments. Those are some of the criteria for determining whether we're going to continue to need those positions.

Q—How about delayering in the sense of having more responsibility devolve on lesser-ranking officers?

A—We have a way to go with this. Again, it's a matter of changing our culture. It's a matter of telling younger officers: "You've got the helm—you're in charge."

Q—Presumably we've been telling them that already.

A—Well, the truth is that some

*Bureau of the future:
'More authority ... to
frame its own priorities'*

assistant secretaries have been doing this better than others.

Q—Is this devolution really going to happen, in a broad sense?

A—The Secretary has made it my job to try to make that happen.

Q—So you're in touch with the assistant secretaries on that?

A—Yes. And it's the same at the posts. We need to unleash the creativity of our younger officers, to give them authority and let them run with it. In Kuala Lumpur I had some good younger officers who did wonderful things on their own initiative.

Q—On another subject: what's the embassy of the future going to look like?

A—You can be sure that it's going to

look different. But we don't have a single model that fits them all. We're looking at a half-dozen different sizes of embassies, and even then, in any particular place, it's going to have to depend on local circumstances. What kind of Foreign Service nationals do we have there? What are the skills of the spouses, and are we making full use of them? What kind of talent exists in the American community in those national capitals? The more we can make use of people like this, then the need to assign Washington-based staff will be reduced.

Q—What's the *bureau* of the future going to look like, here in the Department?

A—It'll be one that's better able to communicate with the field, with other bureaus and with other agencies, as well as with the private sector out on the information superhighway. That bureau is going to be given more authority from the central system to deal with budgetary and personnel issues. But it will also have more accountability, more responsibility to frame its own priorities and to match them against resources.

Q—Why would this be better than tighter central management?

A—Because things will happen faster. And the bureaus will be closer to their customers. They'll be managing their own affairs, and they won't be able to blame someone else if something goes wrong.

Q—Do we have it together right now here at State to live within the budget resolution that the majority party has agreed to in Congress?

A—We have to come to terms with it, but of course the process hasn't been completed yet. There are still lots of possibilities that are being talked about between Congress and the administration. But, in a way, that's beside the point. Our focus now is on moving ahead with S.M.I., so we'll be able to respond more quickly and more efficiently to whatever we have to live with. Still, I want to repeat that the bigger the budget cuts the less we will be able to do to represent America and Americans abroad. That will have consequences. As a former ambassador, I have these questions: Will we be able to protect Americans who are in trouble overseas? Will we be able to do the kind of advocacy that creates jobs back home? Will we be able to deal competently with the new global issues that affect each and every one of us, and

our national security and well-being?

Q—Getting back to the proposed consolidation of the foreign affairs agencies, would this complicate S.M.I.?

A—S.M.I. is really independent of all this. If we have consolidation we'll need all the improved tools that S.M.I. is designing, and if we don't have consolidation we'll still need those tools. Having said this, though, I think it's fair to say too that consolidation would be a major distraction for all of us as we try to move ahead quickly with our reforms and manage a complex foreign policy. So it's sure to have an impact. The administration is opposed to the consolidation but it's very much committed to S.M.I., so let's keep the focus right now on what it is that we do want to happen, and that's S.M.I.

[At this point there was some discussion about post closings which has since been overtaken by the Department's recent announcement.]

Q—How did you pick those particular posts, and how do you reconcile this with what Secretary Christopher has also said—that he wants to maintain universality as much as possible?

A—These were not easy decisions. All of those posts have a reason for being there. The question for us was that, by closing them, would we generate savings that could be put to more important use by the Department?

Q—Secretary Christopher has been saying a lot about improving the quality of life of Department employees. Is there any conflict between this and the budget we're probably going to be stuck with?

A—Let me be emphatic about this. Secretary Christopher genuinely wants to do something to help our families abroad. We have many people in unpleasant places, we have many in dangerous places. And here at home he wants to help our employees to cope with conditions so they can do their jobs better. But money is tight. We're going to have to try to identify what we can allocate from one place to another.

Q—But you don't see the Secretary abandoning this, if the crunch comes?

A—Absolutely not. It was the first issue he talked about in his March speech to the employees. And he has stressed it to me and to the six S.M.I. team leaders.

Q—He also mentioned the possibility of privatizing certain Department functions. Has there been any more thought given to that?

A—Yes, we're doing that as part of

S.M.I. For example, we're looking at some aspects of medical services and payroll services. But right now we're just looking. We haven't identified anything specific just yet.

Q—Thank you. I guess this answers all the questions I have right now. Good luck.

A—Thanks, but S.M.I. means more than just luck. It's about making a lot of good things happen ourselves. □

Child care center will have unique '3-suite' layout when it opens next spring

A unique "three-suite" arrangement is taking shape for the Department's child care center as it heads toward a grand opening next spring on the first floor of the low-rise building at Columbia Plaza. There will be six separate classrooms plus an indoor multipurpose room for an anticipated enrollment of 86 children, ranging from infancy through age 5.

Each of the three suites will be for a separate age group—one for infant/toddlers, a second for young preschoolers and the third for older preschoolers and kindergarteners. Classrooms—there will be a total of six plus an indoor multipurpose room—will be self-contained and designed to afford abundant natural light. Adjacent to the infant/toddler and young preschool suites will be outdoor play-space. A large outdoor playground with state-of-the-art equipment for all the children will be situated within the building complex.

"The center is being designed to give children and their families a comfortable, homey feeling," says Pat Kinney, chief of the new Work and Family Division in the Office of Employee Relations. "It's a center I would have loved to have taught in during my own teaching days."

She adds that the key to the success of the center will be the ability of the governing board to address affordability. The center will be required to achieve national accreditation. Hence, she says, costs are expected to be within the range of marketplace care which, in Washington, averages between \$140-\$170 a

week for infants where the teacher/child ratios are either 1:3 or 1:4, and \$90 to \$130 a week for preschoolers and kindergarteners.

Says Ms. Kinney: "I believe parents should think of child care costs as they do college tuition, and this means that just about everyone needs assistance." The governing board's major role will be to raise funds to offset tuition costs for many families. It has launched a fundraising campaign and has applied for status as a Combined Federal Campaign agency. In addition, the Department has earmarked its income from the recycling program for tuition assistance.

Members of the board include its president, Donna Mavritte of the Bureau of Administration's Office of Operations; Karen Christensen, Foreign Service Institute; Sharon Papp, American Foreign Service Association; and Mary Fryer, an early-childhood educator. They are serving as volunteers, and are recruiting a treasurer as well as other volunteers for subcommittees, including the one that is handling fundraising. Those interested in helping may call Ms. Mavritte, (202) 647-2955.

In the winter, Ms. Kinney says, the Department will begin solicitation of the services of a professional provider to deliver the daily program. To share information about the design and the program, an open meeting was held on July 19 in the Dean Acheson Auditorium. Others are to follow. □

Embassy exhibit in El Salvador aids U.S. business

An American businessman who had an appointment with economic counselor Chris Lynch to talk about investing in El Salvador looked at the exhibit in the U.S. embassy there and remarked: "I had no idea they were down here!" "They" the American company, Dockers Jeans, one of many that are manufacturing, assembling and selling in El Salvador as never before.

All this is evident in the "American Business Growing In El Salvador" exhibit that decorates the economic/commercial section of the embassy. The exhibit is the creation of economic secretary Mary Turner. Mr. Lynch recalled: "Several months ago our section relocated to new



and larger quarters, and Mary suggested we use the wall space to display products of American companies active in El Salvador. I liked the idea and asked her to develop the concept."

Brian Doherty, commercial attaché, said: "The American businessman is eager to invest here," he said, "but at the same time he wants to be sure he's putting his money into a safe place. Our exhibit inspires confidence." Ambassador Alan Flanigan commented: "Mary Turner's initiative is exactly the kind of creative thinking we need to keep our competitive edge." □

Security officer brings Russian little leaguers to Virginia

BY STEVE JENKINS

The author is now working on counterintelligence programs here in the Bureau of Diplomatic Security.

The summer cycle of transfers is always a stressful time for Foreign Service people, and last summer was no different. With one child getting ready to enter college and the youngest finishing up junior high school, it didn't seem like a good time to upset the apple cart and move the family overseas.

I was assigned to a one-year unaccompanied tour to St. Petersburg, Russia, as the site security manager for a construction project. I reported last August 3. When I arrived in St. Pete and checked into the hotel, a newspaper had been placed on the coffee table of my room. The first article I saw in it was about a local neighborhood baseball team.

Since I've been active in little-league baseball for the past 20 seasons, it seemed it would be fun to get into baseball to help pass the time. Within the next couple of weeks, with the assistance of Glenn Corn, a fluent Russian linguist and a consulate political officer, I contacted the ball club and made arrangements to have a meeting.

The first meeting, to say the least, was a little strange. When Glenn and I arrived there were seven or eight Russians in the room sitting around a table. After the introductions, none of which I understood, Glenn began explaining that I would like to volunteer to help the ball club, and to umpire some games for them. As the conversation progressed, one of the men who, as I later found out, was a coach, hit the table with his fist. Immediately remembering the shoe incident at the United Nations with Khrushchev, I figured that we were in for a confronta-

tional evening. But Glenn informed me that the consensus was positive, and the pounding on the table was just to emphasize the point that they were interested in learning baseball the American way. As one Russian said: "We want American baseball by American rules—we are tired of playing by a confusion of rules from Japan, Europe and the Russian Federation."

On the field, I found I did have several things to be thankful for. The baseball was round, had 108 stitches, weighed 5 ounces and was white (normal). The field was shaped the same, only 81 feet between bases, rather than 90 feet. Calls for balls, strikes, walks, outs, balks and time-outs were in ENGLISH.

The last weekend of August a five-game tournament was scheduled with a team from Moscow. I was offered an opportunity to umpire the games. During September, Glenn and I continued to attend practices, and I umpired every game they played.

At one of the meetings with the coaches and managers I commented that it would be a real treat if we could take some of the kids to the United States. The coaches and managers laughed, and commented that it would be a dream come true for them and an experience the kids would never forget. That started the ball rolling. Over the next eight months, we worked to line up Russian sponsors to finance the trip. I contacted my home league in northern Virginia and got a resoundingly positive response of support to have, for the first time in history, a Russian baseball team play on U.S. soil.

Arrangements were made for nine American families to house two to three Russian baseball players between the ages of 11 and 15, two coaches, one manager and one umpire for the proposed 11-day trip. The American families would be responsible for room and board and transportation of the players during the visit. The next several months were full of negotiations, planning, replanning and more negotiations. Most of the Russian ballplayers had never been out of St. Petersburg, much less on an airplane. They didn't have passports or any other type of travel documents.

The managers and I decided not to let the kids in on this undertaking until we were sure we could pull it off. During November I asked the St. Petersburg little leaguers if they would be interested in an American-style seminar on baseball. We



Mr. Jenkins



The Russian little leaguers in northern Virginia with the American flag, the Russian flag (right) and the flag of Virginia. In their

midst is State Senator Charles L. Waddell. Man on the left is a Russian businessman who was one of the sponsors for the trip.

put on a six-hour seminar in mid-November: it was cold; you know how cold it can be in northern Russia. The league rented an indoor soccer field for the seminar.

March was the month for the final decision to make the trip and to begin the arrangements. The league requested that I pick the team of 15 from their 65-plus players. I declined, and placed this burden on the coaches.

The teams began practicing in mid-March for the tryouts to make the trip to the United States. As you can imagine, in mid-March there is still snow in St. Pete, about knee deep to a giraffe. There were four to six inches on the ball field, which the kids cleaned to begin practicing. The team was chosen, Russian passports issued, American visas issued, airline tickets purchased and the briefing of the Russian kids and their parents was held. The team was scheduled to depart St. Pete on May 20 to New York, and then take a bus to Dulles airport, arriving around 11 p.m. I departed St. Pete en route to Virginia on two weeks' annual leave.

The league in northern Virginia had over 90 kids between 13 and 15 who signed up to play the Russian team during the seven-game trip. Prior to the arrival of the Russians, information meetings and briefings were given to the host families. On May 20 we were ready. As the bus arrived at Dulles, few of the occupants were bright-eyed, since their day had been 32 hours long. All that could be accom-

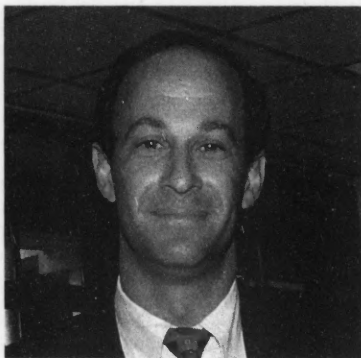
plished that day was to disperse the visitors to their host families and let them sleep. Sunday the 21st was a day to sleep in, meet the host families and have an American-style cookout, sponsored by the president of the northern Virginia league.

Beginning Monday, for the next four days, ball games dominated. The news media were constantly following the story, and the Russians made their presence known. After the first four games, if it is important, the score was Russians 2 and Americans 2.

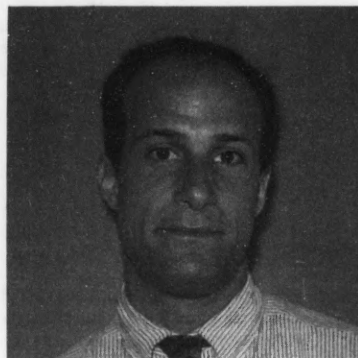
After Friday and Saturday off, Sunday afternoon began the last three-game stand. Sunday's game was rained out in the fourth inning. Monday's game was won by the American team, but at this point no one really cared who scored more runs. Both sidelines were rooting for both teams; there were no losers in these games.

For the last game, with the friendships made, I recommended that the two teams that took the field be made up of joint Russian/American players. This was one of the few times in a competition that one can truly say there were no losers, and everyone came away with a new perspective of the other side. The bottom line for the younger generation that will never know about the cold war, except from a history book, was that we traded the cold war for balls and strikes, and over 100 children will be winners. ■

Department of Look-Alikes



John S. Wolf



Scott M. Leeb

You already know Mr. Wolf, he of the Strategic Management Initiative. But his doppelganger, Mr. Leeb, he of the Civil Service, has nothing to do with reorganizing the Department—in fact, he's leaving it. He's heading back to his job in the Army, after serving a year on temporary duty in the Bureau of Intelligence and Research, where he was into East Asia analysis. Mr. Wolf, of course, until recently was an East Asia ambassador (in Malaysia)—coincidence, right? Here's another one: both of them were born in Philadelphia! Wow! Yet the two have never met. If they ever do, it's a toss-up as to which language they'll use. Both speak English and French. □

AT POSTS OVER SEAS

2 State security officers rescue ambassador in Burundi ambush

BY ROBERT KRUEGER

Sometimes the result of months of training, years of service and a lifetime of character development are proven, or disproven, in 10 or 20 seconds.

Such was the case on a winding mountain road near Rusenda, Burundi, at 4:30 p.m. on June 14. It was there that two regional security officers, Chris Reilly and Larry Salmon, showed their mettle and professionalism, enabling me, whom they were assigned to protect, to escape unscathed—while two dead and eight wounded remained behind, victims of a hail of gunfire when we were ambushed in the heart of Africa.

Since arriving in Burundi a year earlier, I had sought to travel into the countryside at least once weekly, if possible. Only 5% of the population lives in the capital, and as I had been named ambassador to Burundi, not just Bujumbura, the capital, I needed to communicate with the remaining 95%. Thus, when Burundi's foreign minister invited me to join Ambassador Leandre Bassole of the Organization for African Unity and him to see at firsthand the destruction of villages in Cibitoke Province, in northeastern Burundi, I accepted.

Our convoy was led by a Burundi army truck filled with about 15 soldiers equipped with automatic rifles. It was followed, in sequence, by the army colonel's Land Rover; two O.A.U. four-wheel-drive vehicles; my lightly-armored Chevrolet (driven by Eddy Rukara, a Burundian, with Mr. Reilly joining him in the right-front seat); and the foreign minister, Ambassador Bassole, and I in the rear. The sixth vehicle was the embassy's Toyota Land Cruiser, driven by Mr. Salmon, who was joined by a French journalist/photographer, Ann Nosten, in the right-front seat, and the foreign minister's soldier/bodyguard in the second seat. An O.A.U. vehicle and a mayor's private car completed our eight-car convoy.

At 4:30, with the army vehicles pulling ahead as we were ascending a



Ambassador Robert Krueger, center, with the agents who aided in his rescue, Larry Salmon, right, and Chris Reilly.

steep, heavily-forested mountain, I saw a high bluff to the right and a sharp precipice on the left. Just then, Mr. Reilly radioed Mr. Salmon in the car behind: "Flat tire." We all heard the plop, plop, plop of shattered rubber hitting the road. The vehicle before us lurched to a stop. Just as we stopped behind, Mr. Reilly exclaimed "It's gunfire! Back up, Eddy!" The Burundi driver froze. Mr. Reilly immediately reached across, put the car in reverse, stepped on the accelerator and, after backing up so we could clear the two vehicles blocking our path, put the car in drive and said: "Step on it Eddy! Get out of here!"

Meanwhile, I had looked out the rear window to see puffs of dust from automatic-weapons fire passing over and through the roof of Mr. Salmon's car behind us. I could see the shattered glass in his rear window, and saw his long frame leaning across the front seat. He had pushed his passenger to the floor for safety. His right arm was extended out the right-front window, firing his revolver at the assassin he saw above.

In the car before us, there were two dead and three wounded. As we drove past our "protective guards" in the Burundi army truck and the colonel's Land Rover, I saw the colonel standing, gazing about in the center of the road, his soldiers slowly getting off the back of their truck. Not one Burundi soldier had a weapon raised; none was taking cover or returning fire.

In the 10 seconds or so that we were directly under attack, and as we drove away, to our knowledge only Larry Salmon had returned fire at the attackers. And once he fired, neither he nor we received more gunfire.

But we were out of there. And safely.

When the firing began, the Burundi soldier in Mr. Salmon's backseat had thrust his AK-47 on the floor and lay face down on the seat, where he received two shots in his back. Mr. Salmon's shoulder was cut with a bullet fragment; the journalist's arm was bleeding from broken glass. His vehicle had received at least 10 rounds of automatic-weapons fire. Ours had received one. The car with the dead and wounded before us received probably 10 shots or more.

Without Mr. Reilly's cool demeanor in getting the driver to back up and negotiate past the two stalled vehicles before us—through a narrow lane overlooking a sheer precipice to our left—and without Mr. Salmon's protective fire and prompt followup, all of us in both vehicles would have been stalled, in peril.

Both Mr. Reilly and Mr. Salmon recognized what they needed to do. In the 10 seconds during which it all happened, Mr. Reilly had his weapon drawn, but wisely chose not to open the door to return fire. Rather, he got us backed up, and then had us propelled ahead of the stalled vehicle before us and on to safety. With equally cool demeanor, Mr. Salmon's return fire and quick exit saved his front passenger and him, and perhaps the wounded bodyguard behind.

Each performed bravely, professionally, proficiently. Both did exactly what they needed to do to provide safety for the passengers for whom they were responsible.

Burundi's foreign minister, Ambassador Bassole and I are all convinced it was the months of training, years of experience and lifetime of character formation that made those 10 seconds, for us, an unforgettable experience and a tragedy observed, rather than a tragedy that could easily have included our own injury or death. ■

COLLAPSING INTO ZIMBABWE

BY MICHAEL J. VARGA

TONY IS GOING to prison today. Don't get me wrong: He's not a criminal. It's his job: He's a consular officer



Mr. Varga

at the U.S. consulate in Toronto. He's supposed to check up regularly on the welfare of American citizens being held in prison. Many Canadians are surprised to learn this is part of Tony's job. (Tony was a bit startled by it, too. He's an economist by training and didn't imagine his foreign service work would include spoon-feeding Jello to the imprisoned who misguidedly believe if they refuse to eat, they may be freed. Very few fast for more than a few days, but they invariably time their "hunger strikes" for Tony's visit.)

Most prisoners he'll see are guilty of some effort to defraud somebody of something. But that doesn't really explain why Zimbabwe is in a Canadian prison. She's there because she tried to kill me. And since I'm telling you this, you know she didn't succeed.

Her name's not really Zimbabwe, of course. She was born into a middle-class family in Philadelphia as Sally Breeson. But in her late teens,

(Photo of Mr. Varga by Andrew Stawicki of the Toronto Star)

The author is an economic/political officer in Toronto. A fictional piece by him, which won the short-story contest of the Toronto Star, was published by that newspaper on June 4 and is reprinted here. There were 2,400 entries by authors in Canada, the United States and Europe. Mr. Varga's first prize brought him \$4,000 worth of computer equipment in Canada. The author says he did not write a story about himself.

as she developed a unique African-American voice and began appearing as a "performing poet," she decided "Sally Breeson" was a lie, must have been a hand-me-down name from some slave-owner. And despite

'... Zimbabwe is in a Canadian prison. She's there because she tried to kill me. And since I'm telling you this ...'



the pleas of her parents, she legally changed her name to Mtoli Karaywa. At first, her parents refused to call her anything but Sally. But her unwillingness to respond led her mother to make an effort.

In the late '70s as the nation of Rhodesia went from white minority to black majority rule, commentators began referring to it by its new name, Zimbabwe. As Sally's mother heard the name more often, she decided she liked its sound and considered it easier to pronounce than Mtoli Karaywa. She would call her daughter Zimbabwe. Sally was pleased by her mother's effort to acknowledge her right to define herself. (In a strange pique of contrariness, Sally's father began calling her Rhodesia.)

It was as Zimbabwe that she became known as a performing poet. She was articulate and able to frame her rage against the injustices of '70s and '80s America in cadences that had audiences—both black and white—chanting with her. Some of her most popular pieces were "Every Seven Minutes" about the incidence of rape, or "Smooth Black Pearls" about the lack of appreciation for black women's contributions to American society. She was dynamic and attracted large crowds wherever she performed. She was invited to appear at Yale and Harvard; she developed a following that was more than a cult but less than a political movement.

So what happened? How could she wind up in the Metro West de-

tention centre, waiting for Tony's visit?

* * *

I met Zimbabwe in Philadelphia when I had just returned from Africa and was looking for a means to voice my own poetic leanings. Like her, I had grown up in Philadelphia, and after a two-year stint in Chad in the peace corps, I was at loose ends to figure out what to do with my life. I had seen incredible poverty and suffering in Chad, and although I felt good about my years of service—teaching mathematics at a village high school—I felt I had to do something more to share what I had witnessed, and what I had come to regard as my ignoble affiliation with a spiritless, corrupt Western civilization. That is to say, I wanted to be a rebel.

One night I wandered into London's, a smoky downtown bar that allowed poets to take over every Tuesday. As I stumbled through the darkness to find a seat, Zimbabwe was on stage in the middle of "Every Seven Minutes." A big woman, barrel-wide, with gleaming black skin and eyes that cut through the smoke, she wore an Afro hair style that tripled the size of her head and translated as "Don't even think of messing with me."

She always had her poems memorized, freeing her to fix her eyes on the audience. There was nothing between Zimbabwe and her audience: no papers, no microphone, nothing. I wanted to find a place to sit but my eyes were riveted. I couldn't concentrate. She was coming at me, locking



'... She wore an Afro hair style that tripled the size of her head and translated as: "Don't even think of messing with me"'

her eyes with mine. Like a man whose life flashes before him before dying, I stopped in the middle of the crowd and stared back as Zimbabwe circled closer. As she reached the final lines, the audience took up the refrain:

"A Women Is Broken, Every Seven Minutes
Her Womb Is Trashed, Every Seven Minutes
Fleshy Thighs Smokin', Every Seven Minutes
He Flicks The Ash, Every Seven Minutes
That Burns Her Heart, Every Seven Minutes
Murders Her Dream, Every Seven Minutes
Sparks Her To Cry, Every Seven Minutes
She Ain't Never Been, Every Seven Minutes"

As she reached the final line, she was on top of me, her Afro shrouding my pale face in darkness. Everyone was looking at us. It was an electric moment, this "lost" white

boy peering at this black queen mother singing out about the pain of being who she is, of who all woman are.

As Zimbabwe cried out "She Ain't Never Been," I screamed, "She Lives!" and buried my head in her heaving chest. She cradled my head as I began to weep uncontrollably. It was like we had done this a thousand times before, as a finely choreographed ending to her wail: A man in weakness, recognizing his faults, crumbling into her strength. It was a coda for the poem that the audience loved, offering not just a plaint about the plight of women, but a symbolic next step toward rebuilding the relationship between the sexes.

After that first night, each time she performed "Every Seven Minutes" I—or in my rare absence, some other man—would cry out the "She Lives" line and collapse into Zimbabwe. It became an item of status among the male poets to be the one collapsing. Some offered me money, drinks or other favors to stay away from the bar so they might get a chance.

Zimbabwe and I began collaborating on a series of poems. We travelled the city and wowed them wherever we went. People found the image compelling of this big, black woman with the Africanized name and "big hair" juxtaposed with this little "shrimp" of a white man, poetizing together. We became a symbol of how the races in Philadelphia could work together to create something noble and lasting; some of our most popular works included "When

Black Poets Congregate" and "Poetry Is A Mortal Art."

There were inevitable rumors that we were lovers, which Zimbabwe encouraged even though there was no foundation for them. She thought people became more attentive if they believed there was a physical relationship. So we flirted on stage and made it seem like something it wasn't.

Through Zimbabwe, I became a rebel, for a time. No matter what has happened since, I will always be grateful to her for that. But then it happened—something which neither of us at the time fully understood, but which set us on a collision course in Toronto a dozen years later.

Zimbabwe fell in love with a brick-layer named Lamont. She'd met him at a construction site and soon he was a regular at London's, even though he didn't know his free verse from his limericks. In the beginning, while puzzled by our performance, Lamont seemed quite accepting. He even seemed to understand Zimbabwe's claim that our flirtations helped "the act." But with each passing week, Lamont seemed to say less to me and treat me with a more visceral scorn. When I complained to Zimbabwe, she accused me of being jealous. One night it all came apart.

Zimbabwe and I were performing our piece "Georgia Colors," about the child murders in Atlanta. Lamont swaggered into London's late and immediately charged toward us. We continued the poem, but the menacing look in Lamont's eye made us both

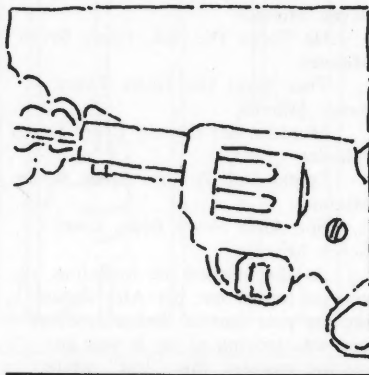
nervous. Just as we reached the final lines:

"Georgia clay, Red running redder,

Running redder with the blood of children.

Dead to the red, running redder" — Lamont whipped out a revolver and began firing. At first, the audience thought it was part of the act, a gun with blanks as a visual emphasis of the poem's violence. But as he swung the gun at eye level and bottles started smashing and glasses falling, the crowd pushed its way out of London's. Luckily no one was hurt, and Max, the barman, was able to wrestle Lamont to the floor and take the gun away. Incredibly, Zimbabwe had not moved. As the crowd fled (and I along with it), Zimbabwe had finished the poem, punctuated as

'Lamont ... immediately charged toward us ... [He] whipped out a revolver and began firing'



it was by the gunshots. Later she would claim any true artist would have stayed, would have "disarmed" Lamont through our art. No matter how I argued, Zimbabwe said my flight indicated "bad artistic faith." She and I never performed together again. Within weeks I stopped writing poetry and ceased any involvement in the performing arts.

* * *

Over the years, I would hear occasionally of Zimbabwe's work and readings. I went off to graduate school and then joined the foreign service. Frankly, I never expected to see or hear of her again. Then one day, a guard at the consulate said there was someone who wanted to see me. When I asked the name, the guard said: "She said to tell you 'Zimbabwe'." I froze.

When I came downstairs, she rose to greet me. The Afro was gone, her hair cropped short and stylish, but she was still a very big woman, and as we shook hands, her heavy earrings clanged. She said, "Thanks for seeing me."

"Of course. But what brings you to Toronto?"

"Some personal business."

"Are you giving a reading here? At the university?"

"No, but if I were, would you have come?"

"Sure."

"Can we go outside and talk? I won't take up much of your time. It's a little claustrophobic in here,

what with the guards and all."

As we walked past the metal detector to stroll along University Ave., the guard handed Zimbabwe her purse, a big brown leather bag that looked Moroccan.

"I needed to see you again," she began.

"After all this time I have to say I'm surprised."

"I remember you as that little white boy poet. It's quite a shock to see you as a diplomat."

"It's been a long time since I wrote poetry."

"But you had such talent. Does the government appreciate you?"

"It appreciates different talents I have developed over these years."

"So you don't write any longer?"

"Nothing creative."

"It's a shame. You don't blame me, do you?"

"No. That's water under the dam."

"Well, I blame you."

"For what?"

"For what you took away from me. We had become something important, and then you were gone. I was at my best with you, and I have never achieved that same level of com-mu-ni-ca-tion." She stretched the word out so that it lasted five steps.

"There was a little incident with a gun and Lamont and your accusations that I was not a true artist. Don't you remember?"

"I remember trying to make you

a better poet, trying to help you grow into a more complete person. And I remember your giving up. And now, look at you! Aren't you ashamed?"

"No. This is my life now. Look, what is this all about?"

"When I heard you were in Toronto, and I knew I was coming—for personal reasons—I thought it was fate. I brought something to show you."

Zimbabwe reached into her purse

Reprise

This story by Michael J. Varga is a second toast to the arts by U.S. Foreign Service officers serving in Toronto. The May issue of *STATE* featured an article about ballet dancer Lois A. Gochnauer, who is chief of the American citizen services unit at the consulate general. □

and pulled out a revolver.

"See this?" she asked.

"You can't be carrying a gun around like that! This is Canada!"

"What does that mean? Do you know this is the same gun Lamont fired that day? I've held it all these years, slept with it under my pillow long after Lamont was gone."

"Mtoli, put it away. People are pointing at us."

"Think I care? Now, if you were still a poet, you could disarm me through your art. But, what a shame, you're not!"

"You're nuts. I'm going back to the consulate."

I turned and began the walk back up University Ave. I have to admit I was scared turning back on her, but I

assured myself she wouldn't use the gun in front of so many witnesses. Then, just as I detected that voice—still so strong and demanding of attention—repeating those last words of "Georgia Colors":

"Georgia clay, Red running redder,

Running redder with the blood of children,

Dead to the red, running redder"

I felt the sting. Like most people, I didn't believe I had been hit until I saw the blood. Then I was on the ground and from what they told me later, unconscious for a long time.

A crowd grabbed Zimbabwe and wrestled away the gun. They say she put up an incredible fight, slugging a number of men so hard they had to be hospitalized. Nobody's sure exactly when her trial will be. Tony claims every time he visits her, she asks him to transmit a message to me. The message is always the same six words. He doesn't even write it down any more: "All true art meets in blood."

I know that when Tony comes back this afternoon, he'll tell me he was able to get her to start eating again. He'll give me the same six-word message and I will go home tonight and again collapse into Zimbabwe. ■

A P P O I N T M E N T S

Bilateral envoys: 20 more named

President Clinton as of mid-July had named 20 more persons to ambassadorships. The nominations would require Senate confirmation. The countries and the persons named are:

—*Benin*—John M. Yates, chargé in Kinshasa, to succeed Ruth A. Davis.

—*Bosnia and Herzegovina*—John K. Menzies, the chargé there, to succeed Victor Jackovich.

—*Cambodia*—Kenneth Michael Quinn, a special projects officer in the Bureau of East Asian and Pacific Affairs, to succeed Charles H. Twining.

—*Gabon; Sao Tome and Principe*—Elizabeth Raspolic, from the Senior Seminar, to succeed Joseph C. Wilson IV.

—*Georgia*—William Harrison Courtney, ambassador to Kazakhstan, to succeed Kent N. Brown.

—*Ghana*—Edward Brynn, principal deputy assistant secretary for African affairs, to succeed Kenneth L. Brown.

—*Guinea-Bissau*—Peggy Blackford, deputy chief of mission in Bamako, to succeed Roger A. McGuire.

—*Indonesia*—J. Stapleton Roy, ambassador to China, to succeed Robert L. Barry.

—*Kazakhstan*—A. Elizabeth Jones, executive assistant to the Secretary until last year, to succeed William H. Courtney.

—*Lebanon*—Richard Henry Jones, director, Office of Egyptian Affairs, to succeed Mark G. Hambley.

—*Madagascar*—Vicki J. Huddleston, deputy chief of mission in Port-au-Prince, to succeed Dennis P. Barrett.

—*Malaysia*—John Raymond Malott, senior adviser to the under secretary for economic, business and agricultural affairs, to succeed John S. Wolf.

—*Moldova*—John Todd Stewart, vice president of the American Foreign Service Association, to succeed Mary C. Pendleton.

—*Oman*—Frances D. Cook, deputy assistant secretary for political-military affairs, to succeed David J. Dunford.

—*Pakistan*—Thomas W. Simons Jr., coordinator for U.S. assistance to the new independent states, to succeed John C. Monjo.

—*Sierra Leone*—John L. Hirsch, diplomat-in-residence at Medgar Evers College, City University of New York, to

succeed Lauralee M. Peters.

—*Slovenia*—Victor Jackovich, ambassador to Bosnia and Herzegovina until recently, to succeed E. Allan Wendt.

—*Thailand*—William H. Itoh, a Foreign Service officer attending the National War College, to succeed David F. Lambertson.

—*Turkmenistan*—Michael William Cotter, deputy chief of mission in Santiago, to succeed Joseph S. Hulings III.

—*Zaire*—Daniel Howard Simpson,

chief of mission in Libreville. After an assignment in the Bureau of Oceans, International Environmental and Scientific Affairs, he became chargé in Cape Verde in 1982. He was appointed ambassador at the post the following year. In 1986 he became counselor for political affairs in Manila. He served as deputy chief of mission in Lagos, 1989-91, and Kinshasa, 1991-93.

Mr. Yates was born in Superior, Mont., on November 25, 1939. He holds a bachelor's from Stanford and two masters' degrees and a doctorate from Tufts. His foreign languages are Portuguese and French. He has received the Superior and Meritorious Honor Awards and two senior performance pay awards. He is a member of the American Foreign Service Association. He is married to Mary Carlin Yates and has two daughters and three sons.

Bosnia and Herzegovina

John K. Menzies has been chargé for Bosnia and Herzegovina since last year. He joined the Foreign Service in 1981 and became assistant public affairs officer in Budapest the following year. He held a similar position in Berlin before becoming public affairs officer in Sofia in 1988. He served as a special assistant for East European affairs to the deputy secretary, 1991-93. In the latter year he became counselor for press and public affairs at the U.S. mission to the United Nations. He was acting deputy coordinator for East European assistance from 1993 until last year.

