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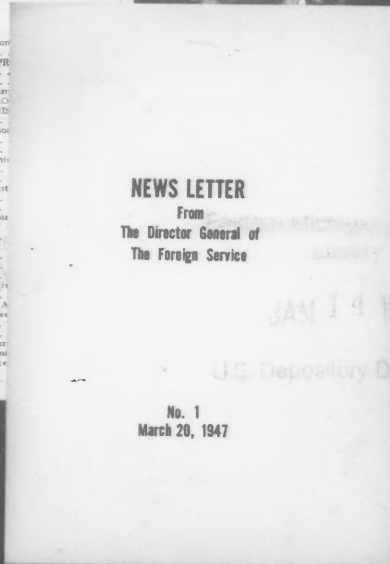


FOREIGN SERVICE

News Letter

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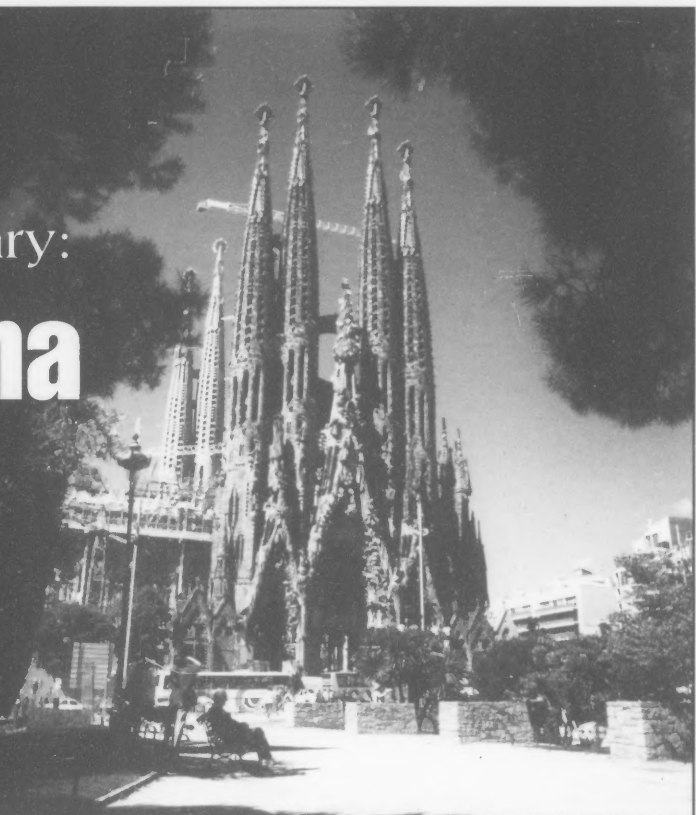


50 Years of State Magazine



Coming in January:

Barcelona



State
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State Magazine (ISSN 0278-1859) is published by the U.S. Department of State to facilitate communication between management and employees at home and abroad and to acquaint employees with developments that may affect operations or personnel.

The magazine welcomes State-related news and features. Informal first-person articles work best accompanied by photographs. *The magazine is unable to acknowledge every submission or the issue it is likely to appear in and every attempt will be made to return photographs upon request. Please include your telephone number or a way to be reached.*

Articles should not exceed five typewritten, double-spaced pages. They should also be free of acronyms (with all office names, agencies and organizations spelled out). Photos should include typed captions identifying persons from left to right with job titles.

When possible, please submit material on Apple Macintosh or IBM PC-compatible disks. This includes Microsoft Word, WordPerfect and Wang. (Please include a hard copy with the disk.) Double-spaced articles may also be sent via e-mail to the editors, or faxed to (703) 812-2475. *Faxed material must be typed on 14 point or larger fonts.* The mailing address is **State Magazine**, PER/ER/SMG, SA-6, Room 433, Washington, D.C. 20522-0602. Contributions may also be left in Room 3811, Main State. The editors may be reached at (703) 516-1667, or by e-mail at: statemag@perms.us-state.gov

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50
years of
State
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On the Cover

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FROM THE SECRETARY

50 Years of Service

In recent months, we seem to have celebrated the 50th anniversary of everything.

The National Security Council was created in 1947 as was the Defense Department and the Foreign Service Institute. The Marshall Plan was launched. The first issue of *Foreign Policy* magazine was published and *Meet the Press* aired for the first time. Jackie Robinson broke baseball's color bar and Chuck Yeager, the sound barrier.

And as the State Department expanded at a tremendous rate to cope with America's newly global responsibilities, a nine-page, single-spaced report to employees, titled *From the Director General of the Foreign Service*, made its debut.

At the outset, it was pretty dull stuff. But its purpose was to update and unify the Foreign Service community at a time when change seemed to be the only constant in world affairs.

Today our Foreign Service, Civil Service and Foreign Service National employees all are critical to the conduct of foreign affairs—and *State Magazine* recognizes that. Its readership has expanded to include the pool of talented, experienced State retirees. Today we can take advantage of computer layout, advanced graphics and the World Wide Web to show a much more vivid picture of life in our family. But *State Magazine's* original mission is still valid: informing and uniting our diverse community in an era of heavy responsibility and rapid change.

I have enjoyed my first year at State very much—and I believe it has been a good year for America's foreign policy. Now we gear up for the challenges of a new year: the Santiago Summit, Senate consideration of NATO enlargement, and implementation of our reorganization plan, to name just three. I am glad to have this opportunity to say thank you, *State Magazine*, and to everyone who helps to keep the lines of communication open. We couldn't succeed without you.

Madeleine Albright
Secretary of State

LETTERS TO THE EDITOR

Climb with Care

Dear Editor:

Your readers must have found your July/August story, "Climbing Mt. Kilimanjaro," as fascinating as those of us in Tanzania, home of this challenging peak. Many members of the mission community can relate to the adventure personally, having done it themselves with friends or family. This is part of what makes Foreign Service life what it is.

At the same time, we would caution that the climb is not for everyone. While we would not go so far as to say, "Don't try this at home, kids," we do caution visitors to be mindful of what they are doing when they try to conquer Kilimanjaro. Three Americans, in three separate incidents over the last three months, have succumbed on the slopes of Kilimanjaro. Success or failure is not necessarily a function of age, since an athletic and seemingly fit 28-year-old was one of the victims.

The embassy urges anyone contemplating the climb to read the literature, understand the potential dangers, consult local authorities, carry adequate supplies, travel with a reputable touring organization familiar with the route, and check in with park officials.

Calvin Michael Konner
Consul, Dar es Salaam

Back to the Future

Dear Editor:

Your Bureau of the Month article in the July/August issue on Refugees and Migration states that the bureau was "established in 1979 as the Office for Refugee Programs." In fact, the refugee operations of the Department go back much further.

As noted in State Publication 9825, prior to 1966 refugee functions and programs were subsumed by a variety of offices in the Department. Then from 1966 to 1975 "a Special

Assistant for Refugees and Migration Affairs" with rank equivalent to an assistant secretary served in the office of the Secretary of State. This, in turn, was taken over by the coordinator (now assistant secretary) for Human Rights and Humanitarian Affairs. Four years later, refugees were again split off with the appointment of the first Ambassador at Large and coordinator for Refugee Affairs.

U.S. programs of refugee support have, indeed, been going on under State management for a very long time.

Sincerely yours,
James M. Wilson Jr.
FSO retired

In Tribute to a Friend

Dear Editor:

David Anderson was my friend, my colleague, and—on more than one occasion—my conscience. I loved him, I loved his intelligence, his wit, his Scottish brogue, his courage, his simplicity. He was a man's man, yet gentle and winning with the ladies. I lived, for example, in mortal fear that my wife would, one day, leave me for David. If it hadn't been for Helen, who knows what might have happened?

The Foreign Service of the United States is replete with talent, but David was the best of the best. We anguished through language training together, we served together in Belgrade, and he followed me as ambassador to Yugoslavia. In each case, I came out second best. While he talked with fluency, I stumbled; while he was the star of the Belgrade Embassy, I was reporting on Yugoslavia shipbuilding; while I tried my best as ambassador, he made me look like an amateur.

One might ask, then, why I loved and respected him so much.

But that's the point. I have never known a more decent human being. Everything he did was done with grace and style, and without the least

evidence of ego. He was the living personification of that greatest of Scottish hymns, "Amazing Grace."

In short, he came as close to being the ideal Christian gentleman that I shall ever know.

David's passing will leave a void in all our lives. For my part, I have lost a friend and brother whom I shall miss for the rest of my life. But, through God's grace, I have also had over 30 years of having known and been touched by a truly unique and wonderful man.