Mr. Menzies was born in Pittsfield, Ill., on November 26, 1948. He earned a bachelor's and a master's from the University of Arkansas and a doctorate from the University of California at Berkeley. His foreign languages are Bulgarian, Hungarian and German. His honors include the Superior and Meritorious Honor Awards and the American Foreign Service Association's Rivkin Award. He has written for *Dimension: A Journal of German Arts and Letters*. He is a member of the Reorganized Church of Jesus Christ of Latter Day Saints. He is married to Elizabeth McNamara and has three daughters.

Cambodia

Kenneth Michael Quinn has been a special projects officer in the Bureau of



Mr. Yates



Mr. Menzies



Mr. Quinn



Ms. Raspolic

special envoy to Somalia, to succeed Melissa F. Wells.

Following are biographic sketches of the persons named.

Benin

John M. Yates has been chargé in Kinshasa since 1993. He joined the Foreign Service in 1964 and was assigned to Algiers. After serving as economic and commercial officer in Blantyre, he went to Bamako as political officer in 1969. He served as an international affairs officer in the Africa bureau, 1971-73. In the latter year he became a special assistant to the ambassador to India. He was political-military affairs officer in Ankara, 1975-77.

In 1977 Mr. Yates was named deputy

East Asian and Pacific Affairs since last year. Before that, he served as deputy assistant secretary of the bureau, 1990-94. In that capacity, he participated in negotiation of the Paris agreement that led to the restoration of democracy in Cambodia.

Mr. Quinn entered the Foreign Service in 1967 and was assigned to Vietnam the following year. He served as a military adviser, special assistant and political officer for six years in that country, where he was wounded in a rocket attack. In 1974 he joined the staff of the National Security Council. He served as a special assistant in the East Asia bureau, 1977-78. After a stint as an administrative assistant to the governor of Iowa, he became a narcotics counselor at the U.S. mission to the United Nations in Vienna in 1982. In 1985 he was named deputy executive secretary of the Department. He served as deputy chief of mission in Manila, 1987-90.

Mr. Quinn was born in New York City on May 26, 1942. He earned a bachelor's from Loras College, a master's from Marquette and a doctorate from the University of Maryland. His foreign language is Vietnamese. He has received many awards, including a Presidential Distinguished Service Award, the Christian Herter Award, the William Rivkin Award, the Superior and Meritorious Honor Awards and a Vietnam Medal for Civilian Service. He is the author of articles on Asian and other foreign policy issues.

Mr. Quinn is a member of the American Foreign Service Association and a board member of the Falls Church-Annandale (Va.) Babe Ruth League. He coached the Annandale Turnpike Basketball League and is a past board member of the Thomas Jefferson High School Athletic Boosters and the International Little League of the Philippines. He is married to LeSon Nguyen Quinn and has three children.

Gabon; Sao Tome and Principe

Elizabeth Raspolic was assigned to the Senior Seminar last year. She began her career in 1962 with the Peace Corps in Pakistan. After an assignment with the organization in Washington, she became associate director in Bangkok, 1966-67, and Tunis, 1967-68. She was a program officer at the Department of Health,

Education and Welfare, 1969-73.

Ms. Raspolic joined the Foreign Service in 1973 and became vice consul in Lyon the following year. After a similar assignment in Seoul, she became consul in Addis Ababa in 1978. Next, she was a staff officer in the Executive Secretariat, 1980-81. She studied Chinese in Washington and Taipei before becoming chief of the consular section in Guangzhou in 1983. Ms. Raspolic served as consul general in Beijing, 1986-88. After attending National Defense University, she was assigned to the Office of the Inspector General in 1989. She served as deputy chief of mission in Ouagadougou, 1991-94.



Mr. Courtney



Mr. Brynn

Ms. Raspolic was born in Wilkesburg, Pa., on February 23, 1939. She received a bachelor's, on a scholarship, from Bennington. She pursued graduate studies at Arizona State and attended Universidad Autonoma de Mexico. Her foreign languages are French and Mandarin. She is a member of the American Foreign Service Association and the Association of American Foreign Service Women.

Georgia

William Harrison Courtney has been ambassador to Kazakhstan since 1992. He joined the Foreign Service in 1972 and became an economic and commercial officer in the Office of Investment Affairs. After holding a similar position in Brasilia, he was assigned to the political-military bureau in 1978. Next, he was political officer in Moscow, 1981-83, then deputy director of the Office of Strategic Nuclear Policy, 1983-84.

In the latter year Mr. Courtney became a special assistant to the under

secretary for political affairs. He was deputy executive secretary of the National Security Council, 1987. In 1988 he became deputy U.S. negotiator at the U.S.-Soviet defense and space talks in Geneva. In 1991-92 he served as U.S. commissioner, with the rank of ambassador, on the bilateral consultative commission and the joint consultative commission established by the threshold-test-ban treaty and the peaceful nuclear explosions treaty.

Mr. Courtney was born in Baltimore on July 18, 1944. He earned a bachelor's from West Virginia University and a doctorate from Brown. His foreign languages are Russian, Portuguese and Ukrainian. His honors include the Superior Honor and Meritorious Service Awards, senior performance pay awards, the Matilda Sinclair Language Award and an honorary doctorate from the Kazakhstan State University of World Languages. He is a member of the Council on Foreign Relations and the International Institute of Strategic Studies. He is married to Paula Feeney and has a daughter and a son.

Ghana

Edward Brynn has been principal deputy assistant secretary for African affairs since 1993. He entered the Foreign Service in 1973 and became economic officer in Colombo the following year. He later served as political and labor officer at the post. After a stint as Foreign Service officer-in-residence at the Air Force Academy, Mr. Brynn went to Bamako as political officer in 1978. Next, he was desk officer for Senegal, Mali and The Gambia, 1980-81.

Mr. Brynn was a staff member of the Senate Select Committee on Intelligence, 1981-82. In the latter year he was named deputy chief of mission in Nouakchott. He served as chargé in Moroni, 1985-87, then as deputy chief of mission in Yaounde, 1987-89. After attending the Senior Seminar, he was appointed ambassador to Bukina Faso in 1990, a position he held until 1993.

Mr. Brynn was born in Pittsburgh on August 1, 1942. He earned a bachelor's from Georgetown and a master's from Stanford. He holds a second master's from Trinity College and doctorates from Trinity and Stanford. His foreign languages are Spanish and French. He served as a captain in the Air Force and became a

APPOINTMENTS

lieutenant colonel in the Air Force Reserve. He was a professor of history at the Air Force Academy, 1968-72. His honors include the Superior and Meritorious Honor Awards and a senior performance pay award. He is the author of publications on the history of the church in Ireland, on Vermont and on other subjects.

Mr. Brynn belongs to the Historical Society of the Protestant Episcopal Church, the Vermont Historical Society, the American Foreign Service Association, Common Cause, the Reserve Officers Association and the Diplomatic and Consular Officer Association. He is married to Jane Cooke Brynn and has two daughters and three sons.

Guinea-Bissau

Peggy Blackford has been deputy chief of mission in Bamako since 1992. She entered the Foreign Service in 1972 and was assigned to the Office of the Inspector General. In 1974 she became budget officer in Nairobi. After serving as a transportation officer in the Department, she went to Sao Paulo as administrative officer in 1979. Next, she was a personnel officer in the Office of Career Development and Assignments, 1981-83.

In the latter year Ms. Blackford became a desk officer in the Office of Southern African Affairs. She was administrative officer in Harare, 1985-87. In 1987 she was named executive director of the Bureau of Political-Military Affairs. She served as personnel officer in Paris, 1989-92.

Ms. Blackford was born in Trenton, N.J., on February 18, 1942. She holds a bachelor's from Syracuse and a master's from Pace University. Her foreign languages are French, Portuguese and Spanish. She has received the Superior and Meritorious Honor Awards. A member of the Association of Women Gemologists, she is the author of an article on antique jewelry. She is also a member of the Society of Jewelry Historians, the Gemological Institute of America Alumni Association, the American Association of Retired Persons and the American Foreign Service Association.

Indonesia

J. Stapleton Roy has been ambas-

sador to China since 1991. He entered the Foreign Service in 1956 and was assigned to the intelligence bureau the following year. In 1959 he became political officer in Bangkok. Next, he was consular officer in Hong Kong, 1962, then political officer in Taipei, 1962-64. After an assignment in the Bureau of European and Canadian Affairs, Mr. Roy became administrative officer in Moscow in 1969. He later served as political officer at the post.

He was assigned to the Office of Soviet Union Affairs before attending the

meritorious awards and four senior performance pay awards. He has written on Asian economic policies. Mr. Roy is a member of the Shanghai American School Association, the Mongolia Society, the Foreign Affairs Recreation Association and the National War College Alumni Association. He is married to Elissandra Fiore Roy and has three sons.

Kazakhstan

A. Elizabeth Jones, a career Foreign Service officer, has been studying Russian in New Delhi since last year, where her husband, Thomas Homan, is posted as public affairs officer. She joined the Service in 1970 and was assigned to Kabul as administrative officer the following year. She was an information officer in the Bureau of Near Eastern and South Asian Affairs, 1972-73. In 1973 she became consular officer in Cairo. She later served as political officer at the embassy.

After an assignment as political officer in Amman, Ms. Jones became deputy principal officer of the U.S. interests section in Baghdad in 1979. Next, she was desk officer for Lebanon, 1981-82, then deputy director of the Office of Lebanon, Jordan, Syria and Iraq Affairs, 1982-84. The following year she became economic and commercial officer in Berlin. Ms. Jones was named deputy chief of mission in Islamabad in 1988. In 1992 she was appointed to the same post in Bonn. She served as an executive assistant to the Secretary, 1993-94.

Ms. Jones was born to American parents in Munich on May 6, 1948. She earned a bachelor's from Swarthmore and a master's from Boston University. Her foreign languages are German, Russian and Arabic. She holds the Superior and Meritorious Honor Awards and five senior performance pay awards. She was a member of the board at the J.F. Kennedy School in Berlin and of the Foreign Service Protective Association's board of directors. She has a daughter and a son.

Lebanon

Richard Henry Jones has been director of the Office of Egyptian Affairs since 1993. He entered the Foreign Service in 1976 and was assigned to the Bureau of Economic and Business Affairs. After



Ms. Blackford



Mr. Roy



Ms. Jones



Mr. Jones

National War College, 1974-75. In 1975 Mr. Roy became deputy director of the Office of Chinese and Mongolian Affairs. He served as deputy chief of the U.S. liaison office in Beijing, 1978-79, then as deputy chief of mission at the embassy there, 1979-81. In 1981 he returned to Thailand as deputy chief of mission in Bangkok. He served as ambassador to Singapore, 1984-86. In 1986 he became deputy assistant secretary for East Asian and Pacific affairs. He served as executive secretary of the Department, 1989-91.

Mr. Roy was born in Nanjing, China, on June 16, 1935. He holds a bachelor's from Princeton. He pursued graduate studies at the University of Washington. His foreign languages are Mandarin, Russian and Thai. He has received the Superior Honor Award, three presidential

servicing as a staff assistant to the assistant secretary, he was assigned to the Office of Development Finance in 1978. Next, he was a teaching assistant at the University of Wisconsin's School of Business, 1979-80.

In the latter year Mr. Jones became a policy adviser in the U.S. mission to the Organization for Economic Cooperation and Development in Paris. He served as economic officer in Riyadh, 1984-86. In 1986 he became chief of the economic bureau's Developed-Country Trade Division. He returned to Riyadh as counselor for political affairs in 1989. He attended the Senior Seminar, 1992-93.

Mr. Jones was born in Shreveport on August 26, 1950. He earned a bachelor's from Harvey Mudd College and a master's and doctorate from the University of Wisconsin. His foreign languages are Arabic and French. Mr. Jones has received the Superior and Meritorious Honor Awards and has figured in a group award for the Director of Central Intelligence Exceptional Intelligence Collector Award. He has written on economic issues. He is married to Joan Wiener Jones and has two daughters and two sons.

Madagascar

Vicki J. Huddleston has been deputy chief of mission in Port-au-Prince since 1993. She began her career in 1964 as a Peace Corps volunteer in Peru. She was a program officer for the American Institute for Free Labor Development in Lima, 1966-68, then country director for the institute, in Rio de Janeiro, 1969-72. After working as a consultant for the TransCentury Corp., Washington, she joined the Foreign Service in 1976.

The following year Ms. Huddleston became economic and consular officer in Freetown. She was an economist in the Bureau of International Organization Affairs, 1980-82, and the Office of Mexican Affairs, 1982-83. In the latter year she was posted to Bamako. Next, she was country officer for Bolivia, 1986-88. After a stint as a congressional fellow in the office of Senator Jeff Bingaman (D-N.M.), she became deputy coordinator of the Office of Cuban Affairs in 1989. She served as coordinator of Cuban affairs, 1991-93.

Ms. Huddleston was born in San Diego on December 13, 1942. She re-

ceived a bachelor's from the University of Colorado and a master's from Johns Hopkins. Her foreign languages are Spanish, French and Portuguese. She holds the Superior and Meritorious Honor Awards and a Distinguished Service Award. She belongs to the American Foreign Service Association, the National Geographic Society, the Smithsonian Institution, the Nature Conservancy and the Johns Hopkins University Alumni Association. She is married to Robert Webb Huddleston and has a daughter and a son.



Ms. Huddleston



Mr. Malott



Mr. Stewart



Ms. Cook

Malaysia

John Raymond Malott has been senior adviser to the under secretary for economic, business and agricultural affairs since 1993. He entered the Foreign Service in 1967 and was assigned to the Chicago Passport Agency. After a tour in Vietnam, he became China desk officer in 1970. He served as consul in Kobe, 1971-73. In 1974 he became economic officer in Tokyo. Next, he was desk officer for Sri Lanka, 1977-78, and India, 1978-80.

In 1980 Mr. Malott became consul in Bombay. After studies at the National War College, he served as deputy director of the Japan desk, 1983-85. In the latter year he became special assistant to the

under secretary for economic affairs. In 1986 he was named consul general in Osaka. Mr. Malott returned to the Japan desk as director in 1989. After attending the Senior Seminar, he served as deputy assistant secretary for South Asian affairs, 1992-93.

Mr. Malott was born in Kankakee, Ill., on November 5, 1946. He received a bachelor's from Northwestern. His foreign languages are Japanese and Vietnamese. He holds five senior performance pay awards and has figured in a group Superior Honor Award. Mr. Malott has written on U.S.-Japanese relations. He belongs to the National War College and Senior Seminar Alumni Associations and belonged to the Japan-America Societies of Osaka, Kobe and Tokyo. He is married to Hiroko Iwami Malott and has a daughter and a son.

Moldova

John Todd Stewart has been vice president of the American Foreign Service Association since 1993. He joined the Service in 1962 and became vice consul in Munich the following year. After a similar assignment in Puerto La Cruz, Venezuela, he became a staff assistant to the assistant secretary for economic and business affairs in 1968. He pursued economic studies at Tufts before serving as economic officer in Geneva, 1970-73.

Mr. Stewart became commercial officer in Moscow in 1974. He served as director of General Agreement on Tariffs and Trade affairs in the White House Executive Office, 1977-79. In the latter year he became director of the Office of Maritime and Land Transport. Mr. Stewart was named chief of the personnel bureau's European Assignment Division in 1982. In 1984 he was appointed deputy chief of mission in Kingston. After attending the Senior Seminar, he served as deputy chief of mission in San Jose, 1987-90, and Ottawa, 1990-93.

Mr. Stewart was born in Somerville, N.J., on August 27, 1940. He holds a bachelor's from Stanford and two master's degrees from Tufts. He speaks five foreign languages—German, French, Spanish, Russian and Romanian. He has received the Superior and Meritorious Honor Awards, a Meritorious Service Award and three senior performance pay awards. He has written on the ethics of war from a Christian perspective. His

memberships include the Stanford Alumni Association, the Thursday Luncheon Group and the Lafayette Village Homeowners Association. He is married to Georgia Elwell Stewart; he has a daughter and two sons.

Oman

Frances D. Cook has been deputy assistant secretary for political-military affairs since 1993. She entered the Foreign Service in 1967 and became a rotational officer with U.S.I.A. in Paris the following year. After serving as a special assistant to the ambassador to France, she became a member of the delegation to the Paris peace talks on Vietnam in 1970. Next, she was cultural affairs officer in Sydney, 1971-73, and Dakar, 1973-75. In the latter year she became personnel officer for Africa at U.S.I.A.

Ms. Cook was named director of the Africa bureau's Office of Public Affairs in 1978. In 1980 she was appointed ambassador to Burundi. She served as consul general in Alexandria, 1983-86. In 1986 she was named deputy assistant secretary for refugee programs. She was director of the Office of West African Affairs, 1987-89. She served as chief of mission in Yaounde, 1989-93.

Ms. Cook was born in Charleston, W.Va., on September 7, 1945. She holds a bachelor's from the University of Virginia, which named her an outstanding alumna, and a master's from Harvard. Her foreign languages are Arabic and French. She has received a Meritorious Honor Award, three senior performance pay awards and the Knight Newspapers' Silver Knight Award. Ms. Cook is a member of the Council on Foreign Relations, the Council of Kennedy School Alumni, the policy council of the Una Chapman Cox Foundation, the American Foreign Service Association, the Harvard Club and the Humane Society.

Pakistan

Thomas W. Simons Jr. has been coordinator of U.S. assistance for the new independent states since 1993. He joined the Foreign Service in 1963, and became secretary of the U.S. delegation to negotiations on the General Agreement on Tariffs and Trade the following year. He

was consular, then political, officer in Warsaw, 1968-71. After a stint as an international affairs fellow at the Hoover Institution, he was assigned to the political-military bureau in 1972.

Mr. Simons became a member of the Policy Planning Staff in 1974. He served as a unit chief in the political section in Moscow, 1975-77. In the latter year he was named deputy chief of mission in Bucharest. He was counselor for political affairs in London, 1979-81. In 1981 Mr. Simons became director of the Office of Soviet Union Affairs. After attending the Senior Seminar, he was named deputy assistant secretary for European and Canadian affairs in 1986. In 1989, as a visiting



Mr. Simons

Mr. Hirsch

scholar, he was adjunct history professor at Brown. He served as ambassador to Poland, 1990-93.

Mr. Simons was born in Crosby, Minn., on September 4, 1938. He earned a bachelor's from Yale and a master's and doctorate from Harvard. He speaks five foreign languages—French, German, Polish, Romanian and Russian. He holds the Superior and Meritorious Honor Awards, a Presidential Distinguished Service Award and six senior performance pay awards. He has written books and articles on eastern Europe and east-west relations. He is a member of the American Foreign Service Association, the Senior Seminar Alumni Association and Diplomatic and Consular Officers, Retired. He is married to Margaret Quinn Simons and has a daughter and a son.

Sierra Leone

John L. Hirsch has been diplomat-in-residence at Medgar Evers College since last year. He joined the Foreign Service in 1966 and was posted to Genoa. After an assignment as commercial officer in

Milan, he became a legislative management officer in the Department in 1968. Next, he was an analyst on Nato and Common Market issues, in the intelligence bureau, 1969-72. The following year he became political officer in Jerusalem. He held the same position at the U.S. mission to the United Nations in New York, 1976-79.

In 1980 Mr. Hirsch became deputy director of the Office of Israeli and Arab-Israeli Affairs. He served as political counselor in Islamabad, 1981-84. In the latter year he was named deputy chief of mission Mogadishu. He was an adviser on Near East and South Asia issues at the 41st U.N. General Assembly in 1986, then deputy director of the Office of Jordan, Lebanon and Syria Affairs, 1987. He headed the office, 1987-90.

Mr. Hirsch was appointed consul general in Johannesburg in 1990. He served as deputy to Ambassador Robert Oakley and as political adviser to General Robert Johnston in Somalia, 1992-93. He was a visiting fellow at the U.S. Institute for Peace, 1993, and a State Department fellow at the Council on Foreign Relations from 1993 until last year.

Mr. Hirsch was born in Hamburg on March 25, 1936. He earned a bachelor's from Columbia and a master's and doctorate from the University of Wisconsin. His foreign languages are French, Italian and Hebrew. He received a Fulbright scholarship to Turin and holds the Superior Honor Award and senior performance awards. He has written articles on U.S.-Africa policy, and coauthored "Somalia and Operation Restore Hope: Reflections on Peacemaking and Peacekeeping," with Mr. Oakley. He is a member of the American Foreign Service Association. He is married to Rita Hirsch.

Slovenia

Victor Jackovich was ambassador to Bosnia and Herzegovina from 1993 until recently. He joined the Service in 1971 and became a public affairs trainee in Reykjavik later that year. He served as director of the U.S. Information Center in Sarajevo, 1974-76. In 1976 he became director of the Voice of America's Yugoslav Service. Next, he was branch public affairs officer in Kiev, 1979-80, then cultural attaché in Bucharest, 1980-83. In 1983 he became press attaché in Nairobi.

Mr. Jackovich served as U.S.I.A.'s country affairs officer for the United Kingdom, Canada, the European Community and the Organization for Economic Cooperation and Development, 1986-88. In 1988 he became cultural attaché in Moscow. After an assignment as deputy desk officer for Yugoslavia, Mr. Jackovich went to Sofia as public affairs officer in 1991. He was an executive assistant to the director of U.S.I.A., 1991-92. In the latter year he served as chargé in Moldova, then as director of State's coordinating group on Yugoslavia. He was U.S. representative to the international conference on the former Yugoslavia, 1992-93.

Mr. Jackovich was born in Des Moines on April 24, 1948. He received a bachelor's and a master's from Indiana University. He speaks seven foreign languages—French, Russian, Serbo-Croatian, Ukrainian, Bulgarian, Romanian and Swahili. He holds a Distinguished Presidential Award and a Meritorious Honor Award. Mr. Jackovich belongs to the American Musicians Association and the Croatian Fraternal Union. He is married to Radmila Jackovich and has a son.

Thailand

William H. Itoh, a career Foreign Service officer, has been a student at National Defense University since last year. He entered the Service in 1975 and became a staff officer and executive assistant in the Office of Congressional Relations. The following year he went to London, where he served as consular and political officer and as a special assistant to the ambassador. Mr. Itoh was country officer for Japan, 1978-90.

After an assignment as a congressional affairs officer, he became a special assistant in 1983 to the assistant secretary for East Asian and Pacific affairs. He held a similar position in the Office of the Under Secretary for Political Affairs, 1984-86. In the latter year Mr. Itoh became consul general in Perth. After studies at National War College, where he was named a distinguished graduate, Mr. Itoh served as deputy executive secretary of the Department, 1991-93. He was executive secretary of the National Security Council from 1993 until last year.

Mr. Itoh was born in Tokyo on May 30, 1943. He received a bachelor's, on a

scholarship, from the University of Mexico, where he also earned a master's. He served in the Air Force, 1968-69. His foreign language is French. Before joining the Service, he taught history at California State. Mr. Itoh is a member of the National War College Alumni Association, the Japanese-American National Museum and the Yorktown High School Parent-Teachers Association, Arlington, Va. He is married to Melina Itoh and has two daughters.



Mr. Jackovich



Mr. Itoh



Mr. Cotter



Mr. Simpson

Turkmenistan

Michael William Cotter has been deputy chief of mission in Santiago since 1992. He entered the Foreign Service in 1968 and, after training at the Foreign Service Institute, was posted to Kien Hoa Province, Vietnam in 1970. He served as a staff aide in Saigon, 1970-71. The following year he became political officer in Bolivia. After a temporary assignment as vice consul in Can Tho, Vietnam, he was desk officer for Honduras and El Salvador, 1973-74, then Bolivia, 1974-75. He pursued graduate studies at Stanford, 1975-76.

In 1976 Mr. Cotter became political officer in Quito. He served as political-military officer in Ankara, 1980-82, then as senior Turkish desk officer, 1982-84.

Next, he was political officer, then counselor for political affairs, in Kinshasa, 1984-88. In the latter year he became a division chief in the Office of the Under Secretary for Management. He was director of the political-military bureau's Office of Defense Relations and Security Assistance, 1990-92.

Mr. Cotter was born in Madison, Wisc., on August 1, 1943. He received a bachelor's from Georgetown, a master's from Stanford and a law degree from the University of Michigan. His foreign languages are Spanish, French, Turkish and Vietnamese. He holds the Superior and Meritorious Honor Awards, two senior performance pay awards and has figured in four group Superior Honor Awards. He is a member of the Wisconsin bar and the American Foreign Service Association, of which he is a former secretary and member of the board of governors. He served as president of the Senior Foreign Service Association, 1991-92. He is married to Joanne M. Cotter.

Zaire

Daniel Howard Simpson has been special envoy to Somalia since last year. He joined the Foreign Service in 1966 and became a staff assistant in the Bureau of Security and Consular Affairs later that year. After a stint as a staff officer at U.S.I.A., he served as economic, commercial, consular and political officer in Bujumbura, 1968-70. Next, he was political officer in Cape Town and Pretoria, 1970-72.

The following year Mr. Simpson became desk officer for Botswana, Lesotho, Swaziland and Rhodesia. He served as a special assistant to the assistant secretary for African Affairs, 1975, then as chief of the economic and political section in Sofia, 1976-78. In the latter year he was named principal officer in Lubumbashi. He was deputy director, then director, of the Office of Southern African Affairs, 1980-84.

In 1984 Mr. Simpson was named deputy chief of mission in Reykjavik. He held the same position in Kinshasa, 1986-87, and Beirut, 1987-89. In 1990 he was appointed ambassador to the Central African Republic. He served as deputy commandant for international affairs at the Army War College, 1993-94.

Mr. Simpson was born in Wheeling, W.Va., on July 9, 1939. He earned a

People at State

President Clinton announced his intention to nominate **James A. Goodby** to the rank of ambassador during his tenure as principal negotiator and special representative of the President for nuclear safety and dismantlement ... **Sandra Penney** has been named executive director, Office of the Inspector General ... **Jennifer C. Ward** is the new principal deputy assistant secretary for personnel ... **Michael L. Lemmon** has assumed duties as deputy assistant secretary for political-military affairs. □

bachelor's from Yale on a scholarship, and holds a graduate certificate in African studies from Northwestern. His foreign languages are French and Bulgarian. He has received the James Clement Dunn Award for outstanding mid-level officers, an Outstanding Civilian Service Award from the Army, a Meritorious Honor Award and a senior performance pay award.

Mr. Simpson is a member of the American Foreign Service Association, the Yale Club of New York City, the Choral Arts Society of Washington and the U.S. Army War College and the Hellaire High School Alumni Associations. He is the author of an article for the war college: "U.S. Africa Policy: Some Possible Course Adjustment." He is married to Elizabeth Downer Simpson and has three sons and a daughter. ■



PANAMA CITY, Panama—Deputy foreign minister **Omar Jaen Suarez** (right) hands U.S. chargé **Oliver P. Garza** a copy of

the presidential decree awarding him the Vasco Nuñez de Balboa medal, Panama's highest civilian award.



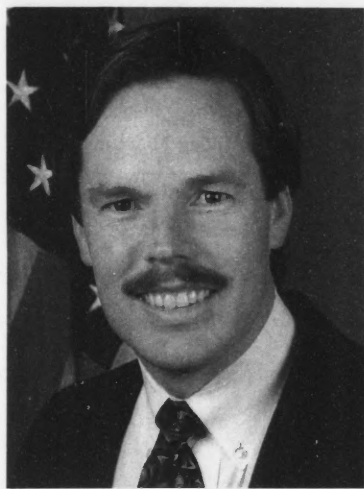
CARACAS, Venezuela—At award ceremony in this nation on the northern coast of the South American continent, left to right: **Ana Gonzalez, Roberto Cartaya, Carmen**

Sotelo, Ricardo Richard, Cesar Rodriguez, Gladys Gallarza, David Corro, Gudrun Nordhaus, Ambassador Jeffrey Davidow, Lilia Arocha, Luis Calderon, Arnold Muñoz, Asun-

cion Alfonso, Ramon Villegas, Gabriel Russo, Luis Ramirez, Beatriz Freire, Ramon Gutierrez, Marilyn Ferdinand, Carlos Puente, Olga Ferreras, Antonio Alexander.

HONORS & AWARDS

R. Nicholas Burns wins Dunn award



R. Nicholas Burns, the spokesman of the Department, who formerly served as senior director for Russian, Ukrainian and Eurasian affairs at the National Security Council, has been named winner of the \$5,000 James Clement Dunn Award for his work at the council. The honor is granted annually for "exemplary service at the mid-level of the Foreign Service." Mr. Burns will also receive a certificate signed by Secretary Christopher.

James J. Foster, counselor for economic affairs in Tokyo, is the runner-up. Fifteen others were nominated: William R. Brownfield, International Narcotics and Law Enforcement Affairs; James Carragher, San Salvador; Robert E. Downey, Lagos; Douglas Greene, Damascus; John E. Lange, Geneva; Vincent Mayer, Havana; Stanley T. Myles, Inter-American Affairs; Stephen V. Noble, Brussels; Charles N. Patterson, Valletta; David E. Randolph, Quito; Sandra J. Salmon, Ponta Delgada; Jack D. Segal, Yekaterinburg; Michele Sison, Abidjan; Gregory Suchan, Office of Career Development and Assignments; and Robert Weisberg, Oslo.

The award panel was chaired by Peter Tarnoff, under secretary for political affairs. Members were director general Genta Hawkins Holmes and Timothy E. Wirth, under secretary for global affairs.

Burns: 'leadership'

Mr. Burns was nominated by James F. Collins, special adviser to the Secretary for the new independent states, who wrote: "When President Clinton declared support for reforms in the former Soviet Union to be his foreign policy priority, he committed America to leadership in one of the most complex processes of the 20th century. Nick Burns' promotion to special assistant to the President for this policy only months into the President's term—and less than a year after being promoted to Class 1—was a vote of confidence in his ability to translate the President's words into action. He demonstrated exceptional leadership, molding fractious inter-agency groups into teams by defining objectives and driving to achieve them. He brought to the table not only a strategy, but the talent to build a consensus.

"In 1993, when our focus was almost exclusively on reform in Russia, Nick recognized the looming problem of Ukraine, where imminent economic collapse and nuclear policies posed a threat to American security. Encouraging Ukraine back onto the right path became one of Nick's major pursuits. He oversaw the effort to win Kiev's agreement to relinquish its nuclear arsenal. At the same time, he created a group to assemble a package of incentives to induce a pro-reform stance from the Ukrainian leadership. He led delegations to Kiev to seek out pro-reform officials. Nick persisted in this effort through months of Ukrainian vacillation, persuading policymakers to stay the course.

"Nick displayed superb tactics in engaging the Russian, Latvian and Estonian governments to prompt the withdrawal of Russian troops from the Baltics. He knew when to prod, when to stand back and when to engage the President to have maximum impact on the dialogue. His persistent approach left the Russians no doubt about how failure to meet their commitment to withdraw would be viewed by the United States, and Russian troops left by the agreed deadline.

"Nick recognized that a crucial element of his job lay in public outreach. Because the National Security Council does not engage directly with Capitol Hill, Nick focused on the media and think-tank circuit. Through countless background sessions, he developed a reputation among the press for briefings combining "verbal

precision and politesse," as one reporter put it. Less widely-known but equally valuable were Nick's frequent appearances before public groups; where he debated the administration's policy. Even on the busiest days, he would honor a commitment to meet a group of U.S. businessmen to lay out the prospects for trade and investment in Russia. The commitment he demonstrated by returning repeatedly to the lion's den of inquisition by post-Sovietologists—a brilliant but cynical crowd—helped build support for our policies and was a credit to Nick's intellectual courage.

"His toughness was matched by a loyalty to individuals and causes. Alongside the issues he tackled in the Russia portfolio was the fate of the victims of the shootdown of KAL 007 in 1983. Nick worked closely with family members still pressing Moscow for a full accounting of the remains and personal effects of their loved ones. He continued to pursue a resolution because he saw it as morally the right thing to do. He also gave unselfishly of his limited free time to console the families of two close colleagues who fought long, losing battles with cancer. And on short notice, he delivered a moving eulogy at the funeral of Latvia's long-serving ambassador to the United States."

Foster: 'vigor'

Mr. Foster was nominated by Walter F. Mondale, ambassador to Japan, who wrote:

"Jim's responsibility is a huge one: to manage the economic relationship between the world's two largest economies. People look to him for analysis and ideas—and he never lets them down. He is not afraid to offer his views to anyone he feels will have a say in a decision,



Mr. Foster

even when these views are unpopular. We hear him out because he knows what he is talking about. His conversations with Ambassador Mickey Kantor during critical phases of negotiations were an important factor in the agreements we reached on telecommunications, medical equipment and insurance.

"Jim is a policy wonk, always coming up with new approaches to break the deadlock in our negotiations on trade. And he asks his staff to come up with ideas to send to Washington for improving our positions on whatever issues are ripe. When Jim gets a draft, he asks a myriad of questions, talks with others and then asks the drafter to go back and think about it some more. No matter the issue—cellular phones, wood products, civil aviation, insurance, paper—Jim attacks it with vigor. At the end of this process, the embassy has a well-thought-out series of recommendations to provide to Washington.

"Jim is in constant motion—taking Japanese officials out to lunch almost daily to try out ideas and get a handle on what will and won't work. His around-the-clock work was critical to our cellular phone agreement a year ago. During the final 10 days leading up to the agreements on telecommunications, medical equipment and insurance, Jim was in daily phone contact with a senior official involved in these negotiations. The striking thing was that the official was in Washington attending the negotiations and Jim was here in Tokyo. The official understood Jim's standing among the trade community, so he kept him informed of up-to-the-minute thinking on the Japanese side. Jim quickly relayed this information to me and to our negotiators in Washington, accompanied by analysis and recommendations.

"His work on glass negotiations was another case in point. By last year, the talks were deadlocked and the conventional wisdom was that we needed to show our resolve by trade sanctions. Jim sensed a change on the Japanese side which might lead to an agreement, and he pushed from every angle to cut a deal, rather than drift into a trade battle. The result: a market-opening agreement praised by the industry.

"In earlier tours in Japan, Jim set out systematically to get to know every Liberal Democratic party parliamentary politician. This endeavor is paying big dividends now. Jim takes advantage of the welcome mat put out for him by senior politicians, including former ministers, to sound them out on approaches to use with the bureaucracy.

"Having worked in the economic section before, Jim knew the talents (and lack thereof) among the senior national employees. It irked him that some were

making far greater salaries than senior officers but were not pulling their weight. Using his negotiating skills and cultural sensitivities, he eased out four people, replacing them with energetic, hard-working (and less costly) staff. The morale change and the quality of work has been impressive.