Lawrence S. Eagleburger
Washington, D.C.
(The author is a former Secretary of State.)

Thank You for Caring

Dear Editor:

We wish to express our gratitude for the assistance and care extended by many of our embassies and the Department's Diplomatic Security Service when our daughter, Melissa, RSO, The Hague, died after a long and courageous battle with breast cancer. The compassion, love and respect shown for her were overwhelming. It is comforting to know that the State Department truly does become a close-knit family in time of need. Individually and collectively, the support we received could not have been more spontaneous or sincere. We are forever thankful.

Sincerely,
Phil and Susie Tinney
American Embassy Paris

Letters should be as brief as possible and include the writer's name, address and daytime phone number. Letters may be edited for length and clarity.

You can also reach us via e-mail at statemag@perms.us-state.gov

DIRECT FROM THE D.G.

BY EDWARD W. "SKIP" GNEHM JR.

This is the first holiday season in many years that my family and I will spend at home in Washington. The warm welcome and support I have received here have reminded me that the State Department is more than a workplace—it is a community of friends and acquaintances with shared goals and values. I extend to each of you my wishes for a happy holiday season and a healthy New Year.

As much as I am enjoying settling into Washington life, my thoughts often turn to those State employees who rarely, if ever, see Foggy Bottom. Our Foreign Service Nationals often have careers that rival and surpass those of their Foreign Service colleagues in length, and serve as the backbone and institutional memory of our overseas posts. It is natural to be nostalgic at this time of the year, and I would like to share some recollections about the tremendous contributions and all-too-often great sacrifices our FSNs have made through the years.

I was a student in Beirut in 1975 when the chaos gripping Lebanon forced the Department to transfer its Arabic language school to Tunis. Our Lebanese national employees were living through a civil war, yet they remained concerned about the welfare of their American colleagues and their adjustment to life in the Arab world. They left their villages, homeland and extended families to help us relocate the school to Tunis. Even with the daily news of tragedies at home, they continued to teach.

I had the honor of reopening our embassy in Damascus in 1974 after a long breach in diplomatic relations between Syria and the United States. It was an emotional day for all of us, but especially for the loyal FSNs who had continued to maintain our facilities and skeleton operations for seven years under the protection of the Italian government. Several of these employees had been imprisoned and beaten by Syrian authorities for their U.S.

The author is director general of the Foreign Service and director of personnel.



"The Secretary and the Department are fortunate to have a workforce devoted to accomplishing its mission, often under adverse conditions."

ties. Some were permanently scarred. Yet they remained, trusting that one day relations would improve and we would return.

After the Iraqi invasion of Kuwait in August 1990, most of our nationals—a variety of nationalities and ethnic groups—returned to their home countries. A few brave souls remained to help evacuate American citizens and embassy staff. When I reopened the embassy in March 1991, Kuwait City was devastated. Almost to a person, our FSNs were clamoring to return, determined to see our mission running again. I will never forget their devotion and loyalty.

My Foreign Service colleagues share similar experiences. Those who served in communist bloc countries before 1989 know that their FSNs were forced to endure frequent interrogations. More recently, our FSNs in Brazzaville and Freetown were entrusted with safeguarding our missions when all American personnel were evacuated. We all owe them a tremendous debt of gratitude.

In concentrating on the often heroic acts of our FSNs, I do not intend to undervalue the everyday contributions of local workforces around the world. Our locally hired guards, the first line of defense at every post, often work outside the "hard line" that provides significant protection. Many of us had our first experience in the Foreign Service in a busy visa section, where a sympathetic FSN taught us how to find regulations we missed during our consular training.

It is an appropriate time to reflect and give thanks for our blessings. The Secretary and the Department are fortunate to have a work force devoted to accomplishing its mission, often under adverse conditions. That devotion is even more notable when it comes from individuals who are not U.S. citizens, yet have chosen to further our vision of a peaceful and prosperous world. On behalf of

the entire foreign affairs community, I want to thank each of our FSNs for all they have contributed to our efforts over the years. □

IN THE NEWS

State submits plans to Congress, OMB

Secretary Madeleine Albright has sent to Congress and the Office of Management and Budget a State Department Strategic Plan as required of all U. S. government agencies by the Government Performance and Results Act.