"Jim recently told a colleague that he was feeling tired and would head home "early" (it was already 7 p.m.). He explained that I had called him late at

night to ask him to take care of an urgent request from the White House, and he had spent several hours on the phone. In addition, he and his wife had throughout the night tried to reach his parents-in-law in Kobe, whom they had not heard from since the earthquake. After a couple hours' sleep, he reported for work and put in a productive day, without a word about his busy night. This is the kind of dedication which personifies Jim's approach to representing his country." □



28 are honored by American Foreign Service Association

The American Foreign Service Association honored 28 persons at its annual award ceremony in the Benjamin Franklin Room on June 29:

—U. Alexis Johnson, a former under secretary for political affairs, was the recipient of the organization's first award for "lifetime contributions to American diplomacy."

—Dennis C. Jett, ambassador to Mozambique, received the \$2,500 Christian A. Herter Award for senior Foreign Service officers. Charles Ries, minister-counselor for economic affairs at the U.S. mission to the European Union in Brussels, was the runner-up.

—Janice Weiner, political officer in

At the award ceremony, from left: Gregory H. Stanton, Janice Weiner, Dennis C. Jett, U. Alexis Johnson, R. Diane Clayton, Anne Bridgman, William Binns. (State Department photos by Ann Thomas)

Ankara, won the \$2,500 William A. Rivkin Award for mid-level officers. Runners-up were Leonard Kuznitz, political officer in Guatemala City, and Philip Suter, Bureau of Political-Military Affairs.

—Gregory H. Stanton of the Office of U.N. Political Affairs received the \$2,500 W. Averell Harriman Award for junior officers. Richard Holtzapfel, political officer in Zagreb, was the runner-up.

—Ten persons won the Matilda A. Sinclair Award for distinguishing themselves in the study of a hard language and its culture. The officers, who each received \$1,000, were: Phillip Anweiler, for mastery of Indonesian; Charlie Ashley, Matthew Boyse and Linda Lazarevic, Polish; Katherine Howard, Hebrew; Laurence Kerr and Jessica Lecroy, Georgian; James Martin, Uzbek; David Pearce, Persian; and Daniel Perrone, Bengali.

—Anne Bridgman, wife of Keith Eddins, a former political officer in Moscow, received the \$2,500 Avis Bohlen Award, given to a Foreign Service family member who is found to have advanced U.S. interests through community service. Ann Ross of Damascus was named runner-up.

—Denine L. Scott of Belgrade was the first recipient of the organization's \$2,500 M. Juanita Guess Award, honoring community liaison officers. Runners-up were Oya Cofman, Baku, and Cheryl Ennis, Brazzaville.

—R. Diana Clayton of Damascus and Charlotte Stottman of Zagreb split the \$2,500 Delevan Award for Foreign Service secretaries.

—Stephen A. Klaus, an A.I.D. officer in Cairo, and L. Bruce Laingen, a retired officer, received Achievement Awards for aiding the organization. The runner-up was Sandra M. Muench, information management officer, Bureau of Administration.

Mr. Johnson was hailed as "the embodiment of the professional Foreign Service, who helped guide our nation's leaders through the challenges of the post-World War II era." The citation said: "Known for his loyalty, dedication and good judgment, he held many important positions, including ambassador to Japan and U.S. negotiator at the strategic arms limitations talks. In the position of deputy under secretary for political affairs from 1961 to 1964, he was a leader in working with other agencies, notably the Department of Defense. He established such innovations as the Department's 24-hour Operations Center. As under secretary for political affairs from 1969 to 1973, he brought a steady hand and the wisdom of long experience to the demanding issues of that time."

Former Secretary of State Alexander Haig presented the award to Mr. Johnson, who received a standing ovation.

Mr. Jett was cited for aiding the democratic process while serving as chief of mission in Maputo. The citation said:

State-ing the facts

BY BARBARA QUIRK

How many former Secretaries of State are still living? Can you name them? (Answer on Page 65) □



Denine L. Scott, winner of the community liaison officer award, with Jon Clements.

"He displayed tireless determination in bringing about the nation's first democratic elections. He took the lead in countering those who would delay implementation of the peace agreement. Thanks to his vision and courage, Mozambique has shown Africa that it is possible to recover from years of warfare, misrule and humanitarian crisis."

John Shattuck, assistant secretary for democracy, human rights and labor, presented the award to Mr. Jett. Mr. Ries, the runner-up, was cited for promoting U.S. economic objectives in Europe.

Ms. Weiner was honored for "unflinching advancement of human rights objectives in a sometimes-hostile environment." The citation said she "demonstrated intellectual and physical courage, dogged persistence and dedication to the truth," adding: "She has shown equal integrity in refuting incorrect assumptions and allegations in Washington regarding human rights issues in the host country."

Mr. Rivkin's widow, Mrs. John Sterry Long, presented the award to Ms. Weiner. As to the runners-up, Mr. Kuznitz was cited for his analysis of political developments in Guatemala, Mr. Suter for aiding peacekeeping operations in Somalia and Rwanda.

Mr. Stanton was hailed for "initiative and foresight in bringing the international community to establish a tribunal to try those responsible for genocide in Rwanda." The citation said: "An expert on genocide, he has challenged conventional wisdom, contributed unique skills to the difficult decisions that are required in



James C. Martin receives language award from director general Genta Hawkins Holmes.

the post-Cold War era and shown that a junior officer can indeed make a difference."

He received the award from Robert C. Fisk, grandson of the late ambassador, whose family has endowed the award. Mr. Holtzapple, the runner-up, was commended for reporting in war-torn Croatia.

Director general Genta Hawkins Holmes presented the language award to Mr. Martin, the only officer who could be present to receive the honor. The award is a bequest of the late Ms. Sinclair, who was a Foreign Service officer.

Ms. Bridgman was singled out for community service in Russia. The citation said: "A Russian-speaking spouse, she reached out to those most affected by the collapse of the economy—pensioners, students and orphans. She organized the American community to give orphans the attention they lacked, taught English in a high school and at a soup kitchen served up personal care along with the food."

Mr. Fisk presented the honor to Ms. Bridgman. The award is funded by Pamela Harriman, Mr. Harriman's widow and the ambassador to France. Ms. Ross, the runner-up, was cited for aiding American and Syrian communities in Damascus.

Ms. Scott was lauded for her work with families in Belgrade. The citation said: "She demonstrated energy and dedication in coping with two evacuations to Budapest and in dealing with severe food shortages. She kept evacuees informed and met the food shortage by finding an effective supply firm and carrying out her own foraging expeditions to neighboring

countries.”

Ms. Scott received the honor from Jon Clements, whose mother, Ms. Guess, founded an insurance company which aids Foreign Service families and funds the award. As to the runners-up, Ms. Cofman was hailed for organizing food supplies, among other activities, in Azerbaijan, and Ms. Ennis for aiding evacuees, charities and the American school in the Congo.

Ms. Clayton, the former administrative and security section secretary in Jordan, was praised for serving as chairwoman of the American employees’ embassy association. The citation said: “Elected leader during a time of turmoil, she rebuilt the association, which operates the commissary and underwrites community activities, into an efficient and profitable operation.”

Ms. Stottman, the ambassador’s secretary in Croatia, who could not be present, was cited for service there. The citation said: “She has worked tirelessly to support an ambassador heavily involved in negotiations, and she discreetly helps those in difficulty. She found time to look after two injured Muslim children and then worked hard to get their wounded father out of a besieged town and to resettle the family in the United States. She also visited wounded soldiers who had no local diplomatic presence to comfort them.”

Ms. Clayton accepted her award from William C. Harrop, a former ambassador to Israel, whose wife’s parents endowed the award.

Mr. Klaus, who won the Achievement Award in the “active employee” category, was commended for his service as post representative in Dar es Salaam, Nairobi and Cairo. The citation said: “His recommendations have had an important impact on Afsa negotiations with management. His role has been especially important on medical questions, such as payment for evacuation and other benefits. Afsa members worldwide have benefited from his energy and tenacity.” A.I.D.



L. Bruce Laingen, left, receives Achievement Award from F. Allen (Tex) Harris.

officer William Binns accepted the award on Mr. Klaus’ behalf.

Mr. Laingen received his award from Afsa’s president, F. Allen (Tex) Harris, for his work as a retiree in furthering the group’s goals. The citation said: “As president of the American Academy of Diplomacy and earlier as director of the Volcker Commission, he focused attention on the need to recruit and reward first-rate public servants. For the past eight years, he has been chairman of the awards committee, seeking to strengthen the traditions of the Foreign Service.”

Ms. Muench was cited for her work on three Afsa committees, and for having represented the organization in Pretoria.

Following the ceremony, the winners and their guests were feted at a luncheon at the Foreign Service Club. ■



BUENOS AIRES, Argentina—These Foreign Service national employees, Grace Lococo, left, and Maria Elena McDonough, fulfilled their citizen obligations by serving as election officials in this South American country. (Photo by Alcide Perucca)

Correction

Barbara L. Schell, the Foreign Service officer killed in Iraq last year, was posthumously awarded the Purple Heart, not the Bronze Star. An article in the July issue was in error. □

ASK DR. RIGAMER



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

Q.

WASHINGTON

I travel overseas four to eight times a year. Of course, leaving the United States, I fly on a U.S. carrier. Recently, one of the American carriers established a nonsmoking policy for its flights to Europe. Often, another U.S. carrier is the contract carrier, and I am required to fly this "smoking" flight even if the nonsmoking carrier is flying to the city of my destination and will match the airfare of the contract carrier. Do you feel there is reasonable justification for requesting and being allowed to fly a U.S.-carrier nonsmoking flight when one is available at the contract carrier price?

A.

Thank you for submitting this very interesting question. Since this is not a medical issue, I defer to the response submitted by the authorizing division. The Transportation Division gave me the following information.

The General Services Administration negotiates discount air fares with all the major U.S. air carriers, and the results have been very impressive. It is estimated that last year alone, the U.S. Government avoided expenditures of approximately \$405 million, and the Department share of that was approximately \$17 million. With these savings in mind, we believe it is in

the best interest of the Department to support the integrity of the contract fares by requiring travelers to use the contract carrier when available.

The so-called "me too" fares that match those of the contract carrier can be raised seasonally, while the carrier that sets the rate must maintain that same low rate throughout the year. It seems to us that the Department has an ethical obligation to support the spirit of the contract, and a practical obligation to help the winning carrier set and maintain the most favorable rates. The contract does not distinguish between a partial smoke-free flight and total smoke-free flight, and we cannot therefore judge against the carrier that maintains a smoking section. However, if the carrier cannot offer the traveler a seat in the smoke-free section of its aircraft, we would consider the flight as not available and authorize use of another U.S. carrier with similar discounted fares.

Q.

MIDDLE EAST

I've recently noticed a click in my left jaw when I chew. Someone told me I must have T.M.J. What exactly is that and what can I do about it?

A.

T.M.J. stands for temporomandibular joint, and T.M.D. for temporomandibular disorders. This refers to a group of conditions, often painful, that affect the jaw joint and the muscles that control chewing.

These conditions seem to affect about twice as many women as men. The good news is that, for most people, pain in the area of the jaw joint or muscles is not a signal that a serious problem is developing. Generally, the discomfort is occasional and temporary, often occurring in cycles. The pain eventually goes away with little or no treatment. Only a small percentage of people with T.M.D. pain develop significant long-term symptoms.

Injury to the jaw joint or arthritis in the area may cause T.M.D. A bad bite can trigger T.M.D. There is no proof that gum-chewing causes clicking sounds in the jaw joint. In fact, jaw-clicking is fairly common in the general population. If there are no other symptoms, such as pain or locking, the jaw-clicking you are

experiencing probably requires no treatment.

Q.

CENTRAL AMERICA

I'm expecting my first baby, and friends and relatives have warned me that babies wake up and cry periodically through the night. I hope to return to work in a few months. What can I do to help the baby and myself get a reasonable amount of sleep at night?

A.

It takes a new baby about six months to establish a sleep pattern. Newborns sleep an average of 16 to 17 hours per day. Unfortunately for the family, they may only sleep one or two hours at a time and may get their days and nights mixed up. Here are some suggestions from the American Academy of Pediatrics that may help you.

Don't let your infant sleep as long during the day. For example, if your baby sleeps for four hours during the day, try to wake the baby at three hours, then two hours. Put your infant into the crib at the first signs of drowsiness. It is best to let the baby learn to relax himself or herself to sleep. If you hold or rock the baby until he or she falls asleep, the baby may depend on your being there upon awakening.

Avoid putting your baby to bed with a pacifier; the baby may wake up without it and begin to cry. Pacifiers should be used to satisfy the baby's need to suck. If your baby falls asleep with the pacifier, gently remove it before putting the infant in bed.

Begin to delay your reaction to infant fussing at four to six months of age. Wait a few minutes longer before you check the baby. If the infant continues to cry, check on him or her, but avoid turning on the light, playing, picking up or rocking the infant. If your baby is ill, these suggestions should be relaxed. After your baby feels better, begin to reestablish sleep patterns. ■

Looking for a sure thing? Let the Payroll Savings Plan be your ace in the hole. There's never a gamble with U.S. savings bonds. Just a good deal for you and your country. □

Reunions On The Run

BY GINA AMOS

The author, a Foreign Service secretary, is serving as a staff assistant in the Office of the Coordinator for Counterterrorism.

WELL, IT'S THAT TIME of year again. No, not summer. Transfer season. It generally starts with the random spotting of children, usually looking as thrilled about being in the Department as some of us who work here are. On their way for yet more shots. Followed by the lines in Transportation, American Express and the visa and passport offices, to name a few.

How many times have you been walking down the hall, or cutting through the cafeteria, and you *think* you see someone you served with but ... I mean 5, 10, 15 years can make a difference, believe it or not. These are people we entertained in our homes, whose kids went to school with our children, that we exchanged presents with, partied with at the Fourth of July picnic, relaxed around the pool with and toured the country with. Cried when you left! Right? Get it? And, like, I'm *not sure* it's them? So I make an approach.

"Bob?"

"Gina? Gina Menditto?"

So now I've pretty well nailed down the time frame, since I haven't been Gina Menditto for a long time. (I wasn't Gina Amos all that long



The author in Venice in 1982.

either, but that's another story.) Still, I am especially proud that an old friend from 15 years ago recognized me from *behind*.

So we begin The Conversation.

"Oh my God! You look the same!" (Yeah, right, he looks at least 10 years older, has a spare tire that would fit a Mack truck and his remaining hair has turned mostly gray.)

"You do, too! My God!"

(Again, my own family doesn't even recognize me in photo albums from that tour.)

"So, how have you been? Where are you now? Seems like yesterday."

'I can't place her face and I've gone blank on her name ... I'm trying to check out her badge'

Our heads are bobbing up and down during the entire conversation. I'm trying to acknowledge his wife, who is standing next to me. I can't place her face and I've gone blank on her name (although, after I hear it, it immediately comes back to me). I'm trying to check out her badge, but as usual it's turned around. The wife chimes in and she's using my name. I'm struggling now. I manage to condense 15 years of my life into a 10-minute conversation (no small feat for me), and they try too. We reminisce about everything and catch up on news of mutual friends. Some people might call it gossiping, but I like to think of it as filling in the gaps relating to those dear friends and family Christmas letters that I just love receiving. The conversation comes to an end; we exchange phone numbers. But they won't call. They hardly ever do.

I go back to my office and call my best friend. "Honey, you're never going to guess who I just saw!"

"Bob? I know. Is he still married to Harlika? I thought I saw him last week at Tysons."

"Man, and you didn't tell me? We could have organized something."

"Why?"

She wants to know what he's been up to. I tell her I can't remember a thing he'd said because I was so preoccupied with how much he'd

changed. (And I could not believe he was wearing that outfit in the Department.)

I ask: "Honey, am I recognizable? I mean when people see me, do they know who I am?" Since she took a little too long to answer the question, I figured out the answer all by myself.

Not everyone is approachable, however. Frequently I see someone I want to avoid. (An example might be an old boyfriend I dated when I was 28, plus his drop-dead gorgeous wife. Who is 28.) This is somewhat of an art, especially if the encounter is at, say, the credit union, where I have to wait in line for a long time and thus increase the chance of eye contact. Sometimes it's more difficult to avoid someone than it is to have an actual conversation. It requires tactical maneuvering, which means a serious knowledge of the layout of the State Department. You're talking two consecutive tours in Washington now.

Then there are the friends with whom you have actually kept in touch. I love witnessing these reunions. Usually they go something like: "Oh my God! Oh my God! Ooohhhhhh, it's so great to see you. *We were just talking about you.*" I believe them. I know they are sincere and it feels good. We hug. We kiss. We hug and kiss our children. We cry. Suddenly we're not in a hurry anymore. That appointment can wait, the work will be there when I get

back, and we sit down or walk around the building arm in arm and, with all of us talking at the same time, we catch up.

Now these are friends. These guys were my family for me when we served together. We never got tired of each other. They cooked for me when I was sick. Helped me through the holidays. Over the years,

'A boss who worked so hard to help me through a tough time has forgotten the tough time and we recall the laughs'

we never lost touch. Birthdays, divorces, marriages and the loss of parents were shared. We even made long-distance or overseas phone calls from time to time. It is these good people who have made my Foreign Service career the worthwhile experience it has been.

A boss who worked so hard to help me through a tough time has forgotten the tough time and we recall the laughs. We not only talk about our weight, we joke about it. Suddenly, among friends, age is a virtue. All of those reassignments, new-school adjustments, language barriers, security issues, the packouts, the separation from family members, the bare-walled transit housing, you know the rest—it all temporarily fades away. Extraordinary memories surface of experiences unique to what we do.

Coping with another transfer is never easy. We all have circumstances

to come to terms with. And we usually do. But we pay a price, and life in the Foreign Service, a dream vocation to most, remains a challenge. Is it worth it? I don't know. I do know that I can pick up a phone and call a colleague and it again becomes rote.

Like many of us, I've been single in the Foreign Service, married, on separate maintenance allowance, divorced, a single parent, medevaced, in a drawdown, evacuated during a war, and on extended leave without pay. I've even quit and come back. But I never lost my true friends, or the pride I associate with belonging in our Foreign Service family. It hasn't always been easy for me. Last year, while on leave without pay due to the poor health of my mom, I was a Kelly temp and worked several assignments in the private sector. I was eventually hired at a university in my home town of Philadelphia. I'm back. Trust me. Relatively speaking, we've got a good thing going.

"Honey. I was thinking. Maybe it's not so bad that I've gained so much weight and gotten older and grayer. Maybe all of those fair-weather friends won't recognize me anymore."

"Gina. You know how small the world is. It'll never happen."

"You know what? I hope you're right." ■

LIFE IN THE FOREIGN SERVICE

Political officer in China goes on a grim mission: to recover 50-year-old remains of U.S. airmen

BY JONATHAN M. ALOISI

In my 12 years as a Foreign Service officer, I've worked closely with U.S. Government officials from other agencies, including the military, on numerous projects. None of this experience, however, prepared me for my latest adventure with the U.S. Army. Embassy Beijing assigned me last September to accompany an Army team of specialists to search for the remains of World War II airmen in an isolated area in China's Tibet Autonomous Region. As a Beijing-based political officer, I was directed to serve as liaison with the Chinese authorities, provide the team with language support and advise its leader as problems arose.

The story begins more than 50 years ago. On January 31, 1944, an American B-24 bomber lifted off from a military airfield near Kunming, in China's southern Yunnan province. The four-engine craft was one of the most advanced of its day. Configured to carry cargo, it was one of thousands flying urgently-needed supplies to Chinese and American forces who were battling the Japanese in China. The five-man crew was heading the empty plane back to its base in northeastern India on a flight path that would not only skirt Japanese-held Burma, but also force the plane over some of the highest terrain in the world—"the Hump" over the Himalayas.

The weather report for the day indicated bad icing conditions at 10,000 feet and up, with high winds expected. The plane never reached its destination. After search-and-rescue missions failed to discover any trace of it, the War Department notified the families of the five men that their loved ones were lost and presumed dead.

Fast-forward to September 1993, when a hunter discovered wreckage on a glacier high above a heavily-forested



Team leader *Bill Jordan* inspects identifying marks on the wreckage.

valley in eastern Tibet. The hunter notified local authorities, and two People's Liberation Army teams were quickly dispatched. The searchers found aircraft wreckage across a large area of the rock-strewn glacier, and they discovered three sets of well-preserved human remains. The Chinese determined that the plane was American. They informed Embassy Beijing of the find.

We reported this to Washington, and personnel from the U.S. Army Central Identification Laboratory in Hawaii were soon on their way to Lhasa. The remains were repatriated to the lab in December 1993, from Lhasa via Beijing, where Ambassador J. Stapleton Roy presided over a solemn ceremony. In Hawaii, study of the remains, associated clothing, personal effects and the wreckage provided by the Chinese enabled the Defense Department to identify the aircraft and its mission. The lab was also able to identify an airman from one set of remains, and the Defense Department informed his next-of-kin, a sister.



Mike Bradford revs up the satellite telephone, attracting the interest of porters on the expedition.

The crew manifest of the flight listed five members—but the lab held remains of only three individuals. To recover more identifying data and find traces of the remaining two crew members, the lab proposed a return mission—this time to the crash site itself. This is where I entered



The author takes a break on the glacier, during the descent from the crash site.

the picture, and the following paragraphs draw from my official cable on the trip.

Chinese authorities, in discussions with embassy officials, supported the concept of a return mission. After the Chinese made a high-level decision to cooperate, Beijing instructed the government of the Tibet Autonomous Region to make preparations (on the understanding that the United States would pay Chinese expenses). Supporting the mission proved difficult for the region's foreign affairs office, which was tasked with coordinating the effort. The crash site was at an altitude of 13,000 feet, hundreds of miles from Lhasa. To get there, roads had to be repaired, permission for foreigners to enter "closed areas" obtained, equipment purchased and porters hired. The undertaking preoccupied the office's staff for months.

To ensure that all local bureaucracies fully supported the mission, Lhasa authorities established a "leading group" headed by a senior official. The official needed to weigh in, we learned, when road repair crews demanded large sums of money to "expeditiously" re-open a landslide-prone road leading to the crash site. A much smaller "fee" was negoti-



From left: Mark Antal, Mike Bradford and Kevin Wright, accompanied by a guide, carry remains during the descent.

ated, and local authorities mobilized resources to clear the landslides.

Separately, the Chinese army agreed to provide further information on the site and to send soldiers, led by a colonel, to accompany the team and provide radio communications. After an August date was set for the mission, landslides again cut the road, forcing authorities to postpone the mission for several weeks.

Finally, last September 7 was set as the first day of the recovery mission. The lab team included four specialists from Hawaii—Colonel William Jordan, Special Forces medic Kevin Wright, and Sergeants Mike (Brad) Bradford and Mark Antal. From Beijing, the team also included our assistant Army attaché, Lieutenant Colonel Greg Man, who—like me—spoke Chinese and had traveled extensively throughout the country.

Getting to the jumping-off point (east of Lhasa, in Bomi County) required a bone-jarring two-day ride over the Lhasa-Chengdu road. The quality of this unpaved road was surprisingly bad; the "highway" degenerated in some spots into little more than a rutted one-lane path. The route took our team down in elevation from the relatively arid Lhasa Plateau into lush mountain valleys. Daily rains and glacial runoff created surging streams and rivers, which routinely washed away bridges—many only semi-permanent wooden structures. In fact, we

learned that summer rains almost always led to landslides that would close the road during the rainy season each year.

After an overnight en route, we reached the township of Yigong, the starting point for our climb to the glacier. Yigong proved to be a hamlet with under 100 inhabitants, and no electricity. It did boast a brand-new school, however, and we were lodged overnight in quarters which would soon serve as dormitories. School was not yet in session, since most children were busy helping their parents bring in the harvest, or helping get the families' yaks or sheep to winter pastures. Our arrival and stay, however, were closely observed by seemingly all residents of Yigong and surrounding villages.

The team, accompanied by local authorities, army troops and scores of porters, hiked for three days up mountain valleys under difficult conditions. The magnificent scenery more than made up for the ups and downs of the trail. We climbed past a snow-capped 20,000-foot peak which emerged periodically from banks of clouds, dazzling in the sunlight. We hiked past five glaciers on cliffs high above the valley floor on our way up. Each glacier spawned multiple waterfalls, most of them with drops of hundreds of feet. We made our base camp on a rocky streambed, as close to the crash site as possible. Despite this, we still scrambled over trackless rocks and ice for three to five hours on the fourth day, to cover the final five kilometers to the site. This lay

in an uneven area of glacial ice, covered with boulders, stones and gravel.

Aware that army groups had conducted a thorough search just 11 months before, we weren't overly optimistic about finding anything new. Within minutes of our arrival on site, however, it was clear that the glacier had continued to shift, revealing additional human remains. Over six hours of nonstop work, lab professionals identified seven areas with remains, all well-preserved by the cold. We uncovered many teeth with restorations, critical to positively identifying the dead. We also located articles of clothing with crew members' names on them.

The crash site covered a 1,000-by-200-meter area. The aircraft might have remained largely intact inside the ice, but shifting of the glacier apparently had ripped it apart as it became exposed. The site was covered with pieces of aircraft, the stronger bits (such as gauges and

engines) intact. Twisted metal, bits of paper and fabric and one large—still inflated—B.F. Goodrich tire and landing assembly covered the site.

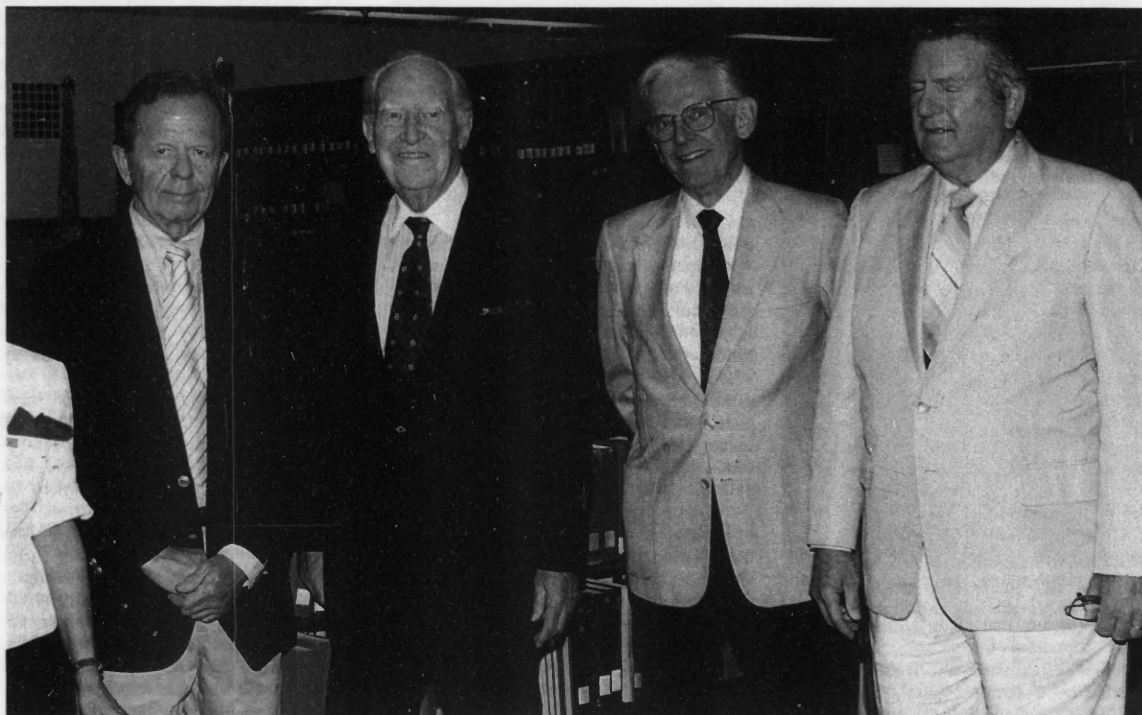
The lab team, after a thorough sweep, determined that it had located all exposed remains. Our two sergeants carried heavy bags of human remains and effects on the difficult descent to base camp, and during the first day's hike back down the valley. Sergeant Antal and I then went ahead, accompanying the remains—packed on horseback—on a long one-day march all the way back to Yigong. After retracing the land route back to Lhasa, we saw our precious cargo safely refrozen at a hospital morgue there. We accompanied the remains by air back to Beijing on September 25, where a repatriation ceremony was held three days later.

While much laboratory work remains to be done, the team members have high confidence that the remains are those of

American crewmen. Accompanying material suggests that they are the remains of all five missing crewmen from the aircraft. Verification of this will allow the Defense Department to close the file on this missing aircraft and to notify the crew members' families.

This mission was grueling, and my six days on the trail were the most physically demanding of my life. Of course, my personal experiences were incidental to the mission. But American colleagues and I took great satisfaction in the fact that our efforts will likely solve mysteries that have haunted five families for more than 50 years. I was proud to be part of the action, and would go in a second if called upon again to serve.

While this mission was a success, it's important to note that well over 100 airmen from at least 30 aircraft, among the thousands who died flying "the Hump," still remain lost without trace. ■



Former Secretary of State *William P. Rogers*, second from left, a veteran of the battle for Okinawa, with three retired Foreign Service officers who recalled their

experiences in the Pacific at a World War II commemorative program sponsored by the Department's Library. With him are *Frank Gardner*, left, *Laurent E. Morin* and *Dan*

Zachary, right. This and a similar program featuring veterans of the war in Europe were organized by reference librarian *Eliana Paris Holmes*.

RETIREES' CORNER

Prospect for changes in future pensions

On June 29 the Senate and the House of Representatives concurred on the budget resolution for fiscal year 1996. It represents Congress' plan to balance the federal budget by the year 2002. The resolution, which sets forth guidelines for further action, includes an indication of the direction Congress may follow with regard to changes in the U.S. Government employee retirement and insurance laws. These potential changes, as outlined by the U.S. Office of Personnel Management, are summarized below.

Average salary

—The basis for calculation of the average salary used in the computation of federal retirement annuities would be changed from a "High 3" to a "High 5" factor.

—We understand that the intention is to phase in this change with a "High 4" for retirements in calendar year 1997, moving to a "High 5" the following year.

—Neither the budget resolution nor the Senate-House conference report mentions "grandfathering" the "High 3," or an exemption for any special group.

Contributions

—Employees' retirement deductions would go up by .25% in 1996 and an additional .25% in 1998, for a total increase of .5%.

—The conference report specifically states the savings that would be realized through the above increase in employee deductions could come instead from "some other changes in federal employee policies that would be sufficient to achieve these savings."

Health insurance

—The future Government contributions to premiums would be a fixed-dollar amount, rather than the amount based on the average premium of the six largest health plans. This fixed-dollar amount would increase in accord with the Consumer Price Index. This change is in-

tended to encourage federal employees and annuitants to make more cost-effective decisions in choosing their health plans; federal employees who choose more expensive plans would bear the full economic burden in excess of the amount of the fixed Government contribution.

Analysis of changes

1. Employees who are overseas and defer retirement until 1998 or beyond have the most to lose from deferral of retirement benefits until then. The combined loss of "locality pay" in the average-salary computation and the application of the "High 5" together could totally offset the gain that would come from longer service. In other words, your annuity in December 1995 could be higher than in December 1998, even though three more years would be added to the annuity computation.

2. In general, employees who were promoted during their final five years of employment also stand to lose significantly from a change to the "High 5" computation. For example, a GS-11/8 with no promotions would have a "High 5" average salary which is 4.9% lower than a "High 3" average salary. However, a GS-12/3 with one promotion would have a "High 5" which is 11.3% lower than a "High 3."

The material in this section is contributed by the Office of Retirement and Career Transition. Suggestions for what might be included should be addressed to the Career Transition Center, 3300 North Washington Boulevard, Suite 350, Arlington, Va. 22201. Or telephone (703) 235-4240.

3. The Retirement Division is not prepared to produce annuity computations comparing "High 3, 4 and 5" computations, but the prospect of these changes should cause employees contemplating retirement to consider seriously the consequences of waiting a few years to retire. The Retirement Division will keep employees informed as legislation on these issues proceeds.

July job search

The July Job Search Program was the largest thus far at the Career Transition Center in its 11-year history of outplacement assistance and career transition programs. There were to be 84 participants from the Department, 9 from A.I.D., 3 from U.S.I.A. and 1 each from the Foreign Commercial and Foreign Agricultural Services. Of the 98 participants, there were 22 senior officers, including 5 holding ambassador rank. ■



CONSULAR AFFAIRS—Assistant Secretary Mary A. Ryan presents John Jacob Rogers Award to Louis W. Sheedy on his retirement from the Department of State. He was the regional director of the Boston Passport Agency.

FOREIGN SERVICE PERSONNEL

Appointments

Allan, Thomas S., Specialist Intake
Andrews, Jorgan Kendal, Pre-Assignment Training
Baskette, Amber, Pre-Assignment Training
Bedwell, John C., Bureau of Administration, Radio Frequency Systems
Biige, Kerem Serdar, Pre-Assignment Training
Boera, Richard W., Specialist Intake
Boughner, James A., Beijing
Brewer, Jerry W., Bureau of Administration, Information Management
Cayabyab Jr., Felipe, Specialist Intake
Champ Jr., Lloyd E., Specialist Intake
Coley, Theodore Raymond, Pre-Assignment Training
Diffily, J.A., Pre-Assignment Training
Dunn, Stephen Douglas, Guangzhou
Eckstrom, Peter Thomas, Pre-Assignment Training
Finston, Matthew A., Pre-Assignment Training
Forden, Robert W., Beijing
Fuller, Calli, Pre-Assignment Training
Godbee, Joseph, Bureau of Administration, Radio Frequency Systems
Hanigan, Keith D., Specialist Intake
Harpoie, J. Marinda, Pre-Assignment Training
Jenoff, Pam Rene, Pre-Assignment Training
Kadziauskas, Kenneth J., Specialist Intake
Kelly, Keith P., Pre-Assignment Training
Levin, Jan, Pre-Assignment Training
McCary, Ian Joseph, Pre-Assignment Training
Morris, Robert B., Specialist Intake
Muirhead, Arthur B., Brasilia
Nobles, David Timothy, Pre-Assignment Training
Pomainville, Brett George, Pre-Assignment Training
Paig, Alejandro M., Pre-Assignment Training
Redgate, Kathleen, M., International Narcotics and Law Enforcement Affairs
Rice, Steven Christopher, Pre-Assignment Training

Santamaria-Bernabe, Carlos, Bureau of Administration, Digital Systems Branch
Schwerdt, Gerald N., Specialist Intake
Thompson Jr., Gene L., Bureau of Administration, Radio Frequency Systems
Van Camp, Larry, Bureau of Administration, Digital Systems Branch
Wong, Alan Curtis, Pre-Assignment Training

Transfers

Ahmed, Aziz, Inter-American Affairs, Regional Center, Miami, Fla. to Khartoum
Allen, James Beach, Consular Affairs to Political-Military Affairs
Amirthanayagam, Aruna S.G., Economic-Commercial Training to Office of Special Representative for Trade Negotiations
Bachman, Brian, Santo Domingo to Political-Military Affairs
Bassett, Leslie Ann, Office of Under Secretary for Political Affairs to National Security Council
Becker, Donald A., Managua to Bureau of Administration, Information Management, Office of Foreign Operations
Becker, Jane Ellen, Office of Under Secretary for Management to International Narcotics and Law Enforcement Affairs
Behrend, Richard Warren, Functional Training to Economic and Business Affairs
Berry, Douglas M., Consular Affairs to Political-Military Affairs
Blumberg, Jonathan L., Diplomatic Security, Washington Field Office to Algiers
Bradley, Robert D., Diplomatic Security, Philadelphia Field Office to New York Field Office
Braig, Daniel M., Bureau of Administration, Information Management to Beirut
Brakel, Willem H., African Affairs, Economic Policy Staff to Economic and Commercial Training
Breeland, Jocelyn Gilbert, National Security Council to Near Eastern Affairs
Broadwater, Lloyd H., Diplomatic Security, Office of Overseas Operations to Miami Field Office
Broadway, Jamuna D., European Affairs to National Security Council
Broner, David H., Kingston to Panama
Brown, Madeleine M., Geneva to Administrative Training
Brudvig, Lee A., University Training, Economics to Johannesburg
Bryant, James H., Diplomatic Security, Houston Field Office to Office of Foreign Buildings, Construction Security Management Division
Buccellato, Michael B., Diplomatic Telecommunications Service to Brasilia
Burns, R. Nicholas, National Security Council to Bureau of Public Affairs, Office of Assistant Secretary
Byrnes, Shaun M., Office of Counter-Terrorism to Language Training
Carper, John F., Diplomatic Security to Office of Foreign Buildings, Construction Security Management Division
Cates, Barbara F., Economic-Commercial Training to Economic and Business Affairs
Cecil, Kelly S., Language Training to Political-Military Affairs
Clements, Gary A., Economic-Commercial Training to Economic and Business Affairs, Office of Investment Affairs
Cole, James Francis, Dhaka to Lahore
Coleman, Maryruth, Office of Coordinator of U.S. Assistance to the New Independent States to Office of Under Secretary for Economic, Business and Agricultural Affairs
Connell, Lawrence F., Economic-Commercial Training to Office of Pakistan, Afghanistan and Bangladesh Affairs
Connolly, Margaret A., Jakarta to Dublin
Cook, Frederick Bishop, African Affairs to Havana
Cooper, Jennifer F., African Affairs to Office of Chinese and Mongolian Affairs
Cosgrove, Ellen Leigh, European

Anapestic Assignments

BY EBP

*There was a person assigned to Vilnius
 Who said: "It is very apparent to us,
 For one's career advancement
 This is a true enhancement
 As long as I don't create any
 sort of fracas!"* □

Affairs to Special Domestic Assignment Program
Cristina, Stephen Alan, Office of Aviation Negotiations to European Affairs
Dameron, Diana Montgomery, Bureau of Personnel to Office of Inspector General
Davis, Jason L., Cairo to Near Eastern Affairs
Davis, Paul R., Rio de Janeiro and Ciudad Juarez
Davis, Suzanne Marjorie, La Paz to London
Demaria, Joseph, Bangkok to Santo Domingo
Deuerlein, Rodger Jan, Oslo to Port-of-Spain
Deutsch, Robert Sidney, Economic and Business Affairs to Near Eastern Affairs
Dierman, Constance C., Career Mobility Program to Canberra
Driscoll, Michael P., Jakarta to East Asian and Pacific Affairs
Dugan, Michael R., Moscow to Lagos
Dwyer, Stuart A., Economic-Commercial Training to Office of Coordinator of U.S. Assistance to the New Independent States
Eaton, Robert C., East Asian and Pacific Affairs to Rangoon
Eckert, Jeffrey Lynn, Bureau of Administration, Telecommunications Special Operations to San Paulo
Ehrendreich, Joel, Pre-Assignment Training to Lome
Erdman, Richard W., Eastern European Affairs to Tel Aviv
Ereshfsky, Marilyn Carole, Economic-Commercial Train-

ing to Language Training
Esple, Alberta Jackson, Karachi to Islamabad
Feeley, John D., Bogota to Executive Secretariat
Feltman, Jeffrey David, Amman to Tel Aviv
Finston, Susan Kling, Tel Aviv to Near Eastern Affairs
Forino, Marc, Pre-Assignment Training to Manila
Fuller, Julia Kathleen, Executive Secretariat to European Affairs
Fulton, Stacey L., East Asian and Pacific Affairs to Hong Kong
Gabbard, David William, Ulaanbaatar to Inter-American Affairs, Regional Center, Miami, Fla.
Gedney, Roy C., Diplomatic Security to Intelligence and Research
Glassman, Deborah, Luxembourg to Political-Military Affairs
Gomez, Pamela Lisle, Guayaquil to Hermosillo
Grace, Linda Ann, Buenos Aires to Ottawa
Greanias, Nicholas J., Bucharest to Office of New Independent States
Haas, David, Diplomatic Security to Beirut
Hallen, Rodger B., Karachi to New Delhi
Hare, Charles R., Rome to Language Training
Hartinger, David C., Diplomatic Security, New York Field Office to Office of Protection
Harty, Maura A., Overseas Citizens Service to Executive Secretariat
Heffron, Kathleen Marian, Secretariat, Board of Examiners to Political-Military Affairs
Heidt, William A., Economic-Commercial Training to Economic and Business Affairs
Henning, John N., Jerusalem to Bureau of Administration, Information Management
Hernandez Jr., Felix, Economic-Commercial Training to European Affairs
Herrin, Audrey Beverly, New Delhi to Bureau of Personnel
Hillman, Andrew S., Toronto to Executive Secretariat
Holshey, Michael W., Pretoria to Lagos
Honley, Steven Alan, Language Training to Political-Military Affairs
Hull, Barbara R., African Affairs to Bombay
Hutton, Joseph Anthony, Diplomatic Security, Washington Field Office to Philadelphia Field Office
Hyland, Jason P., Tokyo to Fukuoka
Indahl, Berne M., Foreign Service Institute to Diplomatic Security
Jacobs, Anthony J., Bureau of Administration to Helsinki
Jacobs, Mark L., Near Eastern Affairs to Office of Foreign Buildings, European and Canadian Area Branch
Jarvis, Richard Michael, Tunis to Sanaa
Johnson, Patricia White, Karachi to Islamabad
Judy, Margaret Frances, Kiev to Wellington
Kahn, Rosalie B., Managua to Bonn
Kattouf, Theodore H., Damascus to Riyadh
Kirby, Harmon E., Bureau of Personnel to Bureau of Public Affairs, Office of Historian
Leaf, James Werner, Singapore to Chengdu
Leibengood, Paul C., Foreign Service Institute to Diplomatic Security, Overseas Operations
Lemandri, Suzanne S.Z., Panama to Pretoria
Levey, Matthew F., Intelligence and Research to Sarajevo
Lochard, Beverly D. Greene, Language Training to Political-Military Affairs
Maher, John O., Yokohama to Naha
Martensen, Ronnie Lee, Tbilisi to Kathmandu
Martinez, Carmen Maria, Foreign Service Institute to Bureau of Personnel Assignments Division
Martinez, Elizabeth Lee, Tunis to Casablanca
Mason, Robert A., Bureau of Administration, Radio Frequency Systems to Port Moresby
Mastriano, Wayne T., Diplomatic Security, San Francisco Field Office to Washington Field Office
Mathews, Diane W., Rome to Bureau of Personnel, Office of Career Development and Assignments
Mays, Terri, Helsinki to Cairo
McCrensky, Richard M., Surabaya to East Asian and Pacific Affairs
McGarrah III, Craig W., Lagos to African Affairs
McPherson, William R., Economic-Commercial Training to Economic and Business Affairs
Meiman, Kellie Ann, Bogota to Porto Alegre
Meyers, Randal Edward, Guangzhou to Mbabane
Miles, James W., Djibouti to Banjul
Miller, Barbara L., Nairobi to Kampala
Miller, Stephen Howard, Kiev to Seoul
Mize, Eric A., Kuwait to Near Eastern Affairs
Moffit, Stephen L., Frankfurt to Washington Regional Diplomatic Courier Division
Moore, Elizabeth, Rome to Executive Secretariat
Morford, Richard A., Foreign Service Institute to Policy Planning Staff
Norris Jr., John Jacob, Foreign Service Institute to Office of the Vice President
O'Boyle, Patrick D., Diplomatic Security, Washington Field Office to Berlin
O'Donnell, Lee Young-Eun, Yokohama to Tokyo
O'Meara Jr., J. Martin, Inter-American Affairs to Mexico City
Odlum, Geoffrey M., Political-Military Affairs to Policy Planning Staff
Overall, Nedra A., Office of Chief Financial Officer to Executive Secretariat
Parker, Sarah Virginia, Jakarta to Stockholm
Perkins, Thomas D., Economic-Commercial Training to Office of Special Representative for Trade Negotiations
Pettit, James D., Foreign Service Institute to Population, Refugees and Migration
Plummer, William Max, Jeddah to Riyadh
Proctor, Thomas C., Bureau of Administration, Information Management to Hong Kong
Quinn, Lucy D.R., Manila to East Asian and Pacific Affairs
Rasari, Nancy Moore, Johannesburg to Kampala
Rebarick, Thomas A., Rio de Janeiro to Brazzaville
Reed, Howard Verne, Bangkok to East Asian and Pacific Affairs, Office of Assistant Secretary
Rice, Gregory M., Tashkent to Tunis
Richards, Joan Marie, Karachi to New Delhi
Roth, Andrew J., Gaborone to African Affairs
Ryan, Timothy G., Language Training to Political-Military Affairs
Sala, Joseph Lee, Bureau of Personnel to European Union Affairs
Salazar, Edward V., St. Petersburg to Bureau of Administration, Information Management
Samson, Elaine Marie, Riyadh to Intelligence and Research
Schoonover, James Laurence, Office of Foreign Buildings to Cairo
Schwartz, Todd P., Tunis to Doha
Schwenk, Jeffrey C., Bangkok to Kuala Lumpur
Shanley, William P., Ankara to European Affairs
Siebert, Craig A., Diplomatic Security, Miami Field Office to San Salvador
Simon, Paul Moulton, Seoul to Political-Military Affairs
Smith, Stuart M., Economic and Business Affairs to European Affairs
Snead, Donna J., Tokyo to Madras
Sparks, Howard Jefferson, Kuala Lumpur to Rangoon
Specht, Linda S., Economic-Commercial Training to Economic and Business Affairs, Office of Investment Affairs
Steinfeld, Andrew W., Tel Aviv to Near Eastern Affairs
Symington IV, W. Stuart, Mexico City to Office of Under Secretary for Political Affairs
Tessmer, Karen Sylvia, European Affairs to Tegucigalpa
Thompson, Cameron S., Vienna, Mission to Bosnia to Language Training
Triolo, Paul S., East Asian and Pacific Affairs to Beijing
Turco, Deborah Lynn, Ankara to Riyadh
Uyehara, Margaret A., Yokohama to Tokyo
Valdez, Gilbert A., Bureau of Administration, Information Management to Bombay
Varga, Michael J., Special Domestic Assignment Program to Toronto
Varner Jr., John Hopkins, Bu-

reau of Administration, Information Management to Singapore
Vernon, Daniel A., Bureau of Personnel to Montevideo
Wade, Grace M., Kampala to Hanoi
Wagner, Susan M., Office of Ecology and Terrestrial Conservation to Senior Seminar
Wazelle, Holly A., Caracas to Brussels
Welty, Dean L., Bureau of Personnel, Senior Officer Division to Kingston
White, Eileen Carrie, Political-Military Affairs to Bureau of Personnel
Wiedemann, Kent M., Defense Department to East Asian and Pacific Affairs, Office of Assistant Secretary
Willis, Mark W., Foreign Service Institute to Near Eastern Affairs
Wittmann, Christopher E., Foreign Service Institute to Political-Military Affairs
Woolverton, Janet M., Damascus to Bureau of Administration, Information Management
Young, Phillip G., Bureau of Personnel to Rome
Young, Thomas M., Office of Chief Financial Officer to Executive Secretariat
Zwach, David M., Diplomatic Security to Oceans bureau

Resignations

Adams, Sadia M., Tunis
Alarcon, Lillan Del Carmen, Santo Domingo
Ayigah, Djimessa M., Conakry
Bates, Hikmet, Moscow
Beavers, Alicia S., Near Eastern Affairs
Bidou, Susan M., Conakry
Blasko, Mary M., Beijing
Born, Robert B., Diplomatic Security, Protective Intelligence Investigations Division
Brown Jasak, Carol, Moscow
Brumley, Betsy L., Leave-without-pay status
Buckley, David L., Bureau of Administration, Information Management
Camblin, Matthew L., Oslo
Carpenter, Gertrud N., Bonn
Cava, Joanne Marie, Nairobi
Cossitt, Virginia G., Dublin
Donovan, Mei Chou, Beijing
Dorschner, Nilu Anjall, Lagos

Dorsey, Cheryl, Panama
Dukes, Shauna G., N'Djamena
Dunkelberg, Vauncile D., Prague
Ebright, Rebecca S., Mexico City
Eldemir, Helena, Brazzaville
Fisher, Vicki V., La Paz
Flynn, Bonnie L., Nairobi
Galvin, Mary E., Maputo
Garcia, Linda G., The Hague
Griego, Carlos, Mexico City
Grover, Ellsabeth Joy, Lilongwe
Guinn, Deborah Ann, Sarajevo
Hargan, Joan E., Beijing
Harrison, Deborah, Pretoria
Heater, Theresa L., Lome
Hebert, Mark L., Diplomatic Security, New York Field Office
Hudgens, Catherine M., Nairobi
Jackson-Mandel, Jill, Leave-without-pay status
Jackson, Nancy Izzo, Population, Refugees and Migration
Johnson, Tamara Natasha, Djibouti
Justice, Kathryn Rose, Moscow
Keen, Norma B., Nairobi
Kulligowski, Michael N., Tegucigalpa
Maness, Terry D., Kuala Lumpur
Mason, Jacqueline B., Bonn
Mathias, Lynn G., The Hague
McDermott, Grace E., Lilongwe
Montgomery, Neala, San Jose
Moore, Cheryl A., Mexico City
Moreau, Cristina G., Nairobi
Mueller-Marquez, Barbara J., Mexico City
Nelson, Dorothy M., Lilongwe
O'Callaghan, John V., Diplomatic Security, Washington Field Office
Peace, Stephanie A., Nicosia
Perdue, Wendy A., Dublin
Perkins, Heidi M., Islamabad
Petree, Cecilia O., Brussels
Pray, Kathleen Fern, Brasilia
Rasoolzadeh, Mino, Kuala Lumpur
Reed, Gwendolyn Joyce, Moscow
Scheibal, Judith, Harare
Schmidt, Carol A., Bonn
Short, Vicki M., Leave-without-pay status
Slaght, Joan A., Moscow
Staples, Jo Ann, Harare
Tellez, Yolanda C., Tegucigalpa
Turnbull, Inseon Lim, Moscow
Vail, Shireen B., Dar es Salaam
Vinal, Henry G., Bureau of Administration, Information Management
Watson, Della M., Brussels
Watson, Melissa M., Dhaka
Williams, Dominique A.M., Libreville
Wills, Regina Mancusi, Brussels

Retirements

Bebout, Kay Diane, Bogota
Bermingham, James F., Diplomatic Security, Office of Investigations and Counterintelligence
Clark, John Eignus, Bureau of Administration, Information Management
Eifert, John Robert, Washington Regional Diplomatic Courier Division
Evans, Betty L., Oslo
Foian, Patrick M., Bureau of Personnel, Policy Coordination Staff
Glown Jr., Edmund P., Panama
Lewis, Sandra L., Stockholm
Lutkoski, Robert Anthony, Economic and Business Affairs, Office of Satellites and Cable
Meatty, Robert Leo, Manila
Shatto, Rebecca A., African Affairs, Economic Policy Staff
Sting Jr., Joe T., Diplomatic Telecommunications Service □

ficers, FS-02 political and administrative officers)
Chairman
J. Michael O'Brien, International Organization Affairs
State members
L. Stuart Allan, East Asian and Pacific Affairs
Richard L. Baltimore, European and Canadian Affairs
Carolyn R. Huggins, Foreign Service Institute
Other agency member
Francisco A. Arango, Department of Labor
Public member
Jocelyn M. Cordice Basnett, instructor/consultant, Washington

Board G-III, Panel A

(FS-02 multifunctional officers, FS-03 political and administrative officers)
Chairman
Patrick R. Hayes, East Asian and Pacific Affairs
State members
George M. Staples, Harare
Deborah Ann McCarthy, Port Louis
Sandra L. Mendyk, African Affairs
Other agency member
Paul Thorn, A.I.D.
Public member
Edward P. Rindler, consultant, Washington

Selection boards

Following are the names of selection board members:

Board G-II, Panel A

(FS-03 multifunctional of-



On the accountability review board appointed in connection with the March 8 murders of two Americans in Karachi (STATE, June), seated, from left: *Jay Moffat*, chair-

woman *Jane Coon*, *Peter Sebastian*. Standing: executive secretary *Douglas Watson*, *James Higham*, *George Murphy* and staff assistant *Elida Hickman*.



FOREIGN SERVICE INSTITUTE—At senior-level professional development seminar for Foreign Service secre-

taries, left to right, front row: Evelyn Mack, Terri Lee Baker, Katharyn Ritter, Vivian Kilgore, Mary Duvall, Suzanne Chapman,

Betty Alfonso, Barbara Glidewell, Wilma Smith (instructor). Back row: Ginny Taylor (director), Sandra Slaughter, Cecily

Wilson, Kelly Taylor, Roberta Feldman, Judith Dimon, Carol Murphy, Mary Navarro, Janet Leane.

Board SFS-V

(Generalists in Class FS-1)

Chairman

Ambassador William C. Ramsay, Brazzaville

State members

Douglas Watson, Accountability Review Board

Molly Williamson, Defense Department

Larry Colbert, Ciudad Juarez

Other agency member

Sudha K. Haley, Department of Labor

Public member

Carlyn B. Carter, consultant, Washington

Board G-IV

(Tenured generalists in Class FS-4)

Chairman

Dennis K. Hays, Mexican Affairs

State members

Eric D. Benjaminson, Economic and Business Affairs

Pete K. Ito, Intelligence and Research

Robin Jan Morrirtz, Consular Affairs

Other agency member

None

Public member

Alice G. Rhodes, lawyer, Ashland, Ky.

Board SFS-II

(Generalists and specialists in Class FE-MC)

Chairman

Ambassador J. Stapleton Roy, Beijing

State members

George E. Moose, African Affairs

Melissa F. Wells, Bureau of Personnel

William G. Walker, Defense Department

Other agency member

Christopher Ross, U.S.I.A.

Public member

David K. Taylor, consultant, Washington

Board SFS-III

(Generalists in Class FE-OC)

Chairwoman

Mary A. Ryan, Consular Affairs

State members

Frank P. Wardlaw, East Asian and Pacific Affairs

John D. Finney Jr., Political-Military Affairs

Randolph M. Bell, Intelligence and Research

Other agency member

Kenneth Moorefield, Department of Commerce

Public member

Estelle Taylor, educator, Howard University

Board SFS-IV

(Specialists in Classes FE-OC and FS-01)

Chairman

H. Clarke Rodgers Jr., Montreal

State members

William J. Hudson, African Affairs

Dr. Esther P. Roberts, Medical Services

Mark E. Mulvey, Diplomatic Security Service

Other agency member

Jon A. Wiant, Intelligence and Research

Public member

Grace W. Madison, consultant, Washington

Board G-II, Panel B

(Consular and economic officers in Class FS-02)

Chairwoman

Donna J. Hamilton, Consular Affairs

State members

Andres D. Onate, Bureau of Personnel

John F. Hoog, Seoul

Anita S. Booth, Inter-American Affairs

Other agency member

Nyoke White, U.S.I.A.

Public member

Allison Blakely, educator, Howard University

Board G-III, Panel B

(Consular and economic officers in Class FS-03)

Chairwoman

Elizabeth Raspolc, Foreign Service Institute

State members

Donald E. Booth, Foreign Service Institute

Joseph Hilliard Jr., European and Canadian Affairs

Andrea M. Farsakh, Tunis

Other agency member

Mary Johnson, U.S.I.A.

Public member

Yeorn Choi, professor, University of the District of Columbia ■

POST OF THE MONTH

TASHKENT

This embassy is in the capital of Uzbekistan in central Asia, east of the Caspian Sea, with a small border on Afghanistan. U.S. Foreign Service people there are featured as part of STATE's continuing series.



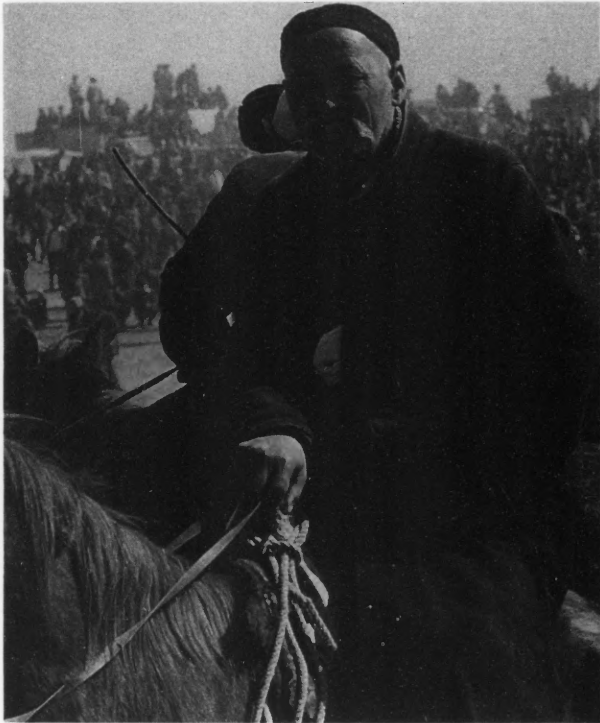
Ambassador *Henry Clarke* opens the embassy's consular section. With him: regional consular officer *John Parker*, general services and consular officers *Chuck Zapinski* and *George Kent*, an Uzbek official, commercial officer *Bela Babus*, political and economic officer *Daria Fane*.

A chef wearing a *tyubiteki*, the national hat worn by males, serves *plov*, a native rice dish.

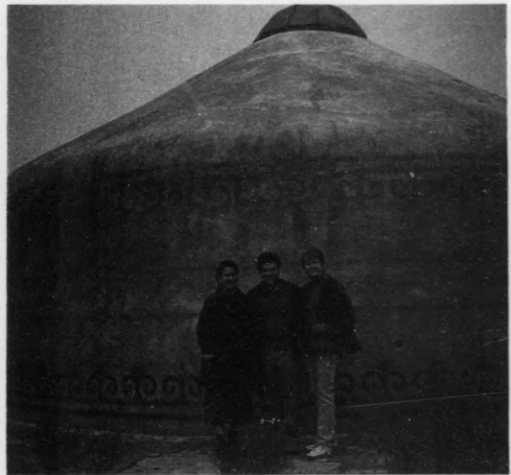


Registan Square in Samarkand.





An Uzbek native.



Outside a yurt, a traditional dwelling, from left: deputy chief of mission *Sharon White*, general services and consular officer *Jonathan Henick* and *Mary Jorgenson*, the ambassador's secretary.



A street in Namangan.

POST OF THE MONTH

TASHKENT



An Uzbek wedding.



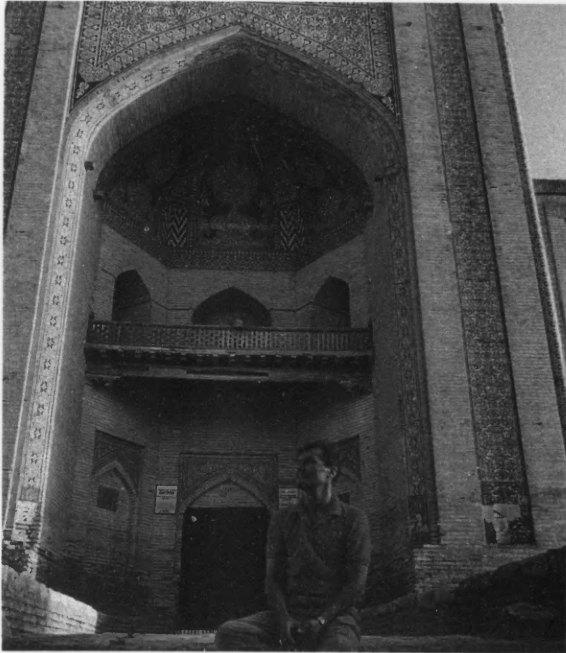
Hiking in the Tien Shan Mountains, general services and consular officers Jennifer Scotti, left, and George Kent.



George Kent is a spectator of ulak, a game similar to polo.



A bazaar in Namangan.

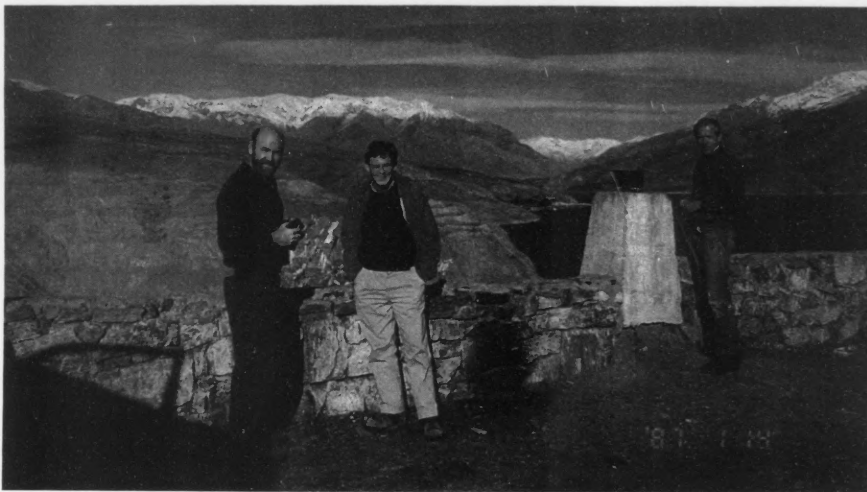


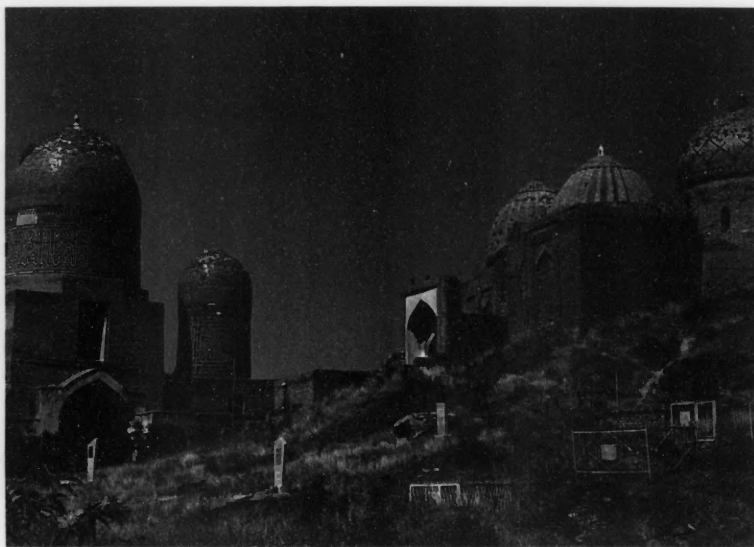
Bela Babus at a former Moslem school now used as a hostel.



A woman prepares skeins of silk thread.

At reservoir overlooking the Tien Shan Mountains, from left: political-military officer *Casey Shem*, *George Kent*, *Gordon Brown* of the Inspector General's Office.





Crypts in Shah-I-Zinda.



Outside Tashkent's largest bazaar, political and economic officer *Andrew Craft*, left, and *Chuck Zapinski*.



A woman performs an Uzbek dance.



Shopping for Khorezm hats and Turkmen rugs in Khiva: Peace Corps volunteer *Salvatore Amadeo*, left, and *George Kent*.

Residents of Bokhara, at a chai khana (tea house).



At the staging of a murder mystery, clockwise, from left: *Bela Babus* and his wife *Sylvia*, who is a political and economic officer; *Jennifer Scotti*; *Andrew Craft*; *Ingrid* and *Bernd Malden* of the German embassy; public affairs officer *Dick Hoagland*; *Chuck Zapinski*; and *George Kent*.



Midnight mass at a Russian Orthodox church in Tashkent. ■

Correction

Captions for two post-of-the-month photos from Accra in the July issue appeared under the wrong pictures. STATE had been given erroneous information. The photo on Page 34 was of Norma and Nicolas Robertson; the photo on Page 36 was of Ambassador Kenneth Brown and his wife, Bonnie. □

CIVIL SERVICE PERSONNEL

Promotions

GS-5

Arnold, Robert A., Seattle
Passport Agency

Ho, Wing S., Houston Passport
Agency

Sirota, Renee H., Bureau of
Administration, Information
Management, Correspondence
Control Branch

GS-6

Banfield, Denise A., International
Organization Affairs, Office
of Policy, Public and
Congressional Affairs

Bush, Antoinette O., Passport
Services

Coley, Shirl Denise, Passport
Services

Conrad, Maria Julia G.,
Diplomatic Security,
Applicant Investigation
Section

Dean, Thomas G., Bureau of
Personnel, Budget Branch

Ford, Paige T., International
Organization Affairs, U.S.
Budgetary Presentation and
Payments Division

Hinds, Shelia M., Visa Services
Parton, Min Jin, African Affairs,
Office of Executive Director

GS-7

Adams, Tanya L., Diplomatic
Security, Employee/Contractor
Clearance Section

Bazemore, Llsa C., Office of
Chief Financial Officer,
Working Capital Fund Section

Burnard, Elizabeth, Diplomatic
Security, Employee/Contractor
Clearance Section

Cocorochlo, Josephine M.,
Boston Passport Agency

Crawford, Mark H., Bureau of
Administration

Foster, T. Glenn, Bureau of
Administration

La Polla, Jacqueline K., Near
Eastern Affairs, Office of
Regional Affairs

Lassiter, Immy Rose N., Passport
Services

Otts, Mary Elizabeth Seal,
Bureau of Administration,
Building Management
Operations

Peterson, Pura G., Office of
Chinese and Mongolian
Affairs

Porter, Stacey B., New Orleans
Passport Agency

Sameshima, Kathy Kisako, Los

It's 'win-win': person who is mentally disabled helps State—and State helps him

BY JUDY CLENDENEN

The author is secretary to the director of the Office of Recruitment, Examination and Employment in the Bureau of Personnel.

I can almost set the clock with his arrival. Joe Morgan arrives every morning at the same time, always with a smile and a "good morning, Judy!" Mr. Morgan is the member of our staff who came to us from Clarendon House, an arm of Arlington County's mental health agency. It's a community-based psychiatric rehabilitation facility which helps those recovering from serious mental illness to learn again to lead an independent, productive life. Through its "Transitional Employment Program," it places persons preparing to rejoin the workforce in positions throughout the community.

Mr. Morgan was selected to fill a six-month pilot position in our office. He applied as would any other applicant, filling out an SF-171 form and the forms for security clearance down to the fingerprinting charts. His application was evaluated, and he was given a G.S. rating according to Civil Service criteria, taking into account college and/or past work experience.

He works with us 16 hours each week, handling the phones and the mail, packing and shipping boxes of materials, photocopying, shredding, helping to set up events, going to the post office, assembling enter-on-duty



Joe Morgan with the author. (Photo by John E. Hall)

packets for junior officers, student interns and summer clerical employees, placing returned supplies on the shelves and using the automated label-maker to create labels for the many envelopes stuffed on a daily basis—to cite a few of his many tasks that relieve some of the workload on us. As the work ebbs and flows in our various units, Mr. Morgan moves from one to another, helping where the need is greatest. He's proving to be a totally reliable, highly-motivated, conscientious colleague whose warm smile, friendly manner and hard work have made him both appreciated and popular.

If you live in the Arlington area, chances are you deal with Clarendon House people at the grocery store or the gas station and in offices you may visit almost anywhere, including the Patent Office in Crystal City and

now the Department of State. Clarendon House hopes to place more of its people in the Department.

We obtained the services of Mr. Morgan when we took the advice of a recently-retired colleague who's active in Arlington community affairs. We had work that we needed done, and Clarendon had someone who needed to do that work. We owe thanks to the many people who helped us put this together, including Sheldon Yuspeh, until recently coordinator of the Department's disability program, and Debra Hall of the Executive Office in the Bureau of Personnel. As for me, I'm very pleased to have become the staff member in my office who's responsible for our pilot program.