Accompanying the State Department plan was the International Affairs

Strategic Plan that defines 16 long-range goals for U.S. foreign policy in the areas of national security; economic prosperity; American citizens and borders; law enforcement; democracy and human rights; humanitarian response, and global issues, including the environment, population and health. This plan is based on extensive

consultations and is intended to help build a shared vision of our foreign policy goals among the foreign affairs and other federal agencies.

Besides outlining its roles and mission in achieving the 16 international affairs goals at home and abroad, the Department's strategic plan identifies goals for human

resources, information and infrastructure and operations needed to maintain the diplomatic readiness of the United States overseas.

Both plans reflect commitment to improving performance and effectiveness of international affairs programs, policies and operations. Sound U.S. foreign policy is vital to advance the security, prosperity and values of the American people, Secretary Albright said in her testimony before the House International Relations Committee in February. She told the committee, "The interests served by American foreign policy are not the abstract inventions of State Department planners; they are the concrete realities of our daily lives."

Copies of the State Department Strategic Plan and the International Affairs Strategic Plan are available from the Bureau of Public Affairs or on the Internet at www.state.gov.

Burns receives association's award



The National Association of Government Communicators (NAGC) has awarded former State Department spokesman Nicholas Burns its Government Communicator of the Year award.

The award recognizes communicators who have distinguished themselves by conducting major, significant and highly effective information activities and government programs, actions

and vital issues at the local, regional, national or international level.

The award was made Nov. 14 during the NAGC's annual conference in Alexandria, Va. Mr. Burns, who left his press post in July, has been confirmed as U.S. ambassador to Greece. He is the second State Department spokesman to receive the association's communicator award. The first was Hodding Carter Jr. in 1980.

FOREIGN SERVICE DAY May 8, 1998

Attention Foreign Service Retirees:

You are cordially invited to participate in the 33rd celebration of Foreign Service Day on Friday, May 8, 1998. We will feature notable speakers who will make presentations on current foreign affairs issues.

A luncheon with a keynote speaker will be held in the Benjamin Franklin Room. In addition, the American Foreign Service Association will host a reception on Friday evening and hold its traditional brunch the next morning.

If you are interested in attending Foreign Service Day, please complete the form on the reverse side of this page and send it to the following address:

Foreign Service Day
PER/EX - Room 3811
Department of State
Washington, D.C. 20520-2810

A formal invitation with instructions will then be sent to you. Please call us at 202-647-8115 if you have any questions.

IN THE NEWS



Former Acting Undersecretary for Management Patrick Kennedy presents the State Department's 1997 Small Business Contractor of the Year Award to Mike Garcia, president, Garcia Roofing, Inc. of Bakersfield, Calif.

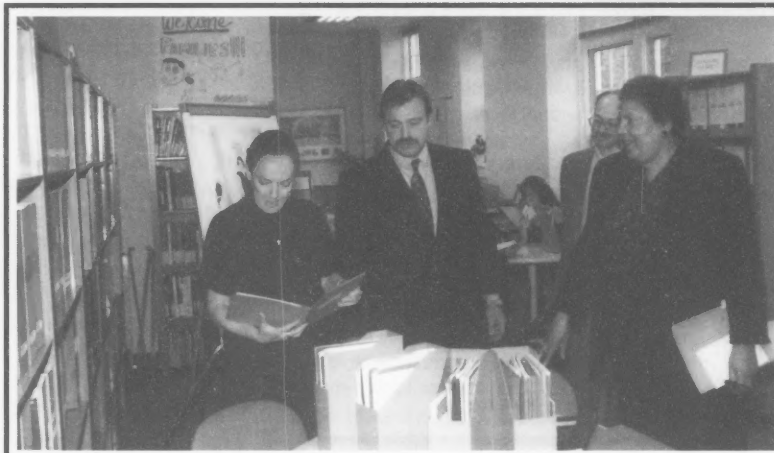
Season Open for TSP

Open Season for the Thrift Savings Plan continues through Jan. 31. During Open Season, State employees can open an account, change their contribution levels or redirect their contributions among investment funds.

Currently, employees may invest in three TSP funds: the "C" stock fund, the "F" bond fund and the "G" security fund. During

the 12-month period that ended last October, the C fund yielded a 31.94 percent rate of return; the F fund, 8.83 percent, and the G fund, 6.81 percent.

The TSP Open Season Pamphlet outlines program details. Employees who have not yet received it should request one, as well as Form TSP-1, the TSP Election Form, from their personnel officer.