It's proving to be a huge success because of Mr. Morgan. He looks forward to every new day's challenges, and we look forward to having him here to help us meet them. It's a win-win situation. □

Angeles Passport Agency
Savoy, Tammi F., Office of the Secretary, Office of Executive Director
Sheppard, Suzanne M., Executive Secretariat
Sinnott, Mary Ann Ryan, Office of Protocol, Accreditation Section
Williams, Britany D., New Orleans Passport Agency
Winters, Christine D., Political-Military Affairs

GS-8

Baker, Carolyn Patricia, Bureau of Administration
Hata, Marianne Jutta, Office of Legal Adviser, Politico-Military Affairs
Kidd, Patricia E., Population, Refugees and Migration, Office of Policy
Kong, Kathy S., Office of Legal Adviser, Treaty Affairs
Lucas, Annette Rene, Bureau of Personnel, Resource Planning and Allocation
Nelson, Arlyne Mae, Economic and Business Affairs, Office of Assistant Secretary
Onley, Paulette L., International Organization Affairs, Office of Policy, Public and Congressional Affairs
Stokes, Brenda F., International Narcotics and Law Enforcement Affairs

GS-9

Epps, Robert C., Foreign Service Institute, Audio-Visual Facility
Irby, Marian E., Office of Inspector General
Johnson, Horace, Office of Chief Financial Officer, Pre-Assignment Training
Josephs, Howard Owen, Los Angeles Passport Agency
Lambert, Robin Denise, Office of Chief Financial Officer, Fiscal Operations
Mitchell, Roger D., Bureau of Administration
Postell, Barbara J., International Narcotics and Law Enforcement Affairs
Reddrick, Myrtle, Intelligence and Research
Sarabia, Eloy M., Bureau of Administration
Shelton, Tyrone K., Passport Services
White, Brian G., Bureau of Administration

GS-10

Hess, Albert W., Bureau of Administration

GS-11

Adams, Ronald M., Office of Chief Financial Officer, Fiscal Operations
Allard, Gloria T., Office of Chief Financial Officer, Fiscal Operations
Brown, Randolph R., Office of Chief Financial Officer, Office of Compensation and Pension
Clemmons, Kell L., Office of Chief Financial Officer, Working Capital Fund Section
Creaser, Gregory J., Bureau of Administration, Presidential-Vice Presidential Travel Support Staff
DeAngelis, Camillo A., Bureau of Administration
Gillespie, Patricia C., Bureau of Administration, Presidential-Vice Presidential Travel Support Staff
Green, Reginald James, Executive Secretariat
Howard, Lyndsay C., Intelligence and Research, Office of Analysis for Russia and Eurasia
Jeter, James M., Population, Refugees and Migration, Office of Executive Director
Lucas, Irene Patricia, Office of Chief Financial Officer, Fiscal Operations
Mathur, Kamini, Office of Chief Financial Officer, Payments Division
Moose, Manon Paulette, Office of Chief Financial Officer, Fiscal Operations
Mulvin, Michael R., Office of Foreign Missions
Pareti III, David, New Orleans Passport Agency
Perkins, Katherine K., Population, Refugees and Migration, Office of Policy
Ramadan, Riham M., Office of Chief Financial Officer, Office of Compensation and Pension
Rowland, George Clifton, Executive Secretariat
Simms, Kathleen M., Office of Chief Financial Officer, Office of Compensation and Pension

GS-12

Almodovar, Cindy Trodden, Executive Secretariat, Systems Management
Gordon, Terry, Bureau of Administration, Freedom of

Information

Larson, Linda A. Tetsutani, Seattle Passport Agency
Makle, Iris J., Visa Services
Meterko, Lisa M., Political-Military Affairs
Rippe, Conrad M., Bureau of Administration, Telecommunications Operations
Rose, Peggy H., Foreign Service Institute, Information Management Training
Silva, Michael A., San Francisco Passport Agency
Sotriopoulos, Maria A., Office of Protocol, Visits Division
Williams, Carla A., International Narcotics and Law Enforcement Affairs

GS-13

Hite, John M., Office of Foreign Buildings, Contracts Branch East
Hiitts-Christophe, Beverly, New Orleans Passport Agency
Huss, Vickie J., Passport Services
Shaffer, Carolyn Jean, Office of Foreign Buildings, Financial Management
Staub, Paula J., Office of Inspector General

GS-14

Borissow Jr., Kyrill, Languages Services, General Interpreting

GS-15

Hullihan, Slobhan R., Office of Inspector General
Leopold, Andrea M., Office of Inspector General
Sprague, Brenda Saunders, Languages Services
Wolter, Mary-Carol, Languages Services, European Interpreting Branch

WG-7

Walker, Ulysses V., Bureau of Administration, Domestic Fleet Operations
Wilder, Herman L., Bureau of Administration, Domestic Fleet Operations

Appointments

Antholis, William John, Policy Planning Staff
Broadus, Marlene, Diplomatic Security, Office of Information Systems Security
Cabral, John L., Bureau of Administration, Automated Data Processing Equipment

Branch

Gise, John R., Visa Services
Jackson, Kiva L., New Orleans Passport Agency
O'Connor, Valerie, New Orleans Passport Agency
O'Sullivan, Susan W., Democracy, Human Rights and Labor
Ossi, Gregory J., Office of Legal Adviser, International Claims and Investment Disputes
Pope, Loretta A., Bureau of Administration, Employee Services Center
Prince, Catherine E., Los Angeles Passport Agency
Thomas, Hazel Bland, Inter-American Affairs, Office of Executive Director

Reassignments

Chichester, Lois S., Executive Secretariat to Bureau of Administration, Freedom of Information Management
Courtney, Lisa P., Executive Secretariat to Office of Chief Financial Officer, International Financial Services Directorate
Daye, Charles B., Diplomatic Security, Washington Field Office to Employee/Contractor Clearance Section
Diggs, Deborah T., Consular Affairs to U.S. Mission, Organization of American States
Freeman, Gail Simpson, Foreign Service Institute Personnel Office to Bureau of Administration, Information Management, Personnel Management Division
Greitz, Jacqueline C., Legislative Affairs to African Affairs
Hunter, Kenneth, Foreign Service Institute to Consular Affairs
Marshall, Mary E., Office of Foreign Buildings to Near Eastern Affairs, Office of Executive Director
McGill, Susie D., Diplomatic Security to Bureau of Administration, Information Management, Program Budget Division
Patierno, Donald F., Bureau of Administration, Diplomatic Contingency Programs to Political-Military Affairs
Smith, Alice, Pre-Assignment Training to Bureau of Personnel
Sockwell, Lisa D., Medical

PERSONNEL: CIVIL SERVICE

Services to Office of Science, Technology and Health
Spangler, Douglas E., Executive Secretariat to Office of Chief Financial Officer, Charleston Financial Service Center
Thomas, Lashawn P., Foreign Service Institute to African Affairs
Zeiss, Scott E., Executive Secretariat to Bureau of Administration, Freedom of Information

Resignations

Arnold, Suzanne M., San Francisco Passport Agency
Banks, Donna, International Organization Affairs, Office of Policy, Public and Congressional Affairs
Calcote, Beverly D., New Orleans Passport Agency
Carter, Ioanna, Office of Protocol, Accreditation Section

Clark, Michael L., Bureau of Administration
Clinton, Cheri, Passport Services
Crane, Diane L., Chicago Passport Agency
Daly, Anne L., Bureau of Administration, Information Management, Foreign Operations
Drazek, Keith C., Bureau of Administration, Presidential-Vice Presidential Travel Support Staff
Erickson, Byron Earl, Diplomatic Security, Employee/Contractor Clearance Section
Farrell, Ubon, Caracas
Goldberg, Debra Lee, Economic and Business Affairs, Office of Assistant Secretary
Holloway, Sally J., Democracy, Human Rights and Labor
Jackson, Jeanette N., Bureau of Administration, Unclassified Pouch and Mail Branch
Jackson, Kiva L., New Orleans Passport Agency
Krzynowek, Kerry A., Office of

Legal Adviser, International Claims and Investment Disputes
Laflamme II, Robert A., Bureau of Administration, Freedom of Information
Mallorca, Bernice E., San Francisco Passport Agency
McGarrity, Cathleen B., Inter-American Affairs
Mico, David Jose, Legislative Affairs
O'Connor, Valerie, New Orleans Passport Agency
Perkins, Yanna D., International Organization Affairs, Office of Executive Director
Saunders, Tanya L., Office of Inspector General
Smollins, Sean D., Seattle Passport Agency
Touch, Stacey Brown, Bureau of Administration, Buildings Services Branch
Urman, Shella Elaine, Foreign Service Institute, Office Management Training
Watt, Elena N., Foreign Service

Institute, North and East European Languages
Wilkins, Angelette D., Bureau of Public Affairs
Williams, Lisa V., Bureau of Administration, Telecommunications Operations
Winne, William R., Diplomatic Security, Office of Intelligence and Threat Analysis
Young-Stewart, Vicky L., Chicago Passport Agency

Retirements

Baehler, David M., Office of Historian
Camp, William Lile, Passport Services
Jackson, Gary Beldon, Passport Services
Sheedy, Louis W., Boston Passport Agency
Vance, David H., Bureau of Administration, Freedom of Information ■



PORTSMOUTH, N.H.—The assistant secretary for consular affairs, **Mary A. Ryan** (second from right), and National Passport Center director **Ann Barrett** (far right) visit their colleagues at the nearby National Visa Center. With them, from left, are **Frank Kowalewski**, **Alex Mouszzen**, **Karl Fossiter**, **John Kershner**, **Shirley Martin**, **Jerry Rice**, **Jeffrey Davis**, **Brian McNamara**, **Diane Dillard**, **Caridad Briduan**, **David O'Leary**.

DEPARTMENT OPERATIONS

Maintaining our own computers

BY ROY BUCHOLZ

The author is director of technical operations in the Bureau of Administration's Office of Information Management.

Who said the Government isn't as efficient as private industry? Two years ago last month, the Department's Office of Information Management initiated a domestic pilot program to perform its own maintenance of automated data processing equipment. Two goals were established, to provide quality service at less cost and to reduce the Department's dependency on a single service provider.



Mr. Bucholz

Within the first month, the word had spread: "Quality service at half the cost!" Soon, 10 bureaus wanted to join the program. Those bureaus saved over \$1.5 million the first year. The program has since expanded to cover 19 bureaus, with a projected savings of \$3.2 million in this fiscal year. The program provides services to approximately 75% of the Department's office automation/automated data processing equipment.

How has this been accomplished? Using Government personnel to supervise and oversee, and a small amount of money for infrastructure, we have also established our own service unit to compete with private industry. We also established our own inventory of spare parts, which allows our technicians quick access to replacements. Much of this inventory was obtained through an excessing operation. Two of our technicians routinely solicit excess equipment from Government agencies. This equipment is tested and either placed into inventory as a whole unit or broken down into parts. Almost \$2 million worth of spare parts and inventory have been accumulated. In addition, we've established partnerships with local suppliers; parts are a telephone call and carrier ride away.

As equipment fails, system managers call or fax our Call Management Center.

Their service requests are quickly entered into an automated call-tracking system, and a technician is notified. We currently have 11 technicians, on contract from various companies. While all service requests are important, "system down" calls receive the highest priority. Once notified, our technician contacts the system manager to determine the nature of the problem, and to provide telephone assistance and/or an expected arrival time. Once on site, the technician diagnoses the problem and repairs the failed device. Customers are billed to recover the cost of labor and parts. Customers under our maintenance program receive a level of service equal to or higher than what they had received under vendors' premium on-call maintenance contracts. Customers generally save over 50% under the program. Bureaus who pro-actively diagnose and resolve some problems on their own have saved 70%.

We're not allowed to make any money, nor are we allowed to lose any money. The only stipulation placed on our customers is that they must use their savings to migrate to newer open-systems technologies.

For those customers who want to save even more money, we have established a walk-in exchange center in Room B844. Customers can call ahead to arrange for exchange of customer-replaceable items. Customers exchange their failed keyboards, monitors, removable disk drives and other repairable items themselves. As budget dollars become fewer and more personal computers are installed, many users are becoming increasingly interested in performing their own repairs and upgrades. We've purchased video training tapes, available to our customers, that teach them how to repair and upgrade their own computers.

The program is changing the way the Department does business. Our biggest challenge has been overcoming resistance to change. A bureau may join the program simply by calling our Call Management Center, (202) 736-4700, and requesting a briefing. Someone from our staff will review your current maintenance expenditures, provide a briefing, prepare a memorandum of understanding and estimate the cost of maintenance under our program.

As to expanding the program to serve overseas posts, we intend to provide telephone support and a mail-in exchange service for desk-top products, i.e., Wang

workstations, personal computers and desk-top printers. As to Wang systems overseas, there might be some locations we would consider for self-maintenance, but for the most part we feel those systems will be replaced within a few years. It might be more cost-effective to invest in spare parts and training for the newer equipment we are deploying.

We have no plans at present to provide software support. But we would consider this if enough customers request it. Software was a big concern of ours when we first started. It was quite an emotional issue with many of our users. Wang used to include software support with their on-call maintenance, but has since eliminated it. We found that not many customers are upgrading or installing new software on their Wang systems. Over the years, many people have become quite proficient on their current software and, for the most part, customers have not needed outside help. Our technicians have assisted on some occasions, and we have assisted several bureaus in obtaining per-incident software assistance from Wang, but generally it has not been a problem.

In these times of shrinking budgets why hasn't the Department mandated that everyone come under our program? That has never been our desire. We never wanted to be the only service organization in town. Frankly we like the competition. We feel the program provides quality service at an affordable cost. If another organization can come in and provide the same or better quality of service for less, then so be it! ■

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EDUCATION & TRAINING

Courses: National Foreign Affairs Training Center

Program	Aug.	Sept.	Oct.	Length
AREA STUDIES: INTENSIVE COURSES				
Africa, sub-Sahara (AR 210)	7	—	16	2 weeks
East Asia (AR 220)	7	—	16	2 weeks
Inter-America studies (AR 239)	7	—	16	2 weeks
Near East/North Africa (AR 240)	7	—	16	2 weeks
South Asia (AR 260)	7	—	16	2 weeks
Southeast Asia (AR 270)	7	—	16	2 weeks
Successor states to the Soviet Union (AR 281)	7	—	16	2 weeks
Europe (AR 291)	7	—	16	2 weeks

AREA STUDIES: ADVANCED COURSES

Andean (AR 533)
Albania (AR 563)
Arabian Peninsula/Gulf (AR 541)
Baltic states (AR 588)
Benelux/European Union/Nato (AR 568)
Brazil (AR 535)
Bulgaria (AR 564)
The Caribbean (AR 538)
Central America (AR 539)
Central Asia (AR 586)
China (AR 521)
East-central Europe (AR 582)
Eastern Africa (AR 511)
Fertile Crescent (AR 542)
Francophone Africa (AR 513)
France (AR 567)
German-speaking Europe (AR 593)
Greece/Cyprus (AR 589)
Haiti (AR 536)
Iberia (AR 591)
Insular Southeast Asia (AR 571)
Italy (AR 594)
Japan (AR 522)
Korea (AR 523)
Lusophone Africa (AR 514)
Mexico (AR 531)
Mongolia (AR 524)
Northern Africa (AR 515)
Poland (AR 587)
Russia and Belarus (AR 566)
Scandinavia (Nordic countries) (AR 596)
South Asia (AR 560)
South Caucasus (AR 585)
Southern Cone (AR 534)
Southern Africa (AR 512)
Mainland Southeast Asia (AR 572)
Turkey (AR 543)
Ukraine (AR 565)

LANGUAGE AND ADVANCED AREA COURSES

Afrikaans (LAA 100)	21	—	—	23 weeks
Albanian (LAB 100)	21	—	—	23/44 weeks
Amharic (LAC 100)	21	—	—	23/44 weeks
Arabic (modern standard) (LAD 100)	21	—	—	23/44 weeks
Arabic (Egyptian) (LAE 100)	21	—	—	23/44 weeks
Arabic (North African) (LQW 100)	21	—	—	23/44 weeks
Armenian (LRE 100)	21	—	—	23/44 weeks
Azerbaijani (LAX 100)	21	—	—	23/44 weeks
Bengali (LBN 100)	21	—	—	23/44 weeks
Bulgarian (LBU 100)	21	—	—	23/44 weeks
Burmese (LBY 100)	21	—	—	23/44 weeks

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Embassy Kingston crew learns how to lead (13 classes)

By JANA McDERMOTT

The author is the mental health coordinator at this Caribbean post.

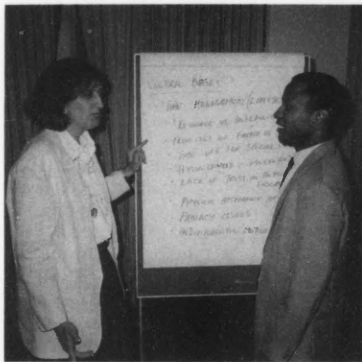
Imagine my surprise when I learned that I'd been selected to attend Embassy Kingston's first *leadership* course last February! And the surprise turned to near-panic when I was asked to *teach* two classes of the 13-class schedule! But by

Ambassador J. Cary Cooper kicks off the course—and he attended many of the sessions.



the time my classes—on motivation—came up, I was ready (need I say highly motivated?).

Ambassador J. Gary Cooper launched the course by explaining why we must sharpen our leadership skills, to get the most from our most valuable resource—our people. He wanted each of us, Jamaican and American supervisors, and first-tour officers representing all agencies in the mission, to enhance our abilities and prepare ourselves for further respon-



The author reviews a lesson with the U.S.I.A.'s Charles Cole.

sibilities, either here or at our next assignment.

After the ambassador's motivational (that word again) introduction, we spent the remainder of the first hour reviewing the principles of management with the narcotics affairs officer, Roy Sullivan, who put the course together.

Most of the 13 courses were taught by mission staffers, ranging from the deputy director of the Peace Corps, Charles Feezel, to me. The second class was taught by our military officers: Marine Lieutenant Colonel Norm Wiggins, our Defense attaché, and Army Lieutenant Colonel Terry DeRouchey, chief of the military liaison office. This class expanded on first hour's principles of management, citing 14 traits of a good leader and discussing the range of leadership styles, from authoritarian to collaborative.

Those of us who wondered how our supervisory responsibilities correlated with the military perspective quickly got the message: leadership is leadership despite the venue where it's practiced.

The embassy administrative counselor, James Lane Jr., taught our third class, "Tips on Supervision and Evaluation." Drawing from his 21 years of experience, he gave us insights into five areas: the Foreign Service environment in which we supervise; the three ways to manage (by objective, by exception and "management by walking around"); managing (that means knowing) your boss; types of supervisors to avoid; and tips on interpersonal evaluation.

Having been preceded by the discus-

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Program	Aug.	Sept.	Oct.	Length
Chinese (Cantonese) (LCC 100)	21	—	—	23/44 weeks
Chinese (standard) (LCM 100)	21	—	—	23/44 weeks
Chinese (field school) (LCM 200)	21	—	—	44 weeks
Czech (LCX 100)	21	—	—	23/44 weeks
Danish (LDA 100)	21	—	—	23 weeks
Dutch/Flemish (LDU 100)	21	—	—	23 weeks
Estonian (LES 100)	21	—	—	23/44 weeks
Finnish (LFJ 100)	21	—	—	23/44 weeks
French (LFR 100)	21	18	30	24 weeks
Georgian (LGG 100)	21	—	—	23/44 weeks
German (LGM 100)	21	—	—	24 weeks
Greek (LGR 100)	21	—	—	23/44 weeks
Hebrew (LHE 100)	21	—	—	23/44 weeks
Hindi (LHJ 100)	21	—	—	23/44 weeks
Hungarian (LHU 100)	21	—	—	23/44 weeks
Indonesian (LJN 100)	21	—	—	23/36 weeks
Italian (LJT 100)	21	—	30	24 weeks
Japanese (LJA 100)	21	—	—	23/44 weeks
Japanese (field school) (LJA 950)	7	—	—	44 weeks
Khmer (LCA 100)	21	—	—	23/44 weeks
Korean (LKP 100)	21	—	—	23/44 weeks
Korean (field school) (LKP 950)	21	—	—	44 weeks
Lao (LLC 100)	21	—	—	23/44 weeks
Latvian (LLE 100)	21	—	—	23/44 weeks
Lithuanian (LLT 100)	21	—	—	23 weeks
Malay (LML 100)	21	—	—	23/36 weeks
Mongolian (LMV 100)	21	—	—	23/44 weeks
Nepali/Nepalese (LNE 100)	21	—	—	23/44 weeks
Norwegian (LNR 100)	21	—	—	23 weeks
Persian/Dari (Afghan) (LPG 100)	21	—	—	23/44 weeks
Persian/Farsi (Iranian) (LPF 100)	21	—	—	23/44 weeks
Polish (LPL 100)	21	—	—	23/44 weeks
Portuguese (Brazilian) (LPY 100)	21	—	—	24 weeks
Portuguese (European) (LPY 101)	21	—	—	24 weeks
Romanian (LRQ 100)	21	—	—	23 weeks
Russian (LRU 100)	21	—	—	23/44 weeks
Russian (advanced) (LRU 101)	21	—	—	23/44 weeks
Singhalese (LSJ 100)	21	—	—	23/44 weeks
Slovak (LSK 100)	21	—	—	23/44 weeks
Spanish (LQB 100)	21	18	30	24 weeks
Swahili/Kiswahili (LSW 100)	21	—	—	23 weeks
Swedish (LSY 100)	21	—	—	23 weeks
Tagalog/Pilipino (LTA 100)	21	—	—	23/44 weeks
Tajik (LTB 100)	21	—	—	23/44 weeks
Thai (LTH 100)	21	—	—	23/44 weeks
Turkish (LTU 100)	21	—	—	23/44 weeks
Ukrainian (LUK 100)	21	—	—	23/44 weeks
Urdu (LUR 100)	21	—	—	23/44 weeks
Uzbek (LUX 100)	21	—	—	23/44 weeks
Vietnamese (LVS 100)	21	—	—	23/44 weeks
FAMILIARIZATION AND SHORT-TERM (FAST) AND REFRESHER COURSES				
Albanian (LAB 200)	21	—	30	8 weeks
Amharic (LAC 200)	21	—	30	8 weeks
Arabic (modern standard) (LAD 200)	21	—	30	8 weeks
Arabic (Egyptian) (LAE 200)	21	—	30	8 weeks
Arabic (North African) (LQW 200)	21	—	30	8 weeks
Armenian (LRE 200)	21	—	30	8 weeks
Azerbaijani (LAX 200)	21	—	30	8 weeks
Bengali (LBN 200)	21	—	30	8 weeks
Bulgarian (LBU 200)	21	—	30	8 weeks
Burmese (LBY 200)	21	—	30	8 weeks
Chinese (LCM 200)	21	—	30	8 weeks

Program	Aug.	Sept.	Oct.	Length
Czech (LCX 200)	21	—	30	8 weeks
Estonian (LES 200)	21	—	30	8 weeks
French (LFR 200)	21	—	30	8 weeks
Georgian (LGG 200)	21	—	30	8 weeks
German (LGM 200)	21	—	30	8 weeks
Greek (LGR 200)	21	—	30	8 weeks
Hebrew (LHE 200)	21	—	30	8 weeks
Hindi (LHJ 200)	21	—	30	8 weeks
Hungarian (LHU 200)	21	—	30	8 weeks
Indonesian (LJN 200)	21	—	30	8 weeks
Italian (LJT 200)	21	—	30	8 weeks
Japanese (LJA 200)	21	—	30	8 weeks
Khmer (Cambodian) (LCA 200)	21	—	30	8 weeks
Korean (LKP 200)	21	—	30	8 weeks
Lao (LLC 200)	21	—	30	8 weeks
Latvian (LLE 200)	21	—	30	8 weeks
Lithuanian (LLT 200)	21	—	30	8 weeks
Malay (LNL 200)	21	—	30	8 weeks
Polish (LPL 200)	21	—	30	8 weeks
Portuguese (Brazilian) (LPY 200)	21	—	30	8 weeks
Romanian (LRQ 200)	21	—	30	8 weeks
Russian (LRU 200)	21	—	30	8 weeks
Spanish (LQB 200)	21	—	30	8 weeks
Thai (LTH 200)	21	—	30	8 weeks
Turkish (LTU 200)	21	—	30	8 weeks
Urdu (LUR 200)	21	—	30	8 weeks
Uzbek (LUX 200)	21	—	30	8 weeks
Vietnamese (LVS 200)	21	—	30	8 weeks
EARLY-MORNING LANGUAGE COURSES				
Arabic (modern standard) (LAD 300)	—	—	10	17 weeks
Chinese (standard) (LCM 300)	—	—	10	17 weeks
French (LFR 300)	—	—	10	17 weeks
German (LGM 300)	—	—	10	17 weeks
Japanese (LJA 300)	—	—	10	17 weeks
Portuguese (Brazilian) (LPY 300)	—	—	10	17 weeks
Russian (LRU 300)	—	—	10	17 weeks
ADMINISTRATIVE TRAINING				
Budget and financial management (PA 211)	14	—	16	6 weeks
C.F.M.S. budget execution (PA 151) (PA 150 prerequisite)	—	18	—	2 days
C.F.M.S. miscellaneous obligations (PA 154) (PA 153 prerequisite)	—	20	—	2 days
C.F.M.S. requisition documents (PA 153) (PA 150 prerequisite)	—	20	—	2 days
C.F.M.S. system overview and orientation (PA 150)	—	8	—	1 day
	—	11	—	1 day
C.F.M.S. travel orders (PA 155)	—	14	—	2 days
Customer service (PA 143)	—	14	—	2 days
F.S.N. classification and compensation (PA 232)	—	18	23	2 weeks
General services operations (PA 221)	7	5	2	12 weeks
	21	—	9	12 weeks
	—	—	16	12 weeks
	—	—	23	12 weeks
	—	—	30	12 weeks
How F.A.A.S. works at overseas posts (PA 213)	2	13	—	3 days
How to be a certifying officer (PA 291)	Correspondence course			
How to be a contracting officer's representative (PA 130)	Correspondence course			
How to write a statement of work (PA 134)	Correspondence course			

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sions about leadership from the academic, military, and embassy perspectives, Class 4 provided us an opportunity to hear a Jamaican perspective. Morin Seymour, executive director of the Kingston Restoration Co., spoke on "Managing the Workforce." Mr. Seymour, a 1995 Eisenhower fellow, laced his talk with possible solutions to our perceptions of managerial problems which had been pointed out to us during the first class.

Classes 1 through 4 capitalized on discussions, role-playing and Q&A. Classes 5 through 10 added a video dimension on specific supervisory skills. To me, these were the most useful classes of all: you could take a suggestion from Wednesday's class and immediately apply it the next workday, modifying as necessary to suit your own situation.

Classes 5 and 6, given by Mr. Sullivan, covered the differences between the old-style "boss" and the collaborative, supervisory "coach" we were learning to emulate. Other major topics of this "tape, then talk" session were how to set reasonable goals, how good managers budget their time, and hints on improving the performance of the usually-unnoticed-until-the-crisis administrative section.

Class 6 ended with a practical exercise, the solution to which was presented at the start of Classes 7 and 8, again taught by Lieutenant Colonel DeRouchev. His presentation was keyed to



The Army's Terry DeRouchev, one of the instructors.

—(Continued on next page)



Denise McLean and William Craddock compare notes.

the topic of total performance evaluation—from interviewing candidates for a job to the supervisor's coaching and listening responsibilities. Another practical exercise concluded Class 7, and its possible solutions began Class 8.

How to help an employee improve his or her performance was the highlight of Mr. DeRouche's last hour. He gave examples from his own military experience of switching from a coaching mode to a "let's see how your performance can be improved" approach. Possible approaches to the "last resort"—disciplinary action—were also outlined. This was a particularly useful class for us, since the majority of the perceived managerial problems, surveyed during the first class and discussed by Mr. Seymour in the fourth, involved how to deal with marginally-performing subordinates.

Then it was (gulp!) my time to teach my class to the group, of which I was also a member. My subject during Classes 9 and 10 was methods of motivating the work team. In order to ensure my success as an instructor, I awarded participants with chocolate—to emphasize the need for a timely, specific, customized and fair reward system. We discussed alternatives to pay raises, and other surprise motivators. I think we all left the classroom that day with more than just food for thought.

The next hour was for first-tour officers only, and the supervisors were excused. Mr. Lane made another presentation—it was more a coaching session—by frankly discussing how to develop work-requirements statements, what to expect from (and contribute to) your own performance counseling, the

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Program	Aug.	Sept.	Oct.	Length
Management controls workbook (PA 164)				Correspondence course
Management control workshop (PA 137)	—	11	—	2 days
N.E.P.A. training (PA 129)	—	25	—	1 week
Overseas cashier training (PA 293)				Correspondence course
Overseas cashier's supervisor's training (PA 294)				Correspondence course
Personnel course (PA 231)	28	—	—	7 weeks
Property management for custodial officers (PA 135)	—	7	—	2 days
Training for overseas voucher examiners (PA 200)				Correspondence course
CONSULAR TRAINING				
ConGenRosslyn basic consular course (PC 530)				Continuous enrollment 26 days
Consular orientation program (PC 105)				Continuous enrollment 6 days
Immigration law and visa operations (PC 102)				Correspondence course
Nationality law and consular procedures (PC 103)				Correspondence course
Overseas citizens services (PC 104)				Correspondence course
Passport examiners (PC 110)				Correspondence course
CURRICULUM AND STAFF DEVELOPMENT TRAINING				
Basic facilitation and delivery workshop (PD 513)	9	13	—	3 days
Training design workshop (PD 512)	—	—	4	3 days
ECONOMIC AND COMMERCIAL STUDIES TRAINING				
Environment, science and technology issues and American foreign policy (PG 562)	—	18	—	1 week
Export promotion (PE 125)	14	—	—	1 week
Foreign Service economic and commercial studies (PE 250)	—	11	—	36 weeks
EXECUTIVE DEVELOPMENT				
E.E.O./diversity awareness for managers and supervisors (PT 107)	—	14	—	2 days
Effective public speaking (PT 113)	2	—	—	1 day
Foreign affairs leadership seminar (PT 119)	—	17	—	11 days
Inspector's management course (PT 104)	—	12	—	4 days
Introduction to management skills (PT 207)	—	11	30	1 week
Managing change (PT 206)	—	—	19	1 day
Washington tradecraft (PT 203)	14	18	23	2 weeks
INFORMATION MANAGEMENT TRAINING				
Advanced consular automation (PS 127)	1	—	—	4 days
Access DBMS (PS 150)	23	—	11	2 days
	—	—	18	2 days
Advanced PC skills (PS 114)	9	—	—	2 days
Banyan Vines administration (PS 260)	14	—	—	1 week
C-Lan end-user training (PS 223)	3	14	—	1 day
	10	—	—	1 day
	17	—	—	1 day
	31	—	—	1 day
Excel 5.0 for Windows (intermediate) (PS 171)	—	25	16	2 days
	—	—	23	2 days
Foreign affairs information systems end-user training (PS 219)	28	—	23	4 mornings
Foreign affairs information systems accelerated end-user training (PS 220)	28	11	25	2 afternoons
	30	—	—	2 afternoons
Excel 5.0 for Windows (PS 170)	7	—	2	2 days
	28	—	30	2 days
Internet (PS)	—	—	6	1 day
	—	—	20	1 day

Program	Aug.	Sept.	Oct.	Length
Introduction to Harvard Graphics for Windows (PS 142)	21	25	—	2 days
Introduction to Lotus for Windows (PS 143)	—	18	—	2 days
Introduction to Powerpoint for Windows (PS 140)	16	13	4	2 days
Introduction to Windows 3.1 (PS 123)	1	5	3	1 day
	4	8	17	1 day
	8	12	31	1 day
	11	15	—	1 day
	15	18	—	1 day
	18	22	—	1 day
	21	26	—	1 day
	25	29	—	1 day
	29	—	—	1 day
Introduction to WordPerfect 5.1 for DOS (PS 115)	1	12	—	2 days
	15	27	—	2 days
	29	28	—	2 days
Introduction to WordPerfect for Windows 6.0 (PS 130)	2	27	—	2 days
Microsoft project (PS 180)	—	—	16	2 days
PC survival skills (PS 112)	7	11	2	1 day
	14	18	16	1 day
	21	25	30	1 day
	28	6	—	1 day
Windows for workgroups user skills (PS 162)	9	13	—	1 day
	23	20	23	1 day
	28	27	4	1 day
Word 6.0 for Windows (PS 132)	2	6	18	2 days
	9	13	—	2 days
	16	20	—	2 days
	23	27	—	2 days
	30	—	—	2 days
Word 6.0 for Windows (intermediate) (PS 133)	14	4	11	2 days
	—	18	25	2 days
Windows N.T. 3.5 administration (PS 264)	—	—	16	5 days
Windows for workgroups administration (PS 262)	1	—	3	3 days
	29	—	—	3 days
OFFICE MANAGEMENT COURSES				
Advanced Word for Windows (PK 513)	21	—	—	2 days
Advanced WordPerfect for DOS (PK 511)	—	28	—	1 day
Advanced WordPerfect for Windows (PK 512)	—	26	—	2 days
Better office English (written) (PK 225)	—	25	—	40 hours
Better office English (oral) (PK 226)	14	—	16	30 hours
Designing and your word processor (PK 180)	—	18	—	1 day
Drafting correspondence (PK 159)	28	18	—	1 week
Effective speaking and listening skills (PK 240)	—	5	—	18 hours
Employee relations (PK 246)	30	27	18	2 days
Introduction to Excel for office support personnel (PK 181)	23	—	—	1 day
Introduction to Windows for office support personnel (PK 169)	2	6	5	1 day
Introduction to Word for Windows (PK 170)	3	7	16	1 day
Introduction to WordPerfect 5.1 for DOS (PK 510)	—	12	—	2 days
Introduction to WordPerfect for Windows (PK 171)	—	14	—	2 days
Mid-level professional development seminar for F.S. secretaries (PK 302)	—	18	16	2 weeks
Proofreading (PK 143)	—	7	—	2 days
Secretarial statecraft (PK 160)	—	14	—	2 days

—(Continued on next page)

Next issue

STATE magazine, published 11 times a year, will skip the September issue this year. A combined September/October issue will be published in October. Deadline for that issue is September 5. □

—(Continued from preceding page)

evaluation report, mentoring and bidding. His presentation was the highlight of the course for first-tour officers, who could candidly ask questions about their careers, questions they had perhaps never voiced before.

Class 12, open to all employees, exposed Americans to the customs, mores and habits of our Jamaican counterparts. My contribution was to coordinate this class, which was presented by a Jamaican professional consultant.

The last class, presented by Mr. Feezel, provided Jamaicans insights about their American colleagues, touching on history, customs, attitudes and likely habits.

Overall, the leadership course was a gamble (on our ability to plan and present a course on a zero budget) which paid-off. Although I can't quantify that success, one indication of it was the number of supervisors signing up for the second offering of the course, which began May 24.

It wasn't a perfect course—there was a wide range of student experience (from practicing managers to junior officers who haven't as yet served in a supervisory role), making the course content tough for our instructors. And the 13-week length of the course made continuity-of-learning a problem for many of us students.

In closing, I give the course—and the ambassador's quick assessment of our need—a 10. If you'd like to know more about Kingston's leadership course—maybe to set up a course of your own on this fascinating subject—let me know. □

How to negotiate

A five-day workshop on negotiating skills will be held at the Foreign Service Institute, September 25-29. Experienced negotiators and peer-review sessions will assist participants in role-playing. Enroll by September 18. Call (703) 302-7184. ■

Music at State: a string quartet; 'Ragtime Bob'

BY SHARON RICKS

The reviewer is an information analyst in A.I.D.'s Executive Secretariat.

Beginning with a brisk and jubilant offering of Mozart's String Quartet, K. 157, the Kinara String Quartet kept its audience on super-alert during a tireless and energetic performance in the Dean Acheson Auditorium on June 7—part of the free "State of the Arts" lunchtime recital series.



Ms. Ricks

Phyllis Fleming, the lead violinist, and Jimmy Die, the cellist, swayed their entrancing bows to produce colorful contrasts between the sensational soprano and the dramatic tenor tones. In Scott Joplin's "The Country Club Rag," the viola, played by Leslie Nero, and the second violin, played by Maurice Gatewood, were excellent mediators for their two companions and entered their mix into the overall texture.

J.S. Bach's "Overture (Suite No. 3)" was the quartet's most challenging. Written for wind instruments, it was adapted beautifully to the strings. Admittedly, there was some disagreement on repeats. However, the quartet recovered quickly and jumped into the dance movements with the energy of an Army wake-up call.

* * *

If you've never heard "Rock-A-Bye Baby" in ragtime, laughed at the lyrics of "A Big-Chested Woman," danced the "Eagle Rock Dance" or heard some humorous blues, you missed a rare opportunity on June 21 in the East Auditorium.

"Ragtime Bob" Darch, a 75-year-old performer, and his stand-alone piano lifted the spirits of his audience with a comedy show, a ragtime anthology and a musical exhibition all rolled into one. After the more serious tunes like "Our Boys Will Shine Tonight," a song by an unknown Union soldier, and "Maple Leaf Rag," by

Scott Joplin, came the hilarious "I Used to Call Her Baby" and the side-splitting, risqué "A Big-Chested Woman." The audience roared when Ragtime Bob told this story of a man who sought and

married a big-chested woman only to walk into their honeymoon suite and find her "big chest" hanging on a chair!

He says: "Ragtime isn't dead. It isn't even sick!" ■

—(Continued from preceding page)

Senior-level professional development seminar for F.S. secretaries (PK 301)	14	—	—	3 weeks
Senior secretarial seminar (PK 111)	—	—	11	3 days
Supervisory studies seminar (PK 245)	7	—	30	5 days
T.A.T.E.L. (PK 140)	—	5	—	1 day
ORIENTATION TRAINING				
Department officers (PN 105)	22	19	—	3 days
Designated posts (PN 112)	15	—	—	4 days
Foreign Service specialists (PN 106)	—	7	—	17 days
OVERSEAS BRIEFING CENTER				
"America: A Different World" (MQ 340)	—	—	19	2 hours
American studies (MQ 115)	17	—	—	2 days
Documenting mobile experiences (MQ 701)	—	—	31	1 day
Employment planning (MQ 700)	—	—	30	5 days
English-teaching seminar (MQ 107)	22	—	—	3 days
*Getting around in Washington (adults) (MQ 300)	—	—	21	4 hours
*Getting around in Washington (children) (MQ 304)	—	—	21	4 hours
*Getting around in Washington (teens) (MQ 301)	—	—	21	4 hours
How can I interact with my child's school? (MQ 320)	—	—	17	2 hours
How to stay safe in Washington (MQ 330)	—	—	18	2 hours
Introduction to Foreign Service life (MQ 100)	7	—	—	1 week
Life after the Foreign Service (MQ 600)	—	—	17	2 days
*O.B.C. special evening (MQ 850)	23	—	—	2 hours
Protocol (MQ 116)	16	—	—	1 day
Security overseas seminar (advanced) (MQ 912)	1	26	—	1 day
	15	—	—	1 day
	29	—	—	1 day
Security overseas seminar (MQ 911)	7	11	16	2 days
	21	—	—	2 days
*Transition to Washington for foreign-born spouses (MQ 302)	—	—	28	1 day
Understanding regulations, allowances and finances in the F.S. context (MQ 104)	—	13	18	3 days
What is the employment scene in Washington? (MQ 350)	—	—	20	2 hours
Why does it feel so bad to come home? (MQ 310)	—	—	16	2 hours
<i>*O.B.C. Information Center open on these dates.</i>				
POLITICAL TRAINING				
Executive-congressional relations (PP 204)	21	—	23	3 days
Foreign affairs interdepartment seminar (PP 101)	—	5	—	2 weeks
Human rights in the foreign policy process (PP 507)	—	18	—	1 day
Multilateral diplomacy (PP 211)	7	—	—	3 days
National security and arms control (PP 203)	—	—	23	1 week
Negotiating art and skills (PP 501)	—	25	—	1 week
Political tradecraft (PP 202)	21	—	30	3 weeks
Politico-military affairs (PP 505)	21	—	—	3 days
U.S.U.N. orientation (PP 213)	—	18	—	2 days
Workers' rights reporting (PP 504)	31	—	—	2 days ■

BUREAU NOTES

THE SEVENTH FLOOR

Office of the Secretary

SECRETARY CHRISTOPHER traveled to the Middle East trilateral meetings with President HOSNI MUBARAK and Prime Minister YITZHAK RABIN, and continued talks with leaders of Jordan, Syria, Egypt and Israel, June 7-12 ... The Secretary accompanied PRESIDENT CLINTON to the G-7 (Group of Seven Nations) summit in Halifax, Canada, June 15-17.

The Executive Secretariat welcomed MAURA HARTY as the new deputy executive secretary ... RICHARD J. SHINNICK has assumed duties as executive director of the secretariat, replacing LYNWOOD M. DENT JR., who has departed for his new assignment as administrative counselor at Embassy London ... THOMAS F. BURKE JR. has assumed duties as general services officer, replacing JAMES (BUDDY) WILLIAMS, who has departed for his new assignment as principal officer at the U.S. consulate in Curacao ... NEDRA OVERALL has assumed duties as assistant general services officer in the Executive Office, replacing GAIL CLEVELAND, who has departed for her assignment to the U.S. embassy in Amman ... THOMAS M. YOUNG assumed duties as deputy director, Office of Information Resource Management, replacing VIRGINIA MORRIS, who departed for language training in preparation for her assignment to Ankara. □

Office of the Under Secretary for Political Affairs

Under Secretary PETER TARNOFF traveled to Paris to participate in U.S.-European Union subcommittee meetings, June 1-2 ... He accompanied the President and Secretary Christopher to Halifax, Nova Scotia, for the G-7 summit, June 15-17. Executive assistant DAVID GOLDWYN joined Mr. Tarnoff in Halifax. □

Office of the Under Secretary for Arms Control and International Security Affairs

Under Secretary LYNN DAVIS spoke at an American Foreign Service Association luncheon, on nonproliferation and export controls ... She participated in the Bilderberg



NUCLEAR RISK REDUCTION CENTER—Assistant Secretary Thomas E. McNamara (second from right) is joined by Assistant Secretary Patrick F. Kennedy (left) and executive secretary Kenneth Brill at ribbon-cutting. Harold W. Kowalsky, staff director of the center, is at right.

conference in Switzerland, June 8-11, and consultations in London, June 12-13 ... She traveled to London, June 21-23, for security consultations in preparation for the Gorbachev meeting, in Moscow, June 28-July 1. Ms. Davis participated. □

Policy Planning Staff

JAMES B. STEINBERG, director, accompanied Secretary Christopher to Halifax for the G-7 summit ... He participated in a "European Security Dialogue" conference outside Moscow, sponsored by the Institute for East/West Studies, with Nato, European and Russian officials, June 23-25 ... He joined the Secretary at the 50th anniversary of the U.N. charter observance in San Francisco, June 26.

Senior adviser LUIGI EINAUDI headed the U.S. delegation to parallel military-diplomatic talks with Ecuador and Peru, in Brasilia, June 19-26, going and returning via the U.S. Southern Command in Panama ... Staff members YVONNE THAYER and SUZANNE BUTCHER spoke on conflict resolution and peacekeeping policies and issues to college faculty members, at a meeting sponsored by the United States Institute of Peace, June 19 ... Ms. Thayer participated in a program on Cuba at Georgetown University, June 1 ... She spoke at the foreign policy dinner of the Women's Information Network event on Capitol Hill, June 6, and at the conference on security and militarism in Central America, at the Brookings Institution, June 19 ... Member THOMAS PARKER participated in a conference on the future of Iraq, sponsored by the National Endowment for Democracy, June 8.

Member GALE MATTOX spoke in Annapolis, at St. John's College, on U.S. foreign policy, at the summer symposium on international security, in June ... She addressed a

Department panel on legislative-executive relations, June 26 ... Member CRYSTAL L. NIX attended Burundi Policy Forum security meetings, June 14 and 20, with representatives from other Department offices, the Department of Defense and nongovernmental organizations ... Member LEER FEINSTEIN gave the keynote lecture on the Clinton administration's peacekeeping policy, at the 1995 summer faculty institute of the five-college program in peace and world security studies, at Amherst College, Mass., June 16 ... Member IAN LESSER participated in a Carnegie Endowment seminar on Algeria, June 8 ... He attended two roundtables sponsored by the Center for Strategic and International Studies, on Spanish and Italian perspectives on foreign and security policy, June 15-23. □

Secretary's Open Forum

On June 28 chairman ALAN LANG presented Pulitzer Prize-winning author and acclaimed television producer HEDRICK SMITH, who discussed his recent book, "Rethinking America: a New Game Plan from the American Innovators: Schools, Business, People, Work." In his presentation before a full audience in the East Auditorium, Mr. Smith discussed ways to help American schools, businesses and workers meet the challenges of global economic competition. This session was off-the-record.

On June 29 Mr. Lang cochaired a panel with deputy assistant secretary CHARLES SYKES of the Bureau of Population, Refugees and Migration, on conflict-resolution and prevention in the new independent states. This off-the-record session featured presentations by JEAN MARC BORNET, the International Committee of the Red Cross delegate general for eastern Europe and central Asia, and NICOLAS BORSINGER, head of its prevention division for eastern Europe and central Asia. The discussion panel included JOHN McDONALD. □

Protocol Office

Protocol chief MOLLY RAISER spoke on the role of protocol in foreign policy, to Under Secretary TIMOTHY WIRTH's staff, June 9 ... She officiated at a lease-signing ceremony with the Slovakian ambassador for property at the International Center, signing on behalf of the United States ... She swore in the new inspector general of the Department, JACQUELYN WILLIAMS-BRIDGERS, June 27 ... She traveled to San Francisco, where she assisted with events marking the 50th anniversary of the United Nations.

Deputy chief FRED DuVAL spoke at the National Conference on Consular Relations and Protocol, in Houston, June 16 ... On June 24 he addressed the Arizona Economic Forum at



PROTOCOL OFFICE—At award ceremony, from left: *Fred DuVal*, protocol chief *Molly Raiser*, *April Guice*, *Lawrence Dunham*.

Flagstaff, and was the guest speaker for the Arizona Coalition for Tomorrow, June 29.

The assistant chief for visits, MEL FRENCH, and the Visits Division coordinated the following—CHRISTINE HATHAWAY, the working visit of the Hungarian prime minister, the private visit of the foreign minister of Uzbekistan, the private visit of the Bosnian prime minister and the Bolivian vice president; TANYA TURNER, the private visit of the Swedish foreign minister, the Czechoslovakian prime minister, the European Commission president, the Cape Verde president and the Latvian first lady; CARLOS ELIZONDO, the working visit of the president of France ... Protocol officer MARIA SOTIROPOULOS traveled with the vice presidential delegation to Moscow ... Mel French and gifts officer LAURA WILLS traveled to Halifax for the G-7 summit ... Ms. Wills and assistant gifts officer HILLARY LUCAS traveled to Atlanta for the auction of foreign gifts items.

The assistant chief for diplomatic and consular liaison, LAWRENCE DUNHAM, traveled to Babylon, L.I., to participate in a training seminar for law enforcement officers, hosted by the Bureau of Diplomatic Security ... He traveled to Houston, where he addressed the fourth national conference on consular relations and protocol.

The acting assistant chief for ceremonials, APRIL GUICE, and protocol officers DELILAH LILLY, KIM TOWNSEND and RICK PAULUS coordinated the following functions: Ms. Lilly, events hosted by SECRETARY CHRISTOPHER in honor of the prime minister of Bosnia and Herzegovina; Ms.

Townsend, a luncheon hosted by the Secretary in honor of the directors of the America/China Society, and a luncheon hosted by Deputy Secretary STROBE TALBOTT in honor of the minister of foreign affairs of Uzbekistan; and Mr. Paulus, a luncheon hosted by the Secretary in honor of the Israeli Defense Forces ... Summer intern ROBIN MILLER assisted Mr. Paulus with the luncheon, and coordinated a briefing on the G-7 talks given by Under Secretary PETER TARNOFF and Assistant Secretary DANIEL TARULLO for the diplomatic corps ... Ms. Guice and Ms. Townsend coordinated "A Taste of Tennessee," hosted by the Vice President and his wife in honor of the diplomatic corps, at the Vice President's residence, June 12. Assisting at the residence were the following Protocol staffers: Mr. Dunham, HARLAN LEE, BENEDICTE VALENTINER, JENNIFER CURLEY, MARY ANN SKELLY, SUZANNE MORRELL, Ms. Sotiropoulos, Mr. Paulus, JOHNNA WRIGHT, GAMETTA KING, Ms. Miller and NICHOLAS KUKRIKA ... On June 29 the Ceremonials Staff assisted with a reception in honor of the Special Olympics ... Ms. Guice traveled to Houston, where she addressed the conference on consular relations and protocol; to San Francisco, where she assisted with the U.N. 50th-anniversary events; and to Denver, where she assisted with the trade ministerial.

The assistant chief for administration, Mr. Lee, swore in LANNON WALKER as ambassador to Cote d'Ivoire, and JENNONE R. WALKER as ambassador to the Czech Republic ... He organized an award ceremony at which Ms. Raiser presented Meritorious Honor Awards to Mr. Dunham and Ms. Guice, and an outstanding-performance award of the Senior Executive Service to Mr. DuVal ... The Administrative Division said farewell to sys-

tems manager ROBERT RICE.

Blair House, the President's guest house, was used by the following members of the President's cabinet for official entertaining. The Secretary of Defense hosted a dinner honoring the Diplomatic Corps. The Secretary of Health and Human Services hosted a luncheon honoring the British minister of health. The Secretary of Transportation hosted a dinner honoring the Asian Pacific Economic Cooperation ministers ... The Friends of Art and Preservation in Embassies held its board meeting and luncheon for 100 supporters at Blair House ... The Blair House Restoration Fund hosted a reception for the "Friends of Blair House," who help to support the house with gifts in kind. □

ADMINISTRATION

Foreign Buildings Operations

Deputy assistant secretary JEROME F. TOLSON JR. reviewed with Ambassador RICHARD KAZLAURICH, Azerbaijan, follow-on projects for the ambassador's residence ... He briefed Ambassador STANLEY ESCUDERO and ambassador-designate GRANT SMITH, Tajikistan, on property issues ... Acting deputy assistant secretary JOSEPH T. SIKES met with Ambassador MOSINA H. JORDAN, Central African Republic; Ambassador LAWRENCE TAYLOR, Estonia; ambassador-designate A. PETER BURLEIGH, Sri Lanka; Ambassador DAVID LETT, United Arab Emirates; and Ambassador RONALD E. NEUMANN, Algeria, to discuss property issues ... He discussed with ambassador-designate ELIZABETH JONES, Kazakhstan, the status of the renovation project and property issues. □

Office of Operations

Transportation Division: In cooperation with the Foreign Service Institute, the division has established a travel management center at the National Foreign Affairs Training Center. It will assist Foreign Service persons, who are in language and other training programs, with travel and transportation arrangements in connection with the Foreign Service transfer process. Passport and vouchering assistance will be provided.

Commissary and Recreation Affairs Staff: The office held its annual regional training conference in Miami, May 8-12. The theme was customer service. There were 25 participants, mostly association managers, from all the regional bureaus ... The office sponsored a trade show in which 26 private-sector vendors participated ... Accountant GAIL JANSON and

association management specialists CLINT KISER and LAURA McGUIRE conducted a two-week visit to Buenos Aires, Bogota and Caracas ... Systems accountant MIKI RANKIN returned from a three-week trip to San Salvador, Guatemala City, Managua and San Jose.

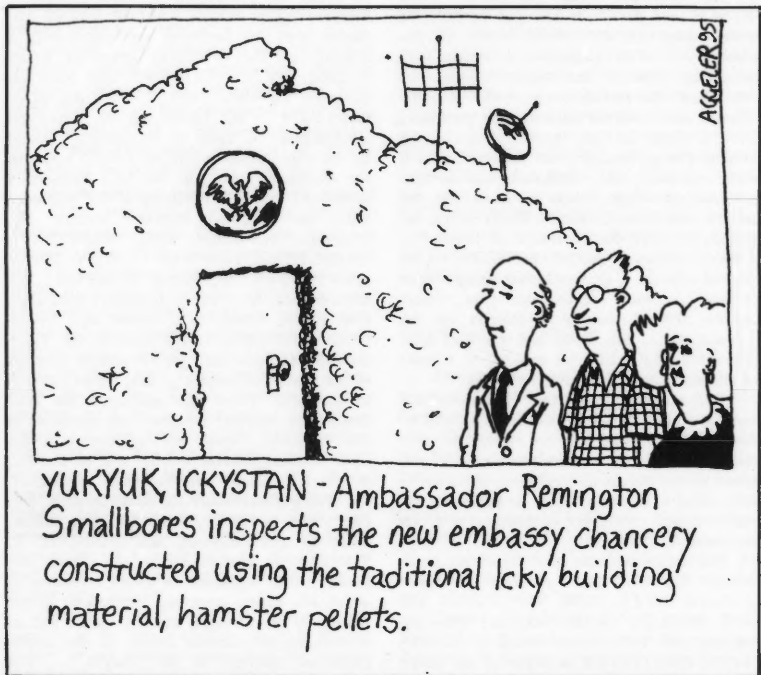
Office of Facilities Management and Support Services: Director RICHARD ISELIN and building manager FRANK BRIGHT traveled to the Portsmouth consular center for a site visit ... JOANNE NELLIGAN attended the audio-visual basics/access conference in Orlando, Fla., June 18-21 ... REGINA BELT, director, Employee Services Center, attended the 17th national notary conference in Seattle, June 14-17 ... CADER BRYSON completed basic contract-administration training ... CHARLES MAYS has completed the first of seven courses sponsored by Building Owners and Managers International, on design, operation and maintenance of building systems. Certification as a property administrator is given upon completion of the seven courses ... DON TRAFF attended a national fire-protection conference, on life, safety and fire codes, in Denver ... JAMES CHAPMAN traveled to the Portsmouth consular center and the Charleston financial center for contract negotiations ... Fleet Management Operations staffers arranged for transportation services for members of the Senior Seminar ... The exchange of vehicles leased directly from Ford Motor Co. "continues without difficulty," the office reported ... An additional modification to the Beltway transportation contract has been requested, in view of the protracted clearance process for drivers hired last spring. When one additional operator of the remaining three is brought on board, contractor support for shuttle services will be scaled back ... Building/Technical Services' LYNN WELDE, ALVIN COLEMAN, TOM O'ROURKE and ALBERT WHITING provided support services for the Asian-Pacific economic conference in the Loy Henderson Conference Room ... Mr. Coleman and Mr. Whiting provided support for the White House briefing on June 14 ... ART YOUNG and KELVIN ARRINGTON provided support for the Halifax summit meeting of PRESIDENT CLINTON, June 15-17 ... The Art Bank Program staff is conducting a Department-wide inventory, which includes identifying art work that needs to be reframed, and installing special plexiglas on original art works and prints to keep them from fading. To date, plexiglas has been installed on 1,200 pieces. The staff has two summer interns this year, LEISHA RODRIQUEZ and ANIKA GUNTRUM ... BIRGITTA STANGE attended two Office of Personnel Management training courses: "Effective Letter Writing" and "Budget Estimating Techniques" ... The Diplomatic Reception Rooms' BILL DAVIS, WILEVA JOHNSTON and MAUREEN RUPPERT provided support for luncheons and a reception hosted by the Secretary of Transpor-

tation, FREDERICO F. PENA, in honor of the Asian Pacific Economic Cooperation transportation ministerial.

Office of Language Services: BRENDA SPRAGUE joined the office as deputy director, June 12. With her arrival, MARY BIRD assumed new duties as chief of the Translating Division ... RICK THOMPSON is assisting the administrative unit, as is returning summer intern JOHN DENT ... Former staff members DIMITRI ARENSBURGER, LAWRENCE BURRELL and LORALYN ANDERSEN-PETRIE were part of a team providing Russian-language support for the Special Verification Commission in Geneva ... PATSY ARIZU and MARCEL BOUQUET were in Newport for a conference at the Naval War College ... GAMAL HELAL accompanied the Secretary to the Middle East ... PETER AFANASENKO provided Russian interpreting for PRESIDENT CLINTON in Halifax, at the economic summit ... STEPHANIE VAN REIGERSBERG interpreted for SECRETARY CHRISTOPHER at the Organization of American States ministerial in Haiti. ADOLFO MacCRAGH and HUGO CALDERON provided a same-day 24-page budget document for the meeting ... JOSEPH MAZZA compared a series of agreements concerning Lajes Air Force Base, which were signed by Secretary Christopher in Portugal ... ELIZABETH COUTS and Mr. Calderon attended meetings at

the Inter-American Bank, discussing documents that were prepared for the trade ministerial in Denver ... CAROL WOLTER tested interpreting candidates at the East-West Center in Hawaii.

Office of Overseas Schools: The regional education officer for the Near East and South Asia briefed the newly-appointed ambassador to the United Arab Emirates on the schooling situation in both Dubai and Abu Dhabi. The schools are approaching enrollment capacity. The officer is working with post and school officials to maintain seats for U.S. Government dependents ... The Mediterranean Association of International Schools, with over 20 schools in 6 countries, has endorsed the Office of Overseas Schools' Optimal Match Program. The program aims at fine-tuning curricula to match a student's demonstrated level and ideal pace of learning for the widest possible ranges of academic ability. Optimal Match learning centers have been established in Rabat and Madrid, with grant and technical support from Overseas Schools, in conjunction with Johns Hopkins University ... Due to the June closing of the Roger Chaffee Schools, the Department of Defense-sponsored school in Bermuda, the post requested assistance from the office in determining the adequacy of and access to local public and private schools for 14 dependents, for the 1995-96 school year. The office said Bermuda is a preclearance center



for immigration and customs services, necessitating post support ... Two consultants from the University of Alabama conducted, in Puerto Vallarta, an Internet staff development workshop for the assisted schools in Mexico. Over 80 teachers and administrators attended ... The office, in conjunction with Information Resources Management, is finalizing development of a computerized grant-request-application program, to gather comprehensive information on schools requesting assistance from the Department. The new software will be mailed to schools through the posts in August. In addition to finalizing plans for implementation, both offices are in the initial testing phase of the database, which will be used to analyze the computerized information returned by the schools.

Office of Safety, Health, and Environmental Management: REGINA McCLELLAND gave a presentation on ergonomics at the Facilities Management and Support Services' Administrative Services Council meeting ... New post occupational safety and health officers for Bogota and Jakarta were briefed by EILEEN VERITY and Ms. McClelland on office initiatives and post-specific issues. □

AFRICAN AFFAIRS

Office of West African Affairs: PRESIDENT CLINTON has announced his intention to nominate EDWARD BRYNN as ambassador to Ghana. Mr. Brynn is currently the principal deputy assistant secretary.

Office of East African Affairs: Director DAVID SHINN met, May 5, with East African delegations in New York on the nonproliferation treaty ... He attended the chiefs-of-mission conference, May 15-19, and represented the United States at a May 30 meeting in The Hague concerning Sudan ... Deputy director DAVID DUNN participated in a Defense

Department conference on sub-state entities in sub-Saharan Africa, at the naval academy in Annapolis, May 17-18 ... The following ambassadors participated in the chiefs-of-mission conference and held consultations in Washington: IRVIN HICKS, Addis Ababa; ROBERT HOUDEK, Asmara; BRADY ANDERSON, Dar es Salaam; MARTIN CHESHES, Djibouti; MICHAEL SOUTHWICK, Kampala; AURELIA BRAZEAL, Nairobi; LESLIE ALEXANDER, Port Louis; CARL STOKES, Victoria ... Ambassador-designate TIM CARNEY (Sudan) appeared before the Senate Foreign Relations Committee, May 25, for a confirmation hearing.

Mr. Shinn fielded questions, June 10, on Somalia, on community-access cable in the Washington area ... He participated in the June 30 ministerial-level meeting on the Greater Horn of Africa, in Addis Ababa, Ethiopia ... With Mr. Dunn and Uganda desk officer CHRIS McMULLEN, he took part in meetings in Washington, June 16, with the visiting Uganda vice president ... Mr. Shinn and Ethiopia desk officer GEORGE COLVIN attended a session, June 22, hosted by the National Democratic Institute, on the elections in Ethiopia.

Somalia/Djibouti desk officer TED ANDREWS traveled to the College of the Holy Cross, Worcester, Mass., for a special session of the Somalia Studies Association, June 16-17. In addition to discussing U.S. policy toward Somalia, he spoke on developments since the departure of the Somalia U.N. operation in early March.

On June 19 ROSEMARY O'NEILL, State representative to the A.I.D.-led Greater Horn of Africa Initiative, and head of the conflict-early-warning-and-response team, spoke at a briefing for 30 college faculty members participating in

MASERU, Losotho—At award ceremony based on performance during a coup here last year, from left: Raymond Shankweiler, Mary Terrini, Lenora Shankweiler, Cassie Ghee, Beverly Krause, chargé Karl Hofmann.



a conflict-prevention training program organized by the U.S. Institute of Peace. The program focuses on developing college curricula on conflict prevention for international studies courses. Ms. O'Neill spoke on conflict-prevention activities undertaken by State, A.I.D. and U.S.I.A., and about the conflict-prevention component of the initiative.

Economic Policy Staff: CLEVELAND CHARLES joined the staff after a tour in Singapore, and MARLENE URBINA DE BREEN returned after completing the one-year economic course.

Office of Southern African Affairs: DAN MOZENA, deputy director; CHRIS RICHE, country officer for Mozambique; and PHIL EGGER, country officer for Malawi, Namibia and Zambia have completed their tours and departed for new assignments. Mr. Mozena will be political-military officer in Islamabad; Mr. Riche will be supervisory general services officer in Cairo; Mr. Egger will attend the Industrial College of the Armed Forces at National Defense University, Fort McNair ... JOHN SCOTT has joined the office as officer-in-charge of the South Africa desk ... DON GATTO returned from Lusaka, Zambia, and is the new country officer for Malawi, Namibia and Zambia ... STEVE VANN is the new country officer for Mozambique. □

CONSULAR AFFAIRS

Front Office: Following a consular conference in Cairo, Assistant Secretary MARY A. RYAN traveled to Tel Aviv, June 11, then to Jerusalem, June 13-15, for meetings and consultations. She was accompanied by DIANNE ANDRUCH, the bureau's special assistant.

Overseas Citizens Services: MAURA HARTY has left her position as managing director for overseas citizens services to become deputy executive secretary ... GEORGIA ROGERS, director, Office of American Citizens Services and Crisis Management, attended the spring/summer meeting of the Overseas Security Advisory Council, in Salt Lake City, June 13-14 ... On June 20 she discussed overseas emergency preparedness and aviation accident assistance in Newark, N.J., at the Associated Aviation Underwriters conference ... ANDREW PARKER has left as chief of the Eastern Europe Division in American Citizens Services for a position in Lagos, Nigeria ... On June 14-15 TIMOTHY ROCHE, consular officer in American Citizens Services, attended a noncombatant evacuation/repatriation conference in Atlanta ... MARLEE ANDERSON, African Division, Office of American Citizens Services, has left for a position as the U.S. consul in Freetown, Sierra Leone ... MICHAEL MESZAROS, Office of



PORTSMOUTH, N.H.—Ann Barrett (left), director of the National Passport Center, assists in the drawing of winners of the 1996 diversity visa lottery. With her are Assistant Secretary Mary A. Ryan and Jerry Rice, National Visa Center.

Policy Review and Interagency Liaison, is serving on a temporary tour as a consular officer in Monrovia, Liberia.

Visa Services: MICHAEL HANCOCK, associate director in the Visa Office, retired from the Department in June ... CORNELIUS D. SCULLY, director, Office of Legislation, Regulations and Advisory Assistance, attended the National Association of Foreign Student Advisors annual conference in New Orleans,

CAIRO, Egypt—At consular conference in this key Near East capital city, seated, left to right: Ted Cubbison (New Delhi), Clyde Bishop (Bombay), Rheka Arness (Kathmandu), Manish Mishra (Muscat), Laura Livingston (Madras), George Brazier (Belrut), Consular Affairs' Assistant Secretary Mary Ryan, deputy assistant secretary Diane Dillard (Visa Office), Cindy Stockridge (Nicotia), Helen Collings (Calcutta), Elizabeth Soyester (Overseas Citizen Services), Robert Tsukayama (Fraud Prevention). Standing: Nick Hahn (Cairo), Bill Griffith (Consular Systems Division), David Dreher (Dhaka),

June 1-2 ... Mr. Hancock, Mr. Scully and EDWARD H. ODOM, chief, Advisory Opinions Division, attended the American Immigration Lawyers Association annual conference, in Atlanta, June 8-10. Also attending was CARMEN DIPLACIDO, director, Office of Policy Review and Interagency Liaison in Overseas Citizens Services ... ANTOINETTE MARWITZ, director, Office of Field Support and Liaison, and GARY SHEAFFER, Post Liaison Division, traveled to Tucson, June 26-30, to provide training to immigration information officers.

Fraud Prevention Programs: From May 15-26 BARBARA PREVITI traveled to Kuala Lumpur and Bangkok as part of the Immigration and Naturalization Service's carrier consultant team tour. The team provided fraudulent-document training to airline carriers, immigration officers and foreign diplomatic personnel ... She traveled to Singapore to present training materials to the consular section, and to meet with airline staffers on fraud trends ... On June 21 MARY ALICE NOYES provided antifraud training for Immigration and Naturalization Service inspectors at the Federal Law Enforcement Training Center, Glynco, Ga ... MARC GORELICK provided similar training there, July 5-6.

Office of Public Affairs and Policy Coordination: JERRILYNN PUDSCHUN has joined the office as its new director. On July 5-7 she traveled to the National Visa Center, Portsmouth, N.H., and the U.S. consulates in

Michael Adler (Doha), Marsha Barnes (deputy executive director), Glenn Carey (Riyadh), Cathrine Brown (Legal Affairs), Pam Holliday (Passport Office), Phyllis Coven (Immigration and Naturalization Service), Robert Tynes (Tel Aviv), Dianne Andruch (Consular Affairs), Verona King (Personnel Management Division), George Lannon (Career Development and Assignments), Kathy Riley (Jerusalem), Ray Clore (Amman), Greta Holtz (Damascus), Kevin Richardson (Kuwait), Michelle Bernier-Toth (Abu Dhabi), Leonard Kovensky (Immigration and Naturalization Service).

Montreal and Toronto, as part of a congressional staff delegation ... During July JOHN DAMON traveled to Havana on a temporary tour as consular officer at the U.S. interests section. □

DIPLOMATIC SECURITY

Diplomatic Security Service

Office of Investigations and Counterintelligence: PETER BERGIN is the new director of investigations and counterintelligence. He replaces RON REAMS, who is the new regional security officer for the embassy in Cairo ... Special agent SCOTT STEWART traveled to New York to testify in the ongoing New York bombing plot trial, the week of June 12 ... Special agents WALTER HUSCIBLOWITC and JOHN FINEGAN traveled to Bujumbura, the week of June 19, to investigate the attack on the U.S. ambassador's motorcade ... Special agent CHUCK HUNTER traveled to Port-au-Prince, the week of June 19, to investigate the escape of FRANCOIS COLLEGE, the accused murderer of two F.S.N. employees of the embassy.

Office of Intelligence and Threat Analysis: JIM DUNNE conducted consultation visits to Pakistan, Bangladesh, Nepal, Thailand, Vietnam and Cambodia, to meet with American and local security officials and discuss threat environments at posts, May 16-June 16 ... RUSSELL ROSS met with members of the Center for Strategic and International Studies task force on Russian organized crime, May 28 ... MARIA BARTON attended a meeting at the Agency for International Development, to discuss the situation in Bosnia and Herzegovina, May 29 ... She briefed U.S. Customs inspectors, who will enforce U.N. sanctions on Serbia/Montenegro, on the se-





DIPLOMATIC SECURITY—Special Agent Darwin Cadogan (left), of the Counterintelligence and Special Investigations Division, presents a Diplomatic Security Plaque to Alcohol, Tobacco and Firearms special agent Daniel Boeh, for his work with Diplomatic Security.

curity situation and problems they may encounter in eastern Europe, June 5 and 29 ... ALEX MOORE gave a presentation to the American Chamber of Commerce in Sao Paulo, on regional threats in Latin America and weapons of mass destruction, June 8 ... Division chief ANDY CORSUN briefed the Foreign Affairs Trade Association council on terrorism, crime and threat environments in Latin America, Europe, East Asia and the new independent states, June 10 ... Mr. Corsun, LYNNDA TIBBETS, Mr. Dunne, CHARLIE JOHNSON, Mr. Ross, ALVIN HICKSON, BEN SIDES and PEGGY BROWN hosted a worldwide security overview with representatives from Whirlpool, June 26 ... Office director STEVE COX provided a worldwide threat overview to 150 business executives at the American Society for Industrial Security conference in Alexandria, Va., June 15 ... Division chief KATHY HENRY met with and briefed staffers of the Office of Naval Investigations, on the responsibilities of the Office of Intelligence and



NIAMEY, Niger—At local guard force award ceremony with Ambassador John S. Davison, from left: Ali Abdoulaye, Kassoum Chaibou, Ahmed Ibrahim.

Threat Analysis, June 26 ... LARRY DANIELE briefed the Overseas Security Advisory Council, in San Antonio, on threats in Latin America, June 29.

Washington Field Office: Special agent DON CHARLSON coordinated a meeting of the mid-Atlantic chapter of the International Association of Credit Card Investigators, at the Diplomatic Security Training Center ... Investigative liaison section chief JOHN DAVIS gave a presentation on the field office's criminal investigative program and the similarities between perpetrators of passport and financial fraud.

Phoenix Resident Agent Office: Special agent JERALD BARNES addressed conferences sponsored by the Department of Commerce in Scottsdale, Ariz., and Albuquerque. In Scottsdale he discussed Overseas Security Advisory Council issues and Nigerian fraud, and in Albuquerque, crimes against U.S. businesses abroad and how to interact with a regional security officer abroad. □

Executive Directorate

Office of Professional Development: SCOTT McGUIRE became director of the office, July 3. □

EAST ASIAN AND PACIFIC AFFAIRS

SANDRA J. KRISTOFF, ambassador-designate for Asia Pacific Economic Cooperation (Apec), visited Singapore and Korea for



SAPPORO, Japan—Consular assistant Reiko Hisamori, right, with Jenny Gambrel, a U.S. citizen of Japanese heritage who was adopted by an American family, and her brother, Ryoichi Yasumoto. Ms. Gambrel was reunited with her brother after a 15-year search, when Ms. Hisamori located him through Japan's national registry.