Center Turns 20

The Overseas Briefing Center at the National Foreign Affairs Training Center in Arlington, Va., observed its 20th birthday recently. On hand for the occasion were Undersecretary of State for Management Bonnie Cohen, left; Ray Leki, center director; Larry Mandel, special assistant to the undersecretary, and Ambassador Ruth Davis, NFATC director.

Photo by Bob Kaiser

Please fill out and send to the address on the reverse. For more information call (202) 647-8115.

Name _____

Address _____

Telephone () _____

APPOINTMENTS

President nominates ambassadors



JAPAN: Former House Speaker Thomas Foley of Spokane, Wash., worked for his father's law firm from 1957 to 1958 and then, from 1958 to 1960, served as a deputy prosecuting attorney in Spokane County. In 1960, Speaker Foley was selected as an assistant state attorney general of Washington. He served as special counsel to the

Committee on Interior and Insular Affairs in the U.S. Senate in 1961. Elected to the U.S. House of Representatives in 1965, Speaker Foley represented Washington's 5th district until 1994. He was elected Speaker of the U.S. House of Representatives in 1989. Since 1995, Speaker Foley has been a partner in the Washington, D.C., law firm Akin, Gump, Strauss, Hauer and Feld.

Speaker Foley was educated in public and private schools. He attended Gonzaga University from 1947 to 1950 and received his B.A. from the University of Washington in 1951. In 1957, Speaker Foley received his J.D. from the University of Washington Law School. He is married to the former Heather Strachen. They reside in Washington, D.C., and Spokane, Wash.

(Speaker Foley was confirmed by the Senate Oct. 27.)



GREECE: R. Nicholas Burns, a career member of the Senior Foreign Service, is from Massachusetts. He began his Foreign Service career in 1983 in Cairo as vice consul and staff assistant to the U.S. ambassador. He served next at the American Consulate General in Jerusalem where he coordinated U.S. economic assistance in the West Bank and

Gaza Strip. He then returned to the United States to work in the Department's Operations Center and Secretariat. He next served as special assistant to the Department counselor from 1989-90, responsible for Soviet and Eastern European affairs.

From 1993-95, he served on the National Security Council staff. During his first three years there, he was director for Soviet (and later Russian) affairs. He had lead responsibility at the NSC for advising the President and the National Security Adviser on all aspects of U.S. relations with the 15 countries of the former Soviet Union. From 1995 until July 1997, he served as Department spokesman and principal deputy assistant secretary for Public Affairs for Secretaries Warren Christopher and Madeleine Albright.

Mr. Burns earned the Certificate Pratique de Langue Francaise from the University of Paris (Sorbonne) in 1977. He subsequently earned a B.A. in European history from Boston College in 1978. He received an M.A. in international economics and American foreign policy from the Johns Hopkins School of Advanced International Studies in 1980. Mr. Burns is a member of the Council of Foreign Relations and International Institute of Strategic Studies. He speaks French and Arabic.

(Mr. Burns was confirmed by the Senate Oct. 29.)



UKRAINE: Steven Karl Pifer, a career member of the Senior Foreign Service, is from California. He completed an assignment as special assistant to the President and senior director on the National Security Council staff for Russia, Ukraine and Eurasian Affairs in August. He entered the Foreign Service in

January 1978. In addition to several assignments at the State Department, Mr. Pifer has served in Warsaw, Geneva, Moscow and London. He was the Department's deputy senior coordinator for the New Independent States before joining the NSC in December 1994. He assumed the position of senior director in August 1996.

Mr. Pifer earned a B.A. from Stanford University in 1976. He and his wife, Dr. Marilyn Pifer, have a daughter, Christine.



EGYPT: Daniel Charles Kurtzer, a career member of the Senior Foreign Service, is from Silver Spring, Md. A member of the Foreign Service since 1976, he holds the rank of minister-counselor. He began his Foreign Service career in the Bureau of International Organization Affairs, where he worked on U.N. political, economic, humanitarian and

development issues. Subsequently, he left State for an appointment as dean of Yeshiva College, the undergraduate men's college of Yeshiva University in New York. He was reappointed to the Foreign Service in 1979 and assigned as second secretary for political affairs at the American Embassy in Cairo. In 1982, he was appointed first secretary for political affairs at the American Embassy in Tel Aviv. Mr. Kurtzer returned to Washington in 1986 to successive assignments as deputy

APPOINTMENTS

director for Egyptian Affairs and as a speechwriter and member of the Secretary's policy planning staff. In 1989, he was appointed deputy assistant secretary for Near Eastern Affairs, with responsibility for the Middle East peace process and U.S. bilateral relations with Israel, Egypt, Jordan, Syria, Lebanon and the Palestinians. In 1994, Mr. Kurtzer was appointed principal deputy assistant secretary for Intelligence and Research. He was named acting assistant secretary in May 1997.

Mr. Kurtzer was born and raised in Elizabeth, N.J. He received his B.A. from Yeshiva University and two master's degrees and a doctorate from Columbia University.

(Mr. Kurtzer was confirmed by the Senate Oct. 28.)

KOREA: Ambassador Stephen W. Bosworth is from New Canaan, Conn. He entered the State Department as a Foreign Service officer in 1961. Besides assignments in Paris, Madrid and Panama, he held a number of positions at State, including director of Policy Planning; principal deputy assistant secretary of State for Inter-American Affairs; deputy assistant secretary for Economic Affairs, and director of the Office of Fuels and Energy. From 1979-81, Ambassador Bosworth was envoy to Tunisia, and from 1984 to 1987, he served as U.S. ambassador to the Philippines. After retiring from State in 1987, Ambassador Bosworth was president of the United States-Japan Foundation, a private American grant-making institution. He was an adjunct professor at Columbia University's School of International and Public Affairs from 1990-94.

Ambassador Bosworth currently chairs the Board of Trustees of Dartmouth College. He has chaired study groups on foreign policy issues for the Carnegie Endowment for International Peace and the Twentieth Century Fund, and has co-authored reports on American foreign policy priorities in the post-Cold War period, U.S.-Japan relations and U.S.-Asia relations. Mr. Bosworth is currently the executive director of the Korean Peninsula Energy Development Organization, responsible for delivering \$5 billion of energy to the Democratic People's Republic of Korea in return for the dismantlement of its national nuclear program. Ambassador Bosworth earned an A.B. from Dartmouth College in 1961 and studied economics at George Washington University. He is fluent in Spanish and French.

(Ambassador Bosworth was confirmed by the Senate Oct. 21.)

POLAND: Daniel Fried, a career member of the Senior Foreign Service, is from Washington, D.C. He began his career with the Foreign Service in 1977. He served in State's Economic Bureau from 1977-79; at the U.S. Consulate General in then-Leningrad from 1980-81; as a political officer in the U.S. Embassy in Belgrade from 1982-85; in the Office of Soviet Affairs at State from 1985-87 and as Polish desk officer from 1987-89. He was active in

preparing the U.S. response to the return of democracy to Poland and Central Europe in 1989. He served as political counselor in the U. S. embassy in Warsaw from 1990-93 as Poland began to consolidate its democratic and free market transformation. Mr. Fried served on the staff of the National Security Council from 1993-97, first as director, then as special assistant to the President and senior director for Central and Eastern Europe.

Mr. Fried received a B.A. from Cornell University in 1974 and a master's in international affairs from Columbia University in 1977. He is the recipient of several of the Department group and individual Superior and Meritorious Honor awards.

HOLY SEE: Representative Corinne C. "Lindy" Boggs of New Orleans, La., served nine terms as a member of Congress from Louisiana's 2nd district, succeeding her husband, House Majority Leader Hale Boggs. During her tenure in Congress, Rep. Boggs served on the House Appropriations Committee. She also served on the Select Committee for Children, Youth and Families, where she chaired the Crisis Intervention Task Force. In addition, she spearheaded legislation on issues ranging from civil rights to credit access and government service pay equity for women. Rep. Boggs' other interests focus on scientific research and technology development and housing issues. In 1988, Tulane University dedicated the Lindy Claiborne Boggs Center for Energy and Biotechnology.

Rep. Boggs served as a member of the U.S. delegation to the installation of Pope John Paul I in Rome, and as a member of the U.S. delegation to welcome Pope John Paul II to Alaska. She also served on the committee hosting Pope John Paul II's official visit to New Orleans. Rep. Boggs earned a B.A. from Sophie Newcomb College at Tulane University in New Orleans in 1935. She holds 20 honorary doctorate degrees from universities and colleges throughout the United States.