BANDAR SERI BEGAWAN, Brunei Darussalam—Assistant Secretary Winston Lord and Ambassador Theresa A. Tull present a Meritorious Honor Award to Mark F. Marrano, center, the post's first general services officer.

bilateral consultations with senior officials, June 11-15.

Office of Economic Policy: JOSEPH E. HAYES, deputy director of economic policy, traveled with the U.S. Secretary of Transportation and Apec transportation ministers to Denver, Seattle and San Francisco to showcase America's transportation industry, June 14-16, as part of the first Apec transportation ministerial meeting in Washington ... ELAINE L. GARLAND, economic officer, has departed for Embassy Wellington to be first secretary for economic affairs ... The office welcomed its summer intern, JESSICA JOHNSON, from the University of Minnesota, where she is studying economics.

Office of Regional and Security Policy Affairs: DAVID G. BROWN, director, and W. SCOTT BUTCHER, director, Office for Philippines, Indonesia, Malaysia, Brunei and Singapore, attended the ninth annual Asia-Pacific roundtable on security and confidence-building, in Kuala Lumpur, Malaysia, June 5-9. □

ECONOMIC AND BUSINESS AFFAIRS

Special assistant MARIA IONATA traveled to Paris, June 22-23, with assistant legal adviser JOAN E. DONOGHUE and PETER CLARK of the Department of Justice's Fraud Division, for a meeting on illicit payments at the Organization for Economic Cooperation and Development. The organization's working group on bribery agreed to a timetable for discussion, and preparation of a report on the criminalization of illicit payments—a key policy goal of the bureau ... Secretary ARLYNE NELSON took a break from the front-office routine to attend the senior secretarial seminar, May 31-June 2, at The Woods conference



MANAGUA, Nicaragua—At award ceremony in the economic section, from left: Ambassador John Maisto, Larry Gumbiner, Paul Trivelli.

center, Hedgesville, W.Va. The seminar focused on interpersonal and self-management skills.

On June 6 SHAUN DONNELLY, deputy assistant secretary for energy, sanctions and commodities, hosted a meeting with the Atlantic Council's working group on Russian energy. JIM STEELE, Office of International Energy Policy, and officers from other Department and A.I.D. offices participated ... On June 8 Mr. Donnelly delivered a speech on the U.N. law of the sea, to the legal committee of the American Petroleum Institute. WES SCHOLZ, director, International Commodities Office, participated in that session at American Petroleum Institute headquarters in Washington ... Mr. Donnelly and the division chief in the International Energy Policy Office, FREDERIC MAERKLE, attended the meeting of the International Energy Agency's standing group on long-term cooperation, in Paris, June 13-14 ... Mr. Donnelly chaired the meeting, while Mr. Maerckle led the U.S. delegation ... Mr. Donnelly and DIANE CASTIGLIONE, International Energy Policy Office, attended the International Energy Agency's governing board meeting, in Paris, June 23 ... Mr. Donnelly was in New York, June 21, where he met with ABRAHAM KATZ, president, U.S. Council for International Business ... Mr. Donnelly consulted on energy issues at the Petroleum Industry Research Association ... He was the luncheon speaker at a meeting of business executives organized by the Global Business Forum, speaking on "Energy and Sanctions Policy Issues." ... On June 27 he chaired a large interagency group that met with a high-level delegation from the British Columbia provincial government, to discuss Columbia River energy issues ... On June 28 he and LAURA FAUX-GABLE, acting director, Economic Sanctions Policy Office, and DAVID RUTH, the Department's senior coordinator for business affairs, met with U.S. business repre-

sentatives at the National Foreign Trade Council, to discuss U.S. economic sanctions against Iran ... On June 30 Mr. Donnelly delivered a speech on "Energy and Mineral Issues under the Law of the Sea Convention," to a seminar in Washington sponsored by the Center for Oceans Law and Policy of the University of Virginia school of law.

DAVID CHANG, Office of International Commodities, attended a special meeting of the international lead and zinc study group on lead and zinc recycling, in Madrid, June 18-22 ... THOMAS MARTEN, Economic Sanctions Policy Office, traveled to New York, June 8, for negotiations with the U.N. special commission for Iraq ... On June 9 he met with a North Korea business delegation led by O TAE BONG, secretary general of the Communist party's committee for the promotion of international trade ... He witnessed the signing of an agreement between North Korea and the U.S. firm, Minerals Technology, Inc., for the importation to the United States of low-cost North Korean magnesite ... He attended the farewell dinner for the North Korean delegation, which was attended by the North Korean permanent representative to the United Nations, PARK YOUNG II ... TARA FERET, Economic Sanctions Policy Office, traveled to Charleston, June 26, to meet with the Department of Navy contractor responsible for the Serbian sanctions monitoring program.

ALAN LARSON, deputy assistant secretary for international finance and development, with ANNE PENCE (Office of Development Finance) and MICHAEL SHELTON (Office of Monetary Affairs), concluded negotiation of a U.S.-Japan bilateral agreement on investment and buyer-supplier relations, during talks in Tokyo, June 11-13. The agreement was announced at the Halifax economic summit ... Mr. Larson, accompanied by SUSAN DRIANO, Office of Development Finance, cochaired the fourth meeting of the Middle East financing task force, in Paris, June 21-22 ... RICHARD BEHREND, new director of the Office of Monetary Affairs, attended a meeting of the Paris Club, June 27-28 ... Several officers in the Office of Development Finance were on the road in May. BRENT CHRISTENSEN attended the Asian Development Bank annual meeting in Auckland, New Zealand, May 3-5. BRIAN L. GOLDBECK, financial economist, served as State's representative on the U.S. delegation to the third round of International Development Association replenishment negotiations, in Pretoria, South Africa, June 29-30. Mr. Goldbeck represented the bureau at the Organization for Economic Cooperation and Development high-level meeting in Paris, May 1-5. Ms. Driano accompanied Mr. Larson to Cairo, Egypt, for discussions on a Middle East Development Bank, May 15-18. Deputy director JAY DEHMLOW was in Abuja, Nigeria, May 21-26, for the African Development Bank annual meeting.

On June 6 VONYA B. McCANN, U.S. coordinator for international communications and information policy, opened the first meeting of the reestablished State Department Advisory Committee on International Communications and Information Policy. The 27-person private-sector committee is chaired by EDWARD J. BLACK, president, Computer and Communications Industry Association. TIMOTHY C. FINTON, counselor for telecommunications trade, serves as executive secretary and designated federal officer of the committee ... He participated in the launch of the Department of Commerce's "National Export Strategy and the Services Economy," at the "Northern Virginia in the Global Marketplace" conference, June 23, in Alexandria, Va.

EDWARD O'DONNELL JR., director, Office of Aviation Negotiations, chaired the U.S. delegation for a U.S.-United Kingdom civil aviation working group, in Washington, June 20-22 ... JOHN J. HARTLEY, deputy director, Office of Aviation Negotiations, chaired civil aviation negotiations with Brazil, in Washington, June 6-8.

The bureau will welcome two new staff assistants this month. JOHN KYLE BOICE joins the bureau from Paris, where he was a science and technology officer, while BRIAN DOHERTY returns to Washington from San Salvador, where he was commercial attaché. Outgoing staff assistants KIM KAMBOURIAN and MARK BOCCHETTI will stay in Washington, Ms. Kambourian in the Office of Central American Affairs and Mr. Bocchetti to cover economic affairs on the Ukraine desk.

ISHMAEL LARA, Textile Trade Policy and Agreements Division, participated in the first successful textile negotiations of the World Trade Organization era, June 19-20, in Washington, which led to a new quota on Jamaica ... On June 21-22 and 26-27 MARTA YOUTH took part in talks with Sri Lanka and Colombia, respectively, which also led to textile quota agreements ... Between June 14-June 23 MARGARET CATON, RON KIRKPATRICK and DAVID DIGIOVANNA of the division joined Mr. Lara and Ms. Youth in supporting discussions with delegations from India, Honduras, Brazil, Turkey, Hong Kong and Guatemala. All the talks took place in Washington.

People: Arrivals: LAURA BYERGO, Agricultural Trade Policy and Programs Division; JENNIFER TEXEIRA and MICHELLE SHAPIRO, International Communications and Information Policy; RICHARD BEHREND and PHILLIP CARTER, Office of Monetary Affairs; GARY CLEMENTS, LINDA SPECHT and THOMAS WHITE, Office of Investment Affairs; BARBARA CATES, Energy Consumer-Country Affairs; WILLIAM McPHERSON and LAURA LANE, Developed-Country Trade Division; ANTHONY HOLMES, Office of Economic Sanctions Policy; WILLIAM HEIDT, Developing Countries and Trade Organizations; and JERROLD MAL-

LORY and EDWARD B. O'DONNELL JR.,
Office of Aviation Negotiations. □

EUROPEAN AND CANADIAN AFFAIRS

Office of West European Affairs: The French desk prepared briefing materials for the Washington meetings of the President, the Secretary and Assistant Secretary RICHARD HOLBROOKE, with newly-elected French President JACQUES CHIRAC and his foreign minister ... CHRIS NOTTINGHAM has joined the office from the Army War College in Carlisle, Pa., for a summer stint on the Portugal desk before going to Portuguese language training in preparation for a posting to Lisbon ... ANNE CARSON, France desk officer, has been assigned to Minsk via Russian language training; her replacement is STEVE KOUTSIS from Consular Affairs ... ARNOLD CHACON will be taking over the Italy desk, from an assignment in Rome.

Regional Political and Security Issues: Deputy director DOUG McELHANEY accompanied the Secretary of Defense and his delegation, June 8-9, to the Nato defense ministers meeting in Brussels ... Director JIM CUNNINGHAM represented the United States at the June 13 meeting of Nato's high-level task force on arms control. He was accompanied by JENNIFER LAURENDEAU, who also represented the Department at a Nato-hosted conventional-forces-in-Europe verification workshop, June 14-15 ... The deputy for political affairs, CHRISTOPHER W. DELL, traveled to Boston, June 2-3, to participate in a conference on "The United States and European Integration," sponsored by the Center for War, Peace and the News Media.

Office of European Union and Regional



LONDON, United Kingdom—Opening the new regional medical evacuation center, from left: administrative minister-counselor Nicholas Baskey Jr., Ambassador William Crowe, regional medical officer Burnett Pixley. The center replaces facilities formerly used in Frankfurt, and will serve patients from posts in Europe, Africa and North America.



SOFIA, Bulgaria—At award ceremony, first row, left to right: Ogniana Ivanova, Ouliana Kanelli, Tsvetanka Kolarova, Mlada Todorova, Anna Borisova, Ivan Ivanov, Daniella Kadijska, Ambassador William D. Montgomery, Reneta Nikolova, Blagovesta Klincheva, Siika Zhivkova, Antoaneta Gougleva. Second row: Vladimir Belokapov, Sedef Nikolov, Marius Velichkov, Stanimir Kiskinov, Ivan Minev, Lubomir Ivanov, Julia Vulkova, Clay Hamilton, William Huth.

Affairs: BRYAN SAMUEL, director, accompanied Under Secretary PETER TARNOFF to pre-U.S.-European Union summit discussions in Paris, June 1 ... DALE EPPLER traveled to Prague, June 7-9, to attend a meeting of the Organization for Security and Cooperation in Europe's economic forum.

Office of Canadian Affairs: GEORGE MALLECK traveled to North Dakota, June 1, where he joined members of the Devils Lake flood disaster-relief task force, to assess the possible consequences for Canada of relief measures under consideration ... He later traveled to Victoria, British Columbia, for negotiations on implementation of the Pacific salmon treaty.

Office of Austria, Germany and Switzerland Affairs: Director DONALD KURSCH attended the American Council on Germany/Atlantik-Brücke conference, on German-American relations, in Berlin, June 16-18. Speakers included Ambassador CHARLES REDMAN and Embassy Bonn deputy chief of mission J.D. BINDENAGEL. Embassy-office-in-Berlin minister JOCK COVEY also attended ... Mr. Kursch later consulted with local officials in Berlin, Munich and Bonn, June 19-21 ... The country officer for Germany, W. CLARKE PRICE, joined the office June 19 ... Economic officer SCOTT HANCOCK completed his service in the office, July 7; his successor is FELIX HERNANDEZ ... Mr. Redman and Embassy Bern deputy chief of mission MICHAEL POLT visited Washington on consultations, the week of July 10 ... The office has relocated temporarily to Room 4519. □

FOREIGN SERVICE INSTITUTE

Overseas Briefing Center: Director RAY LEKI represented the Department at this year's International Credit Conference in Dallas, speaking on global diversity as a business issue, to an audience of executives from credit, banking and data processing corporations ... The center hosted a visit by working group from the Coca-Cola Co. in Atlanta. The group was researching "best practices" in sending employees and families overseas, and had the opportunity to see how the Information Center is set up, as well as observe Saturday workshops for singles and families going overseas ... Director Leki hosted an employee and family-issues roundtable, with the Family Liaison Office's KENDALL MONTGOMERY, American Foreign Service Association president TEX HARRIS, Association of American Foreign Service Women president CHRISTINE ZAAR and its legislative liaison, PATTY RYAN ... The center welcomed DAN SOBEICH, summer intern, to the office to assist in programming of the July evening presentation, "Promoting American Wines Overseas," and in making plans for the Re-Entry Week scheduled for October 16-21, for those returning to a Washington assignment from overseas ... The security overseas semi-

Library services

- Location: Room 3239.
- Loan of books, periodicals, U.S. Government documents, maps.
- Assistance in finding information (legal, statistical, historical, biographical, geographical, etc.)
- Automated retrieval of information relating to foreign affairs.
- Daily newspapers (back issues on microfilm).
- Locating, borrowing items from other libraries. □



TUNIS, Tunisia—At the Arabic language field school, beginning with top row, left to right: Edmund Saums, George Scott, Richard Jarvis, William Huggins, Yusif Farsakh, Christopher McShane, Brian Halla,

Benjamin Watson, Robert Blake, Rodney Thomas, Hashmi Essagghir, Ziad Kayyak, Amjad Sarsout, Dona Tarpey, Charles Hunter, John Fleming, Todd Schwartz, Robert Ogburn, Imene Bechraoui, Julia Stanley, Sarra

Tlili, Ridha Ben Khalifa, Nazih Daher, Elizabeth Martinez, Khalil Derbal, Hartford Jennings, Ahmed Tajouri, Anna Ghonim, Khaled Ghonim, Sally Dabbagh, Essia Blaghui.

nar for youth was attended by Foreign Service children of ages 6 through 18. It was a one-day class that presented the security threats they will face overseas and how to develop their personal and family plans to be safe ... More courses were offered this summer to help Foreign Service employees and their families face the rigors of an overseas move: adults and children attended a going-overseas workshop on a Saturday in June, and MAUREEN JOHNSTON presented a Wednesday-evening course on traveling overseas with pets ... TERRI WILLIAMS coordinated a panel of experts from Medical Services and the private sector, to present an evening course on overseas health concerns. □

FOREIGN MISSIONS OFFICE

Director ERIC J. BOSWELL traveled to Helsinki, July 4-7, to sign a memorandum of understanding with Finnish officials, to eliminate value-added taxes paid by the U.S. mission in Helsinki ... Deputy director THOMAS E. BURNS JR. visited the regional offices in New York, June 7-8, and San Francisco and Los Angeles, June 19-23. He addressed gatherings of the local consular corps

and met with representatives of local government and law enforcement agencies at each location, and with representatives of other federal agencies.

PIERRE FOURNIER, director of the San Francisco office, attended two functions, as a guest, in honor of the U.N. 50th-anniversary celebration ... On June 24 he attended an official reception with the U.N. secretary general, BOUTROS BOUTROS-GHALI, and San Francisco Mayor FRANK JORDAN and his chief of protocol, RICHARD GOLDMAN, at the M.H. DeYoung Memorial Museum ... On June 26 he attended the charter ceremony at the War Memorial Opera House, where PRESIDENT CLINTON was keynote speaker. Other guests included California Governor PETE WILSON; the U.S. ambassador to the United Nations, MADELEINE ALBRIGHT; BISHOP TUTU and Nobel laureates.

DENISE DUCOLON, director of the Chicago office, traveled to Houston to participate in the fourth national conference on consular relations, June 13-17. She presented an outline at Office of Foreign Missions programs and activities, with emphasis on motor vehicle compliance guidelines.

MURRAY SMITH of the New York office participated in a law enforcement seminar sponsored by the Department's Bureau of Diplomatic Security, at the Connecticut Police Academy, June 8, in anticipation of the Special Olympics that were held in New Haven at the

end of June ... CLAY HAYS conducted classes on diplomatic motor vehicle licensing, registrations, insurance compliance and violations programs, for separate classes consisting of Defense Protective Service officers and training supervisors at the Pentagon, June 9; and at the Southern Maryland Criminal Justice Academy, Faulkner, Md., for 36 officers from Calvert, Charles and St. Mary's Counties, June 27 ... ANN COVINGTON, tax and customs director, departed July 14 for a new assignment in International Organizations ... The office welcomed back AMY TURKEL, as a summer employee, to the tax and customs office. □

INTELLIGENCE AND RESEARCH

Assistant Secretary TOBY GATI and MICHAEL O'NEIL, chief of staff to the director of central intelligence, JOHN DEUTCH, attended a Senate Select Committee on Intelligence meeting, June 6, to discuss intelligence exchanges with the United Nations ... Ms. Gati attended a meeting hosted by Deputy Secretary STROBE TALBOTT for Russian Duma deputy and presidential candidate GRIGORY YAVLINSKIY ... Ms. Gati and HENRY KELLY, Russian domestic politics/legal issues analyst, met with PETER GACS, June 8. Mr.

Gacs is the senior analyst for Russia and the Former Yugoslavia in Australia's office of national assessments ... Ms. Gati hosted the first State Intelligence Board meeting, June 20. The acting deputy director of central intelligence, JACK DEVINE, briefed State Department principals. In follow-on meetings, the board will review U.S. intelligence programs and activities, in order to provide the Department's recommendations and input ... On June 21 Ms. Gati paid a courtesy call on Admiral DENNIS BLAIR, newly-appointed associate director of central intelligence, in charge of military support ... Principal deputy assistant secretary DANIEL KURTZER, on June 6, addressed the World Affairs Council in San Diego, on prospects for Middle East peace ... On June 28 he spoke before the Council on Foreign Relations, in New York, on issues relating to the emergence of civil society in the Middle East ... On July 3 he addressed the diplomacy seminar of the Washington Workshop Foundation.

Office of Analysis for Europe and Canada: Director BOWMAN H. MILLER participated in the 18th biennial conference of the American Council on Germany and Atlantik Bruecke, in Berlin, June 14-17.

Office of East Asia and the Pacific: JUDY BIRD joined the Southeast Asia Division, June 19 ... Senior Korea analyst JOHN MERRILL gave a talk on the Tumen River development project, at a conference on economic cooperation in the Asia-Pacific region, sponsored by George Washington University, June 22 ... He traveled to San Francisco, June 27, to speak at a symposium on the United States, the United Nations and Korea—one of the U.N. 50th-anniversary events ... He and Korea analyst KEN QUINONES participated in a roundtable on the North Korean economy, organized by the U.S. Institute for Peace.

External Research Staff: In cooperation with other bureau offices, the staff sponsored seminars for the new ambassadors to Latvia, June 7; Sri Lanka, June 13; the Czech Republic, June 19; and the central Asian republics (Kazakhstan, Tajikistan, and Turkmenistan), June 28 ... Conferences were organized on "Earthmap Initiative: Using Remote Sensing Imagery for Mapping," June 14; on "The Balkans: Breaking the Cycles of Violence and Promoting Development," June 22; and on "Building a Russian Electorate Geographic Data Base: Forecasting Future Elections," June 28. These seminars and conferences aimed to facilitate the interchange of experience and ideas between outside experts and U.S. officials.

Office of Economic Analysis: JOHN DANYLYK, division chief for markets in transition, participated in a meeting with heads of economic intelligence at the North Atlantic Treaty Organization's economic committee meeting in Brussels, June 14, and in a reinforced experts meeting on the security implications of economic developments in the

Commonwealth of Independent States and central and eastern Europe, June 15-16 ... Senior economist RONALD DAVIS attended the June 28-30 North Atlantic Treaty Organization economic colloquium in Brussels, on "Status of Economic Reforms in Cooperation Partner Countries in the mid-1990s: Opportunities, Constraints and Security Implications." □

INTERNATIONAL NARCOTICS AND LAW ENFORCEMENT AFFAIRS

Front Office: Assistant Secretary ROBERT S. GELBARD, accompanied by the deputy director of the Drug Enforcement Administration, STEVE GREENE, and the division chief for Asia, DOUG RASMUSSEN, traveled to Laos, Thailand, Cambodia, Vietnam and Hong Kong, June 1-15. In Cambodia and Vietnam, Mr. Gelbard discussed prospects for cooperating on drug control issues. In Laos, he observed the progress of a rural alternative development project funded by the bureau. Discussions in Thailand and Hong Kong centered on counternarcotics cooperation ... On June 21 he testified before House International Relations' subcommittee on Asia. The hearing centered on drug control policies and human rights in Burma.

On May 30 CRESENCIO ARCOS retired



INTERNATIONAL NARCOTICS AND LAW ENFORCEMENT AFFAIRS—Deputy assistant secretary Cresencio Arcos (center) at the Dublin Group meeting.

as principal deputy assistant secretary. He was replaced by JANE E. BECKER, who arrived from the Office of Management Policy and Planning, Office of the Under Secretary for Management ... Ms. Becker testified before the House Government Operations and Oversight's subcommittee on national security, international affairs and criminal justice, June 27. The hearing focused on drug interdiction policies.

Deputy assistant secretary JONATHAN WINER headed the U.S. delegation to the fourth session of the U.N. Commission on Crime Prevention and Criminal Justice, in Vienna, Austria, May 30-June 9. He was accompanied by senior adviser ROBERT SIMS, public affairs officer SUSAN SNYDER and foreign affairs officer CARLA MENARES, as well as other representatives of the Department and the Department of Justice.

Office of Program Management: On June 14 Caribbean program officer BEVERLY EIGHMY joined officials from the U.S. military, the Drug Enforcement Administration, the U.S. Coast Guard and the U.S. Customs Service, in Miami, for the quarterly meeting of the Eastern Caribbean Working Group, which plans and coordinates U.S. counternarcotics assistance programs.

Office of Transnational Issues: Mr. Gelbard and Mr. Arcos headed the U.S. delegation to the Dublin Group meeting, at the Department, May 30-31. The meeting was chaired by the Japanese ambassador to international organizations in Vienna, and was attended by 80 officials from the 15 European Union member countries, Australia, Canada, Norway, the United States, the European Commission, the European Council and the U.N. International Drug Control Program. Discussions focused on coordinating counternarcotics efforts.

Office of International Criminal Justice: Director ROBERT PERITO traveled to Miami to attend the regional conference of the International Criminal Investigations Training Assistance Program, June 25-28 ... Deputy director SALLY BRANDEL traveled to Budapest, Hungary, to represent the Department at the first graduation class of the International Law Enforcement Academy, June 12-17. □

INTERNATIONAL ORGANIZATION AFFAIRS

Acting assistant secretary GEORGE F. WARD accompanied the Secretary to San Francisco for U.N. 50th-anniversary commemoration ceremonies, June 25-26 ... Special assistant WILLIAM WHITE traveled to San Francisco, June 21, to assist in preparations for the commemoration.

Deputy director ANN KORKY was to



INTERNATIONAL ORGANIZATION AFFAIRS—Susan Poulin, planning officer, Office of Policy, Public and Congressional Affairs, receives the first Assistant Secretary's Award for Excellence from Assistant Secretary Douglas Bennet. David Halsted, office director, is at center.

leave the Office of U.N. Political Affairs to become deputy director of the Office of Peacekeeping and Humanitarian Operations on July 10 ... Deputy director CLAYTON R. RUEBENSAL transferred to the Haiti Working Group in June ... ANNE JILLSON, program officer, attended the International Telecommunication Union's council meeting in Geneva, June 14-30 ... JOEL S. SPIRO, director, led the U.S. delegation to the 74th session of the council of the International Maritime Organization, in London, June 12-16 ... RAYMOND E. WANNER, deputy director, was a delegate to the June 12-16 meeting of the board of governors of the International Atomic Energy Agency, in Vienna ... HENRY F. WEBB JR., program officer, attended the U.N. Industrial Development Organization's industrial development board meeting in Vienna, June 24-30.

RALPH BRESLER, director, Office of International Development Assistance, and CAROL FULLER, U.N. Children's Fund desk officer, attended the annual session of the U.N. Children's Fund executive board, in New York, May 22-26 ... WALTER MANGER, deputy director, attended the 39th session of the World Food Program's committee on food aid policies and programs, in Rome, May 22-26 ... Director Bresler, with HELEN LA LIME, chief, Economic and Humanitarian Assistance Division, and DONALD PARKER, U.N. Development Program desk officer, attended the annual session of the executive board of the U.N. Development Program/U.N. Population Fund, in New York, June 5-16 ... Deputy assistant secretary MELINDA KIMBLE, with TERESA HOBGOOD, Office of U.N. System Administration, and LISA BOBBIE SCHREIBER HUGHES, chief, Agricultural Development Division, attended the 108th session of the council of the U.N. Food and Agriculture Organization, in Rome, June 5-14 ... JOE DICKIE, Office of Policy, Public and Congressional Affairs, traveled to San Francisco, June

24-28, for U.N. 50th-anniversary events ... He did recruiting for the Department at a large U.N. Association/model U.N. conference that was held alongside the anniversary events.

Office of Economic and Social Affairs: BEVERLY ZWEIBEN traveled to Cairo as a member of the U.S. delegation to the ninth U.N. Congress on Crime Prevention and Treatment of Offenders, April 28-May 8 ... She advised the U.S. delegation to the U.N. Commission on Crime Prevention and Criminal Justice, in Vienna, May 30-June 9.

People: WARD BARMON retired from the Department, June 30 ... **Transfers:** DENISE A. BANFIELD from the Foreign Service Institute to the Office of Policy, Public and Congressional Affairs; RAYMOND C. CODRINGTON from the Bureau of Near Eastern Affairs to the Office of the Executive Director; ANN COVINGTON from the Office of Foreign Missions to the Office of the Executive Director; EILEEN F. LEWISON from Bern to the Office of Peacekeeping and Humanitarian Operations; CHRISTINE L. THORNTON from the Bureau of Consular Affairs to the Office of the Executive Director; ARNOLDO VELA from Ciudad Juarez to the Office of the Assistant Secretary; WARD D. BARMON from the Office of Economic and Social Affairs to the Job Search Program; CAROL S. FULLER from the Office of International Development Assistance to Lima; MARTHA ANN KELLERAN from the Office of Peacekeeping and Humanitarian Operations to the Bureau of Administration; Mr. Ruebensal from the Office of U.N. Political Affairs to the Bureau of Inter-American Affairs; JOLEEN A. SCHWEITZER from the Office of the Executive Director to Rio de Janeiro; FREDERICK A. SMITH from the Office of International Conferences to the Bureau of Intelligence and Research; Mr. Spiro from the Office of Technical Specialized Agency Affairs to the Bureau of Economic and Business Affairs; YVETTE D. WALDEN from the Office of the Executive Director to the Bureau of Personnel; MATTHEW A. WEILLER from the Office of the Assistant Secretary to Bonn. □

LEGAL ADVISER'S OFFICE

ROBIN J. FRANK, attorney-adviser, Office of Economic Business and Communications Affairs, participated in the International Telegraph Union study group meeting in Geneva ... DAVID P. STEWART, assistant legal adviser for human rights and refugees, consulted with members of the U.N. subcommittee on the prevention of discrimination and protection of minorities, in Nicosia, on cases against the United States ... THOMAS A. JOHNSON, attorney-adviser, Office of Law Enforcement and Intelligence, served as legal

adviser for the U.S. delegation attending the meeting of the U.N. Commission on Crime Prevention and Criminal Justice, in Vienna ... JO BROOKS, attorney-adviser, same office, traveled to Luxembourg for the second round of mutual legal assistance treaty negotiations.

DAVID S. ABRAMOWITZ, acting assistant legal adviser for Near Eastern and South Asian affairs, met with government officials in Cairo to discuss a charter for regional tourism ... ROBERT E. DALTON, assistant legal adviser for treaty affairs, presented a lecture on the President's treaty powers, to University of Virginia law school students ... LOIS L. ALLDER, treaty analyst, same office, assisted with preparations for the Gore-Chernomyrdin meeting in Moscow ... EVAN T. BLOOM, attorney-adviser, Office of U.N. Affairs, attended meetings of the committee on experts on an international criminal court, in Siracusa, Italy, sponsored by the International Institute of Higher Studies in Criminal Sciences.

People: SAMUEL M. WITTEN, attorney-adviser, Office of Law Enforcement and Intelligence, received a Superior Honor Award from Assistant Secretary ROBERT PELLETREAU for negotiation of the U.S.-Jordan bilateral extradition treaty. Mr. Pelletreau commended Mr. Witten for "outstanding leadership and professionalism," and for producing a "major foreign policy success for the United States." □

NEAR EASTERN AFFAIRS

Office of the Assistant Secretary: Assistant Secretary ROBERT H. PELLETREAU accompanied SECRETARY CHRISTOPHER on his June 7-11 trip to the Middle East. The Secretary and his party stopped in Cairo, Tel Aviv, Jerusalem, Gaza, Amman and Damascus ... Following the Secretary's return to Washington, Mr. Pelletreau traveled to Cairo and



NEAR EASTERN AFFAIRS—Assistant Secretary Robert Pelletreau presents Meritorious Honor award to Katherine Millard, post management officer.



ALGIERS, Algeria—At award ceremony, left to right: *Kamel Achab, Hassen Benmerabet, Aissa Lammani, Zahia Benreguia, Ambassador Ronald E. Neumann, administrative officer Ellen C. Engels, Kamel Mansouri, Nacera Abdennouri, Mahmoud Anane, Assya Balia, Hakim File, Seloua Bekhai, Hachemi Attig, Tayeb Foufa, Farid Ferrahi, Abdelkader Goult, Mohamed Benali.*

Beirut to continue bilateral negotiations and consultations on the peace process ... On June 26 he gave the keynote address at a meeting of the American Bahraini Friendship Society ... On June 28 he addressed an Amideast reception in honor of the incoming president, WILLIAM A. RUGH ... Deputy assistant secretary TONI VERSTANDIG traveled to the region in early June. She spent several days in Gaza and the West Bank, consulting with members of the Palestinian Authority, on economic development, before joining the Secretary's party, June 8 ... STEVEN CARTER, a student at Princeton, joined the office in late May for a summer internship.

Office of the Public Affairs Adviser: MICHAEL VEASY, a graduate student at Johns Hopkins School for Advanced International Studies, joined the office for a summer internship.

Office of Arabian Peninsula Affairs: Director MARGARET M. DEAN spoke to the area studies class at the Foreign Service Institute ... Deputy director JERRY FEIERSTEIN completed his tour in the office and began preparing for his assignment as deputy chief of mission at the embassy in Muscat ... Oman and Bahrain desk officer DAVID YOUNG has left the office for an assignment on the Burma desk ... SUSAN FINSTON has joined the office for the summer. She is serving as the acting Yemen desk officer ... ELIZABETH MacKENZIE and PHIL CRAMER, students at the University of Richmond, have joined the office for summer internships.

Office of Egyptian and North African Affairs: The Offices of Egyptian Affairs and of

Maghreb Affairs have merged to become the Office of Egyptian and North African Affairs. Maghreb affairs director STEVE BUCK and deputy director ED VAZQUEZ assumed their new duties in the combined office ... RICHARD JONES, director of the former Office of Egyptian Affairs, completed his assignment and began training at the Foreign Service Institute ... FRANK URBANCIC, deputy director of that former office, completed his tour and began intensive Arabic training in preparation for his assignment as deputy chief of mission at the embassy in Abu Dhabi ... Mr. Vazquez conducted an extensive series of consultations with House and Senate staffers, on the Western Sahara peacekeeping mission, prior to an anticipated vote in the United Nations on this operation ... The office staff participated in meetings with two delegations led by Egyptian ministers, which came to Washington to participate in subcommittee meetings of the U.S.-Egypt economic partnership. The meeting on June 1 covered economic policy, trade, investment and external finance; the meeting on June 27 concentrated on sustainable development and the environment ... Summer interns AMANDA GALTON and NATOSCHIA SCRUGGS joined the office in June. Ms. Galton to cover political-military issues, Ms. Scruggs to focus on Maghreb affairs.

Office of Israel and Arab-Israeli Affairs: Director DON BANDLER left the office to begin preparations for his assignment as deputy chief of mission at the embassy in Paris ... Former deputy director RICHARD ROTH assumed the directorship, June 12 ... He led the U.S. delegation to the Middle East peace process working group on the environment meeting, in Amman, Jordan, June 18-22 ... He traveled to Israel, Jericho, Gaza and the West Bank, June 22-27, for consultations with Israeli and Palestinian officials ... GREG BERRY assumed responsibilities as deputy director in early July. He had been deputy director of the Europe bureau's Office of European Community and Regional Affairs for the past two years.

Office of Lebanon, Syria and Jordan

Affairs: Deputy director LAURA KENNEDY left the office to assume the directorship of the Europe Bureau's Office of Central Eurasian Affairs ... Jordan desk officer ROBERTA NEWELL completed her tour with the office, and transferred to Amman for language training in the region, prior to her assignment to the embassy.

Office of Northern Gulf Affairs: ROBERT DEUTSCH succeeded DAVID LITT as director. Mr. Deutsch traveled to Ankara, Incirlik Air Base and northern Iraq, for discussions related to Operation Provide Comfort and the Kurdish situation there ... On June 14 Iran desk officer CHRIS HENZEL participated in a panel, organized by the Woodrow Wilson Foundation, which discussed the Foreign Service with minority undergraduates ... He left the office to begin Arabic language training in preparation for an assignment in Sanaa ... Summer intern SEAN FOLEY joined the office in June.