KUWAIT: James A. Larocco of Virginia, a career member of the Senior Foreign Service, grew up in Chicago. He joined the Foreign Service in 1973 when he was assigned as a staff assistant to the Office of Congressional Relations at State. In 1975, following Arabic language training, he was posted to the American Embassy in Jeddah, Saudi Arabia, as commercial attache. From 1978-81 he served as economic officer at the embassy in Cairo. In 1981, he transferred to Kuwait, where he headed the embassy's economic section.

During 1983-84, Mr. Larocco was appointed a Congressional Fellow and worked in the office of Sen. Max Baucus of Montana. In 1984, he returned to State as deputy director of the Office of Pakistan, Afghanistan and Bangladesh Affairs.

Following Chinese language training in 1986, Mr. Larocco transferred to Beijing, assuming the position of

APPOINTMENTS

economic minister-counselor. He returned to Washington in 1990 and joined the Senior Seminar. During the Persian Gulf War, he helped coordinate the Kuwait Task Force in the Operations Center. In 1991, he left the Foreign Service to work as deputy director of the American Institute in Taiwan, which handles unofficial relations between the United States and Taiwan. From 1993-96, he served as deputy chief of mission at the American Embassy in Tel Aviv.

He earned his bachelor's degree from the University of Portland in Oregon and his master's degree from Johns Hopkins University.

(Mr. Larocco was confirmed by the Senate Oct. 28.)

SWEDEN: Lyndon L. Olson Jr. is from Waco, Texas. He is the chairman and chief executive officer of Travelers Insurance Holding, Inc., an insurance holding company of Travelers Group in New York City. Mr. Olson served in the Texas House of Representatives and chaired the State Board of Insurance of Texas for eight years. He also served as president of the National Association of Insurance Commissioners and the National Group Corp. in Waco.

Mr. Olson received a B.A. from Baylor University in 1969. He is married to the former Kay Woodward.

TURKEY: Mark Robert Parris, a career member of the Senior Foreign Service, is from Virginia. He served until April 1997 as special assistant to the President and senior director for Near East and South Asian Affairs at the National Security Council. Before joining the NSC staff in March 1995, Mr. Parris was principal deputy assistant secretary of State for Near East Affairs. He also served as deputy chief of mission at the U.S. embassy in Tel Aviv from 1989-92 and as director of State's Office of Soviet Affairs from 1985-88 and as political counselor in Moscow.

Mr. Parris entered the Foreign Service in 1972. He served from 1973-77 in the Azores and in Lisbon. He subsequently held several positions in the Bureau of European Affairs, including special assistant to the assistant secretary. In 1988-89, Mr. Parris participated in the Department's Senior Seminar. He twice earned the Department's Superior Honor Award and received the Presidential Meritorious Honor Award on three occasions.

He graduated from Georgetown University's School of Foreign Service in 1972. He has served on the policy boards of the Una Chapman Cox Foundation and of the U.S.-Israel Education Foundation. Mr. Parris speaks Russian, Portuguese, French and some Hebrew.

ISRAEL: Edward S. Walker Jr. is a career member of the senior Foreign Service and Maryland resident. He has served since 1994 as U.S. ambassador to Egypt. He previously served from 1993-94 as deputy permanent representative of the United States to the United Nations with the rank of ambassador. Mr. Walker was U.S. ambassador to the United Arab Emirates from 1989 to 1992, through the period of the Persian Gulf War. Since

entering the Foreign Service in 1967, Ambassador Walker has served extensively in the Middle East, including Israel, Syria, Lebanon, Tunisia, Egypt and Saudi Arabia.

Ambassador Walker, a native of Abington, Pa., received an A.B. degree from Hamilton College and an A.M. degree from Boston University. He served three years in Heidelberg, Germany, with the U.S. Army. In 1985, he attended the Royal College of Defense Studies in London. Ambassador Walker is fluent in French, Hebrew and Arabic.

(Mr. Walker was confirmed by the Senate Nov. 6.)

ITALY: Thomas Foglietta of Pennsylvania began his career in public service in 1955 at 26, the youngest person in the history of the City of Philadelphia to be elected to the City Council. During his 20 years as a member of the Council, Rep. Foglietta rose to the rank of minority leader. In 1976, President Gerald Ford appointed him regional director of the Department of Labor for Region III, headquartered in Philadelphia. Rep. Foglietta was elected to the 97th Congress in 1980. He has since been elected to nine consecutive terms as representative of the First District of Pennsylvania.