Office of Regional Affairs: Director RICHARD LeBARON chaired the June 18-22 meeting of the multilateral water resources working group in Amman, Jordan ... He visited the Multinational Force and Observers, in the Sinai, June 23-25 ... On June 26 he headed the U.S. delegation to the multilateral regional economic development working group monitoring committee meeting in Cairo, Egypt ... He participated in a conference on the multilateral peace process, at the Royal Institute of International Affairs, in London, June 29-30 ... Special assistant JAKE WALLS accompanied the Secretary on his visit to the Middle East, June 7-11 ... ANDREW STEINFELD arrived from Tel Aviv to become a special assistant working on the Middle East peace process, replacing Mr. Wallis, who is taking up his new assignment in the Office of the Under Secretary for Economic and Agricultural Affairs ... Special assistant NANCY PETTIT was in Cairo, Egypt, June 24-28, to participate in the multilateral regional economic development working group monitoring committee meeting, and to plan meetings to form regional business and tourism councils ... Science and technology special assistant CHARLES LAWSON was in Amman, Jordan, June 11-26, to attend a meeting on Gulf of Aqaba integrated planning, and to assist in preparations for the June 18-22 clustered meetings of the multilateral water and environment working groups ... He remained in the region to participate in the meetings ... The officer-in-charge of Multinational Force and Observers affairs, ROBERT KRANTZ, visited Israel, Egypt and Italy, June 4-13, to monitor field operations in the Sinai ... He consulted with observer and government officials in Tel Aviv and Cairo, and with the observer director general and his staff, in Rome ... Special assistant FREDERICK AXELGARD visited Saudi Arabia, Egypt and Israel, June 26-29, for consultations on the plenary of the arms control and regional security working group ... Summer intern KATHERINE

METRES joined the office in May ... STEPHEN ASERKOFF joined the office in June for a summer internship. □

BUREAU OF PERSONNEL



BUREAU OF PERSONNEL—A group Meritorious Honor Award is presented by director general *Genta Hawkins Holmes*, fifth from left, to staffers of the business process reengineering project. Others (left to right): *Ann Thompson, Florence Tanabe, Martin McLean, Ted Halstead, Frank Coulter, Ida Engelman, Charles Heffernan, Veronica Scott, Douglas Townsend.*

Medical Services

Persons consulting with Medical Services included regional medical officer HERBERT WEINGARD, who was on home leave before heading to Brazilia ... Regional medical officer GRETCHEN McCOY consulted prior to language training, in preparation for her next assignment in Bamako ... Regional medical officer G. NICHOLAS REINHARDT stopped in Medical Services while on home leave, before starting his second tour in Abidjan ... Foreign Service nurse practitioner LINN CARROLL KLINGER visited prior to her second tour in Rangoon ... Nurse practitioner SUSAN SUMMERS consulted before her departure to Rabat ... Embassy nurse BONNIE HASH consulted while on home leave from LaPaz, Bolivia.

The assistant medical director for foreign programs, STEVEN JOHNSON, resigned to pursue a cardiology fellowship at Georgetown Hospital ... June 16 was Recognition Day for Medical Services' communication and records office and general service office. Both were cited for improved customer service and quality improvement. □

POLITICAL-MILITARY AFFAIRS

On June 14 Assistant Secretary THOMAS E. McNAMARA presided at a ribbon-cutting and hosted an open house to celebrate the opening of the renovated offices and consolidation of the watch and communications opera-

tions of the U.S. Nuclear Risk Reduction Center. HAROLD W. KOWALSKI JR., staff director of the center, provided a description of the operations of the Center as test messages were exchanged with other strategic-arms-reduction-talks treaty parties—Belarus, Kazakhstan, Russia and Ukraine. Among the guests were representatives from the embassies of Kazakhstan, Russia and Ukraine; Assistant Secretary PATRICK F. KENNEDY, Bureau of Administration; KENNETH C. BRILL, executive secretary of the Department; ROBERT MARQUETTE, manager, National Communication System; DAVID SWARTZ, first staff



POLITICAL-MILITARY AFFAIRS—Assistant Secretary *Ted McNamara* (right) presents Superior Honor Award to *Chris O'Connor*.

director of the center; and retired Major General ROLAND LAJOIE, first director of the U.S. On-Site Inspection Agency.

Principal deputy assistant secretary ERIC NEWSOM traveled to Ankara and Brussels, May 27-June 1, to meet with representatives of the Turkish General Staff, U.S. embassy officials and North Atlantic Treaty Organization officials, to discuss the future for security assistance to Turkey and other regional issues. He then traveled to London with Under Secretary LYNN DAVIS to meet with the Russian deputy foreign minister, June 21-23.

Office of International Security and Peacekeeping Operations: DEBORAH BOLTON and ALLAN LANGLAND traveled to Guantanamo Naval Base, Cuba, May 9, to consult with the U.S. Atlantic Command on the Cuban migrant issue ... On June 13 ALLAN LANGLAND accompanied Assistant Secretary THOMAS McNAMARA to New York, to consult with the United Nations on peacekeeping and demining issues ... Colonel MIKE KING was in Heidelberg to participate in "Exercise Agile Lion." ... Colonel TOM RESAU was at Carlisle Barracks, May 23-25, at the Army's Peacekeeping Institute's conference on the western hemisphere and peacekeeping ... PHIL SUTER traveled to South Africa and Botswana, June 15-23, as part of a delegation consulting on political-military issues ... Commander BOB WELLS was a member of the U.S. delegation on the incidents-at-sea talks, in Moscow, May 23-25 ... He then traveled to Brussels for sanctions consultations ... PAUL SCHULTZ was in Angola, May 30-June 8, as part of a landmine assessment team, with A.I.D. and European Command representatives.

The bureau cohosted, with National Defense University, at its facility, May 19, a small international meeting on improving African peacekeeping capabilities ... The office welcomed summer interns TIM KERWIN (University of Illinois), BRENDON JOHNSON (Notre Dame), DAVID HELVEY (American University) and JAY HEATH (Harvard).

Office of Regional Nonproliferation: JOSEPH DETHOMAS, director, was part of the U.S. delegation to the U.S.-United Kingdom political-military bilateral meetings, in London, June 26-27.

Political Advisers: On June 13 the chief of staff of the Army, General GORDON R. SULLIVAN, awarded his political adviser, Foreign Service officer STEPHEN P. DAWKINS, the Outstanding Civilian Service Award, in a ceremony at the Pentagon attended by his family and friends. Citing Mr. Dawkins for "exceptionally outstanding service to the Department of the Army from 1992 to 1995," General Sullivan added that Mr. Dawkins had served as his principal adviser on international affairs in Washington and during travel to 24 foreign countries, with repeat trips to countries hosting large contingents of U.S. soldiers, such as Germany, Korea and Japan. □

POPULATION, REFUGEES AND MIGRATION

Assistant Secretary PHYLLIS E. OAKLEY hosted a luncheon for MARGARETA WAHLSTROM, under secretary general at the International Federation of Red Cross and Red Crescent Societies ... Ms. Oakley participated in the U.S. Military Academy senior conference at West Point, and attended an immigration roundtable organized by the New School for Social Research, at Ellis Island ... She was interviewed on National Public Radio for broadcast on "All Things Considered." ... Senior deputy assistant secretary BRUNSON MCKINLEY attended a New School for Social Research mapping seminar in New York ... He participated in an intergovernmental senior officials' meeting on temporary protection, and in the U.N. high commissioner for refugees' subcommittee of the whole, on international protection, in Geneva ... In Brussels on June 22-23 he spoke at the dialogue meeting chaired by the Churches Commission for Migrants in Europe, and attended European consultations.

Deputy assistant secretary CHARLES SYKES, office director TERRY RUSCH, special assistant JUDY MAYOTTE and office director MARGARET MCKELVEY made presentations at the second national conference of the Ethiopian Community Development Council, on "African Refugees: Human Dimensions of the Continuing Crisis in Africa". Ms. Mayotte was the luncheon speaker.

Bureau staffers working on the conclusion of the comprehensive plan of action for Indochinese refugees continued a series of meetings with staffers and members of Congress and nongovernmental organizations ... BILL RADA and Ms. McKelvey participated in strategy sessions on promoting the U.S. Government's "Greater Horn of Africa Initiative," which will be a topic of a ministerial meeting of governments in the region.

Visitors to the bureau included International Federation of Red Cross and Red Crescent Societies director YVES SANDOZ and delegate-general JEAN MARC BORNET. □

PUBLIC AFFAIRS

Office of Public Liaison: Regional program officer CHRISTINE MURRAY traveled to New Orleans and managed a town meeting cosponsored by the World Trade Center. Department speakers were the deputy assistant secretary for economic and business affairs, JOANNA SHELTON, and the inter-American senior adviser on trade, CARMEN SURBREDIE ... Regional program officers DARLENE KIRK and Ms. Murray traveled

with Deputy Secretary STROBE TALBOTT for his speech at the Yale Political Union, in New Haven, April 21, and addresses at Princeton and the Foreign Policy Association in New York, April 24 ... Ms. Kirk traveled to Spain, May 29, to advance SECRETARY CHRISTOPHER's speech at the Casa de America, June 2 ... Washington program officer YVONNE O'BRIEN traveled to Cleveland, June 8-9, to advance Deputy Secretary Talbott's address to the City Club ... Ms. O'Brien also arranged his meeting with business leaders and a television interview. The event was sponsored by the Cleveland Council on World Affairs ... KAREN COOKE joined the staff for a summer internship. She attends the University of California at Berkeley.

Office of Public Communications: Public affairs officer DEBORAH GUIDO-O'GRADY demonstrated "U.S. Foreign Affairs on CD-ROM," before a national audience of electronic-industry and U.S. Government communicators, at a conference, May 20-22, in Reston, Va. Published quarterly by the office, the CD-ROM contains more than 5,000 documents dating from 1990 to the present, and is compatible with MS-DOS and Macintosh computers.

Office of the Historian: Division chiefs and historians in the office attended the Society for History of American Foreign Relations conference in Annapolis, June 22-23 ... DAVID S. PATTERSON attended a conference, cosponsored by the C.I.A.'s Center for the Study of Intelligence and the Space Policy Institute, at George Washington University, on "Piercing the Curtain and the Revolution in Intelligence," May 23-24 ... He served as a judge of media presentations given by high school students for National History Day, at the University of Maryland, College Park, June 13. □

SOUTH ASIAN AFFAIRS

Office of the Assistant Secretary: Assistant Secretary ROBIN L. RAPHEL met with a visiting group of Indian journalists in an event sponsored by the Asia Society, June 7 ... She attended a luncheon hosted by Assistant Secretary JOHN SHATTUCK in honor of the U.N. high commissioner for human rights, JOSE AYALA LASSO, June 9 ... Ms. Raphel attended the "Taste of Tennessee" event hosted by VICE PRESIDENT GORE and his wife, at their residence at the Naval Observatory, June 12 ... On June 13 Ms. Raphel participated in the briefing for the ambassador-designate to Sri Lanka, A. PETER BURLEIGH, at Meridian House ... MURLI DEORA, Indian member of parliament, called on Ms. Raphel, June 15 ... On June 19 she met with groups from the Kashmiri-American Council and the Asia Foundation ... A visiting delegation from the Indian National Defense College met with her, June 27.

Senior adviser STEPHEN A. RICKARD addressed the India working group of the National Association of Manufacturers, June 1 ... On June 2 he attended a breakfast meeting inaugurating the new office of the Confederation of Indian Industries ... On June 5 he addressed Fulbright scholars heading to South Asian countries ... Mr. Rickard chaired an interagency meeting on the U.S.-India common agenda for the environment, June 8 ... On June 13 he attended the Meridian House Conference on Sri Lanka ... On June 16 he delivered a speech to a symposium in Atlantic City on India's economic reforms ... He accompanied Under Secretary JOAN E. SPERO to a meeting with the Indian minister of state for commerce, P. CHIDAMBARAM, June 20 ... On June 22



SOUTH ASIAN AFFAIRS—At award ceremony, left to right: Andrew Young, Ron Woody, Assistant Secretary Robin Raphel, Michael Lemmon.



LAHORE, Pakistan—At award ceremony, from left: M. Ikram, M. Ashraf, M. Mudassar Khan, Riaz A. Bhatti, Janice Choudry, Ambassador John C. Monjo, Kenneth Spaulding, consul general Eric D. Tunis, Javed Joseph.



SOUTH ASIAN AFFAIRS—Assistant Secretary Robin Raphael presents Superior Honor Award to Ronald McMullen.

senior adviser Rickard was a speaker at the annual meeting of the U.S.-India Business Council.

Office of India, Nepal, Sri Lanka, Bhutan and Maldives Affairs: Director RONALD D. LORTON completed his assignment June 2 ... His replacement, STEVEN R. MANN, joined the Bureau June 7 ... India desk officer ANDREW R. YOUNG accompanied the Indian vice president during a brief unofficial visit to the United States, June 18 ... He helped coordinate the June 21-23 visit of former supreme court chief justice, RANGANATH MISRA, chairman of India's National Human Rights Commission, and attended a meeting between Mr. Misra and the National Security Council senior adviser for democracy, MORT HALPERIN ... Mr. Young met with another Commission member, June 19 ... Mr. Young and deputy director RONNIE D. WOODY attended the presentation by Indian secretary R. VASUDEVAN, at the ministry of power, hosted by the U.S.-India Business Council.

Office of Pakistan, Afghanistan and Bangladesh Affairs: Director LEE R. COL-DREN and Afghanistan desk officer RONALD

K. McMULLEN briefed Congressman DANA ROHRBACHER (R.-Calif.) and congressional staffers, on Afghanistan, June 15 ... Deputy director CHRISTOPHER W. WEBSTER spoke, June 21, on "Challenges for U.S. Policy in South Asia," to students of the South Asia area studies program at the National Foreign Affairs Training Center ... LAWRENCE F. CONNELL joined the office, June 5, as the Afghanistan/Pakistan economic officer, in place of JOHN F. HOOVER, who departed June 30 ... Summer intern MARK F. HEAGNEY, a student at Washington College, arrived June 5 ... The office welcomed WHITNEY J. WITTEMAN, June 19, for a temporary stint as the Bangladesh desk officer.

Office of Regional Affairs: Director MARK FITZPATRICK attended the Rockefeller Foundation conference on Indian-American relations, in New York, June 19-20 ... JOHN ERATH traveled to New Mexico with an Indian delegation, sponsored by the Arms Control and Disarmament Agency, to tour Sandia Laboratories, June 27-28 ... Summer intern JAMES BATES, who is a student at San Francisco State University, arrived June 12. ■

—(Continued from inside front cover)

a particular nonimmigrant visa refusal case.

Creativity: While at Yale, Kirby decided to write a serious play. He first read every play in his parents' considerable library, then plowed through a friend's offerings. The result: he wrote, produced and starred in a psychological nuclear drama called "The Mind of the Missile," which won rave reviews from New Haven's notoriously acerbic critics. Perhaps my most vivid memory of Kirby came during one of our A-100 off-site training sessions. We had been asked to put together a series of skits. Most were of the off-the-cuff, ham-it-up variety, making fun of our training, the Foreign Service or each other. Kirby simply disappeared, opting not to cooperate with anyone on various hare-brained ideas, but came back at the last moment with a long,

'It was a high point of the show, and showed us a side of Kirby we hadn't yet seen'

rhymed song he wrote dealing with the posts on our bid list, complete with charades-like motions accompanying the verse. We had no idea he could (or would try to) sing. The pre-show run-through went perfectly, and Kirby decided not to use written lyrics. During the show, though, he had trouble getting past "from Bangui to Bonn," which had been accompanied by a shotgun motion (betokening, we supposed, game-hunting). Shaking his head and with his wry smile, he reloaded his imaginary air gun, cocked it, started at the beginning of the line, discharged it, paused at the same phrase and repeated the sequence another two times. Since Bangui (for God knows what reason) had become his sentimental first choice, and the career development officers were in the audience, we chuckled over the momentary block—and his determination not to resort to a cheat sheet for the next line. Finally, the words flowed back to his tongue, and with a flourishing double pump of his air gun, he cruised to the triumphant finish. It was the high point of the show, and showed us a side of Kirby we hadn't yet seen. At the gathering, his father noted that Kirby had already laid out plans to write a full-scale musical this

summer upon returning to the States for additional training—one of many things connected with Kirby taken from us all by his untimely death.

Commitment: Kirby was passionately committed to the causes he felt were worth supporting. At age 10, this meant organizing the other children in his apartment building into an environmentally-oriented association and writing to national organizations, telling them about his group and demanding particulars of their activities so that he and his friends would know whether they were worthy of the association's (admittedly modest) financial support! After college, in the mid 1980s, this meant working for Middle East Watch and the Committee for a Free Afghanistan—and convincing one of the more moderate mujaheddin groups to take him along for a trip inside Afghanistan (most of us mistook Kirby for another mujaheddin in the photos scattered around the gathering, before his father urged us to take a second look). At the American Institute in Taipei, this meant volunteering to stay late after work several times a week to teach English to the local employees of the consular section. (Kirby's rationale, repeated at the gathering: "My aunt taught diction at Juilliard for 51 years—I want to make sure any employee of mine speaks English properly!") The last picture taken of Kirby, the day before his death, shows him with his "students"—it's hard to tell who looks more proud.

Respect: Perhaps the most touching moment of the gathering came when Kirby's father played a videotape of the memorial held at the American Institute in Taipei. His supervisor and a colleague spoke, but most impressive was the commentary from one of the foreign nationals, on behalf of the local employees. It was very clear they not only respected him—they loved him—for his integrity, for his volunteer teaching and for being such a wonderful person and fascinating character. By the end of the gathering, we'd seen that, wherever he went, Kirby had made an indelible mark on those around him.

Although many of Kirby's classmates in the 63rd have dealt with death overseas as consular officers, it is still hard to accept that such a lively and wonderfully idiosyncratic character as Kirby will no longer charm, entertain and impress us as, he had so often in the past. That his death

at age 33, at the beginning of a promising Foreign Service career, came in such a senseless fashion and was absolutely preventable hurts, deeply, and should give everyone in the Foreign Service pause for thought. But back to the main point: Bringing constant joy to other people and making no apologies for standing up for what he believed was right were only two of the many ways in which Kirby continually exhibited his class, and it will be for these two traits that I will continue to remember him fondly.

Sincerely,
 GEORGE KENT
 Polish-language training ■

Geopolitics

A "Foreign Affairs Interdepartmental Seminar" will be offered at the Foreign Service Institute, September 5-15. Topics include the geopolitical framework of foreign policy; the interactions of Government, lobbyists and lawmakers; international economics, terrorism and narcotics. Speakers will include experts from Government, research organizations, universities and the business world. For information, call (703) 302-7184. □

Work pacts

The Family Liaison Office announced that bilateral work agreements have been concluded with Georgia, Croatia and Mali. The Department now has 51 other such agreements. □

Garnishment fee

The State Department gave notice in the Federal Register of June 23 that it will collect a \$30 fee for processing garnishments against employees to satisfy debts other than for alimony or child support. □

Here are the facts

(See Page 21)

Eight: William Rogers, Henry Kissinger, Cyrus Vance, Edmund Muskie, Alexander Haig, George Shultz, James Baker and Lawrence Eagleburger. Dean Rusk died earlier this year. □

O B I T U A R I E S

Philip W. Bonsal, 92, a retired Foreign Service officer who served as the last U.S. ambassador to Cuba before diplomatic relations were severed, died of



Mr. Bonsal (1958)

pneumonia at his home in Washington on June 28. Mr. Bonsal entered the Service in 1938 and was assigned to Havana. After holding a series of positions in the Division of American Republics, he became first secretary in Madrid in 1944. He later served as chargé at the post. Next, he was counselor of the embassy at The Hague, 1947-48. In the latter year he became political adviser to the U.S. special representative for the Marshall Plan in Europe.

Mr. Bonsal returned to Washington in 1952 as director of the Office of Philippine and Southeast Asian Affairs. He served as adviser to the U.S. delegation at the Geneva conference on Korea and Indochina, 1954, and at the UN General Assembly, later that year. In 1955 Mr. Bonsal was named ambassador to Colombia. He served with the U.S. delegation to the UN General Assembly before being appointed chief of mission in La Paz in 1957.

He returned to Havana as ambassador in 1959 and left a year later as relations deteriorated after the Cuban revolution. Mr. Bonsal later wrote a book about his experience, "Cuba, Castro and the United States." Mr. Bonsal was appointed ambassador to Morocco in 1961. He retired in 1965 after a final assignment in Washington.

Mr. Bonsal was born in New York on May 22, 1903. He received a bachelor's from Yale. Before State, he was an executive with International Telephone & Telegraph in Cuba, Spain and Chile, and a telephone expert with the Federal Communications Commission. His survivors include his wife of 66 years, Margaret, of Washington. □

Frank P. Butler, 85, a retired Foreign Service officer, died of leukemia at a hospital in La Jolla, Calif., on March 13.

Mr. Butler joined the Service in 1947 and became second secretary in Ankara. He served as economic officer and deputy

principal officer in Istanbul, 1950-52. The following year he became first secretary and East-West trade officer in Vienna. He was a member of the U.S. delegation to negotiations on the General Agreement on Tariffs and Trade in 1956. Later that year he became counselor for economic affairs in Tel Aviv. He served as chief of the economic bureau's Commercial Policy and Treaties Division, then as a foreign assistance inspector, 1960-65. After an assignment as counselor for economic affairs in Athens, he retired in 1969.

Mr. Butler was born in Terre Haute on July 9, 1909. He earned a bachelor's from Rose Polytechnic Institute. He served in the Army Engineers, 1933-35, and as a lieutenant colonel in the infantry in Europe during World War II. He received the Bronze Star and the Croix de Guerre with a silver star. His survivors include his wife, Patricia, of La Jolla and Washington, a son, four grandchildren and a great-grandchild. □

Catherine D. Carey, 77, a retired Civil Service employee and Foreign Service Reserve officer, died at the Hospice of Northern Virginia on June 21.

Ms. Carey began her career at the Department in 1940 as a stenographer. She resigned in 1946 but returned as a secretary on the refugees and displaced persons' staff in 1949. She worked for the assistant secretary for international organization affairs before becoming a correspondence reviewer in the Secretary's Office in 1957.

Ms. Carey became a passport assistant in 1962. She was promoted to adjudicator the following year. She served as a passport examiner, 1965-75. In 1969 she became a Reserve officer. After working as a consular officer in the Passport Office's special services section, she retired in 1982.

Ms. Carey was born in Girardville, Pa., on June 23, 1917. She received a law degree from the Columbus School of Law. After State, she was active in Catholic charity work and as a hospital volunteer in Alexandria, Va. She leaves two sons, Harry, of Alexandria, and Charles, of Los Angeles, two brothers, a sister and four grandchildren. □

Elizabeth R. J. (Betty) Griffith, 84, a retired administrative assistant who was known at State as Elizabeth Jones, died of a cerebral hemorrhage in Kansas City,

Kans., on April 18.

Ms. Griffith joined the Foreign Service in 1946 and was assigned to Tegucigalpa. After serving as Clare Booth Luce's secretary in Rome, she became administrative assistant in Vancouver in 1957. She held a similar assignment in Palermo, 1959-64. In the latter year she was posted to Panama City. After a final assignment in the inter-America bureau's executive office, she retired in 1967.

Ms. Griffith was born in Bartlesville, Okla., on November 12, 1910. She received a bachelor's from the University of Kansas. After State, she served as a founder and president of the Neodesha, Kans., Arts Association. Her survivors include her husband, John, of Neodesha, and a brother. □

Theron Shepard Henderson, 79, a retired Foreign Service officer, died in Granada, Spain, on May 19.

Mr. Henderson joined the Service in 1941 and was posted to Moscow. He was a consular assistant in Tangier, 1941-45, and Warsaw, 1945-50. In the latter year he was posted to Naples. Next, he was consular officer in Berlin, 1953-55, and Bremen, 1955-57. After a tour in Kabul, he went to Jerusalem in 1960. He was assigned to Birmingham, 1963-64. In the latter year he was named chief of the immigration and visa unit in London. After a final assignment in Frankfurt, he retired in 1970.

Mr. Henderson was born in Everett, Mass., on February 3, 1916. His survivors include his wife, Yolanda, of Granada. □

Fuad H. Kandalraft, 66, a former medical officer at State, died of a heart attack in Albuquerque on June 7.

Dr. Kandalraft began his career in the Department in 1981, when he was posted to Jeddah. In 1984 he was assigned to Riyadh. He served in Belgrade, 1986-88, and Tunis, 1988-91. After a final assignment in Cairo, he retired last year. He held three Meritorious Honor Awards.

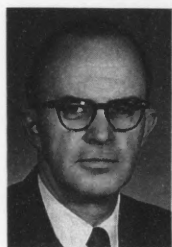
Dr. Kandalraft was born in Jerusalem on May 1, 1929. He received a bachelor's from the University of Alabama and a



Dr. Kandalraft

medical degree from the Kirkville College of Osteopathic Medicine. Before State, he practiced family medicine for 20 years in Dexter, Mo. His survivors include his wife, Merissa, of Albuquerque, four daughters, a stepson, two sisters, a brother and a grandchild. □

Donald E. Larimore, 78, a retired Foreign Service officer, died of cancer in Tucson on January 1.



Mr. Larimore

Mr. Larimore joined the Service in 1950 and was posted to Paris. After an assignment with the Economic Cooperation Administration, he became consular officer in Rotterdam in 1952. He served as economic officer and consul in Belgrade, 1954-57. In the latter year he became an intelligence research specialist in Washington. Next, he was economic officer in Brussels, 1961-64, then financial officer in Manila, 1964-66. He retired in 1967 after a final assignment in Seoul.

Mr. Larimore was born in Plainville, Ill., on October 17, 1916. He earned a bachelor's from the University of Illinois, a master's from Berkeley and a doctorate from Harvard. He received a Purple Heart for his service in the Army in North Africa and Europe during World War II. After State, he worked for the Food and Agriculture Organization in Rome. His survivors include his wife, Fabienne, of Tucson, two daughters and two grandchildren. □

Robert A. McKenzie, 69, a retired Civil Service and Foreign Service employee, died in Lakewood, Colo., on June 15.

Mr. McKenzie began his 32-year tenure in the Department in 1948 as a mail clerk. He became a correspondence clerk in the old Bureau of Security and Consular Affairs in 1954. He served as a consular officer in the bureau's estates and notariats section before becoming a Foreign Service Reserve officer in 1966. He was assigned to the Office of Special Consular Services until his retirement in 1980.

Mr. McKenzie was born on November 8, 1925. He attended Omaha University before beginning his career at State. His

survivors include his wife, Carol, of Lakewood. □

Henry R. Mills, 67, a retired Foreign Service officer, died in Las Vegas on June 21.

Mr. Mills joined the Service in 1949 and became an accounting clerk in Vienna. After a posting to Reykjavik, he went to Oslo as assistant disbursing officer in 1952. Next, he was disbursing officer in Budapest, 1955-58, then budget officer in Madrid, 1958-61. In the latter year he became budget and fiscal officer in Mogadishu.

After serving as supervisory general services officer in Bonn, Mr. Mills was a post management officer in the Europe bureau, 1967-69. He went to Stockholm as administrative attaché in 1969. He held a similar post in Beirut, 1973-75. The following year he became deputy executive director of the Bureau of East Asian and Pacific Affairs. After a final tour in Tehran, he retired in 1979.

Mr. Mills was born in Topeka on December 16, 1927. Before State, he served in the Army, 1946-48. His survivors include his wife, Charlotte, of Las Vegas. □

Floyd F. (Butch) Reck Jr., 52, a computer systems analyst in the Office of Information Management's networking systems software branch, died of a heart attack at his home in Bealeton, Va., on June 6. He was the husband of Kathleen Reck, a program analyst in Information Management's Personnel Management Division.

Mr. Reck began his tenure in the networking branch five years ago. He earned three performance awards. Before State, he served in the Army for 20 years and worked as a supervisory computer specialist at the Defense General Supply Center, 1987-90. Although he was rated 4-F in the draft, he requested an exception—and volunteered for two tours of duty in Vietnam and one tour in Thailand during the Vietnam conflict. He received the Bronze Star and eight other medals.

Mr. Reck was buried with military honors at Arlington National Cemetery on June 13, at a ceremony attended by his coworkers. He was a native of Littlefork, Minn., who attended the State University of New York and the University of Maryland. In addition to his wife, he leaves two sons, his father, a sister and two nephews. □

Patricia Ann Whitney, 71, a retired Foreign Service and Civil Service secretary who worked in five bureaus at State, died of cancer at George Washington University Hospital in Washington on April 17.



Ms. Whitney

Ms. Whitney joined the Foreign Service in 1949 and was posted to New Delhi the following year. She served as secretary in Tokyo, 1953-54, and Seoul, 1954-55. In the latter year she became a Civil Service secretary in the Bureau of Consular Affairs. In 1956 she began working in the Bureau of European and Canadian Affairs, where she was given assignments in the Offices of East European, Italian, Austrian, French and Iberian Affairs. Ms. Whitney worked in the Africa bureau's executive office, 1960-64. She served on detail to the White House before returning to the bureau in 1966. Next, she was a secretary in East Asian and Pacific Affairs, 1969-81. She worked in the Office of the Deputy Assistant Secretary for Refugee Resettlement before retiring in 1987.

Ms. Whitney was born in Calcutta on June 14, 1923. Before State, she attended business college in New York and worked as a stenographer in private industry, and for the Federal Bureau of Investigation. Her survivors include a brother, Lee Whitney, and a sister, Joan VanHoy, both of Atlanta. ■



CAIRO, Egypt—Vice President Gore, left, and Ambassador **Edward Walker** at the dedication of a "multipurpose program room" to the memory of consul general **Dona Sherman** and cultural affairs officer **Gil Sherman**, husband and wife who died last year. The plaque reads: "They were treasured colleagues, generous friends, sublime spirits."

LIBRARY BOOKLIST

The United Nations: past and future

Peacekeeping/military intervention

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- Durch, William. *Evolution of UN Peacekeeping: Case Studies and Comparative Analysis*. New York, St. Martins, 1993. 509 p. JX1981.P7E92
- Heininger, Janet E. *Peacekeeping in Transition: The United States in Cambodia*. New York, Twentieth Century Fund, 1994. 183 p. JX1981.P7H45
- Hume, Cameron R. *United Nations, Iran, and Iraq: How Peacemaking Changed*. Washington, D.C., Institute for the Study of Diplomacy, Georgetown University School of Foreign Service, 1994. 269 p. JX1977.2.I7H85
- Lee, John M. *To Unite Our Strength: Enhancing the United Nations Peace and Security System*. Lanham, MD, University Press of America, 1992. 166 p. JX1981.P7L42
- Pelcovits, Nathan. *The Long Armistice: UN Peacekeeping and the Arab-Israeli Conflict, 1948-1960*. Boulder, CO, Westview, 1993. 264 p. (on order)
- Ratner, Steven. *New UN Peacekeeping: Building Peace in Lands of Conflict After the Cold War*. New York, St. Martins, 1995. 322 p. (on order)
- Roberts, Adam. *United Nations Divided World: The UN's Roles in International Relations*, 2d. rev. ed. New York, Oxford, 1993. 589 p. JX1977.U42587
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- Simons, Geoffrey. *United Nations: Towards the Fiftieth Anniversary*. New York, St. Martins, 1994. 345 p. JX1977.A495.S4564
- U.N. future**
- Baehr, Peter R. *United Nations in the 1990's*. 2d ed. New York, Macmillan, 1994. 197 p. JX1977.B213
- Blum, Yehuda. *Eroding the United Nations Charter*. Norwell, MA, Kluwer, 1993. 994 p. (on order)
- Coate, Roger. *United States Policy and the Future of the United Nations*. New York, Twentieth Century Fund, 1993. (on order)

- Gordon, Wendell. *United Nations at the Crossroads of Reform*. Armonk, NY, Sharpe, 296 p. 1994. (on order)
- Jacobson, Max. *United Nations in the 1990's: A Second Chance*. New York, UNITAR, 1993. 194 p. JX1977.J25
- Piel, Gerard. *Only One World, Ours to Make and to Keep*. New York, Freeman, 1995. 367 p. (on order)
- Righter, Paul. *Utopia Lost: The United Nations and World Order*. New York, Twentieth Century Fund (Dist Brookings), 1994. 420 p. JX1977.R532
- Rochester, Martin. *Waiting for the Millenium: The United Nations and the Future of World Order*. Columbia, S.C., University of South Carolina, 1993. 347 p. JX1977.A495.R535
- Weiss, Thomas. *United Nations and Changing World Politics*. Boulder, CO, Westview, 1994. 292 p. JX1977.W428

Biography

- Boudreau, Thomas. *Sheathing the Sword*. Westport, CT, Greenwood, 1991. 188 p. JX1977.A3622B68
- Greenfield, Stanley. *Who's Who in the United Nations and Related Agencies*, 2d ed. Detroit, MI, Omnigraphics, 1992. 800 p. JX1977.W543
- Rivlin, Benjamin and Leon Geordenker, eds. *Challenging Role of the UN Secretary-General: "Making the Most Impossible Job in the World" Possible*. Westport, CT, Praeger, 1993. 301 p. JX1977.A362
- American Ambassadors at the UN*. New York, United Nations, 1992. 336 p. (on order)

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- Annual Review of United Nations Affairs*. Dobbs Ferry, NY, Oceana, 1977- (1993 is most recent). 3 vols. JX1977.A6A7
- Luard, Evan. *United Nations: How it Works and What it Does*. 2d. ed. New York, St. Martins, 1994. 203 p. JX1977.L8
- Patil, Anjali. *UN Veto in World Affairs, 1946-1990: A Complete Record and Case Histories of the Security Council's Veto*. Sarasota, FL, Unifo, 1992. 966 p. JX1977.A515P37
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- United States Contributions to International Organizations*. Washington, DC, Bureau of International Organization Affairs, 1951/52- (1991 is most recent). JX1995.A49REF.
- Wellens, Karel. *Resolutions and Statements of the United Nations Security Council, 1946-1992: A Thematic Guide*. 2d. rev. ed. Norwell, MA, Kluwer, 1993. 1000 p. JX1977.A5132R37

Library tours

Tours of the Library are conducted on the third Tuesday of every month, at 10:30 a.m. Be at the front desk. □

Miscellaneous

- Alston, Philip. *United Nations and Human Rights: A Critical Appraisal*. New York, Oxford, 1992. 800 p. JCS71.U5817
- International Year of the Family. *United Nations System and the IYF*. Vienna, UN Vienna, 1994. (on order)
- Laurance, Edward. *Arms Watch: SIPRI Report on the First Year of the UN Register of Conventional Arms*. New York, Oxford, 1993. 143 p. (on order)
- Murthy, C.S.R. *India's Diplomacy in the United Nations: Problems and Perspectives*. New Delhi, Lancers Books, 1993. 840 p. JQ5.M87
- Richardot, Nancy. *Journeys for a Better World: A Personal Story in War and Peace by One of Its First Senior Officials*. Lanham, MD, University Press of America, 1994. (on order)
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- Yearbook of the United Nations, 1992*. Norwell, MA, Kluwer, 1992. 1443 p. (on order)

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