Congressman Foglietta received his B.A. from St. Joseph's College in 1949 and his law degree from Temple University in 1952. He speaks Italian.

(Mr. Foglietta was confirmed by the Senate Oct. 21.)

SAUDI ARABIA: Wyche Fowler Jr. of Georgia succeeds Raymond Edwin Mabus Jr.

Mr. Fowler was a partner in the law firm of Powell, Goldstein, Frazer & Murphy. He now practices law in Atlanta and Washington, D.C., where he and his wife reside.

Mr. Fowler served 16 years in the U.S. Congress. Elected to the U.S. Senate in 1986, he served as assistant floor leader, helping mold a bipartisan consensus for major public policy issues. He was a member of the Senate Appropriations, Budget, Energy, and Agriculture committees. First elected to the U.S. House of Representatives in 1977, he was a member of the Ways and Means and Foreign Affairs committees, the Select Committee on Intelligence and the Congressional Arts Caucus.

Before serving in Congress, Mr. Fowler practiced law in Atlanta and was elected at age 29 to the Atlanta City Council. He was selected president of the Council four years later and served in that capacity until 1977.

Born in Atlanta, Mr. Fowler received a B.A. in English and philosophy from Davidson College in 1962 and a J.D. from Emory University in 1969. He holds honorary degrees from Hofstra University, Davidson and Morris Brown College. He is married to the former Donna Hulsizer of Poughkeepsie, N.Y., and he has one grown daughter.

(Mr. Fowler was confirmed by the Senate Oct. 27.)

By Matt Murphy

Threat Control Through Arms Control

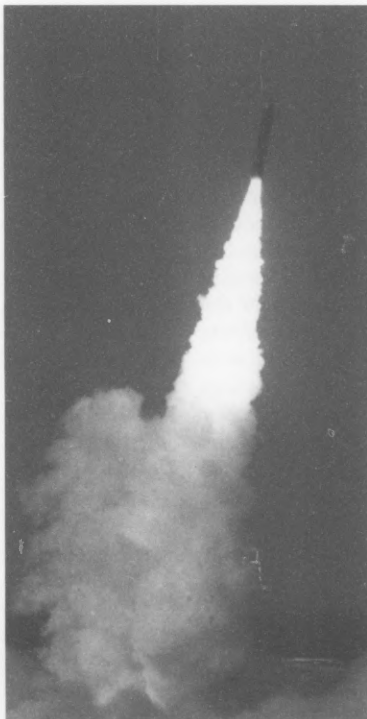
The Arms Control and Disarmament Agency is filling in the details of what President Clinton has described as the "most ambitious agenda to dismantle and fight the spread of weapons of mass destruction since the atom was split."

A major milestone was accomplished Sept. 26, 1997, in New York when representatives of the United States, the Russian Federation, Belarus, Kazakhstan and Ukraine signed two sets of arms control agreements: a protocol to the 1993 Strategic Arms Reduction Treaty (START II), including letters on early deactivation of weapons covered by the treaty; and agreements to preserve the viability of the 1972 Anti-Ballistic Missile Treaty (ABM), a cornerstone of our strategic relationship with Russia today.

The START II protocol and letters on early deactivation are intended to facilitate Russian ratification of START II. Following START II's entry into force, the United States and Russia will begin negotiations for further reductions through a START III. According to ACDA's Stanley Riveles, chief U.S. negotiator, the agreements "fulfill the commitments made by Presidents Clinton and Yeltsin to preserve and enhance the viability of the ABM Treaty in three ways: First, by settling the issue of which states of the former Soviet Union are parties to the ABM Treaty; second, by clearing the way to develop and deploy effective theater missile defenses; and third, by providing an umbrella of stability for continued reductions in strategic nuclear arms to proceed."

President Clinton achieved a critical milestone on the disarmament agenda Sept. 24, 1996, when he became the first world leader to sign the Comprehensive Nuclear Test-Ban Treaty (CTBT), "the longest sought,

hardest-fought prize in the history of arms control." The CTBT, which prohibits any nuclear explosion, whether for weapons or peaceful purposes, was transmitted to the Senate for its advice and consent to ratification in September of this year. ACDA, which led the U.S. CTBT negotiation effort, will continue to play a leading role in Vienna, where the CTBT's verification system is being established, in the ratification process, and in working for treaty signature and ratification by other states.



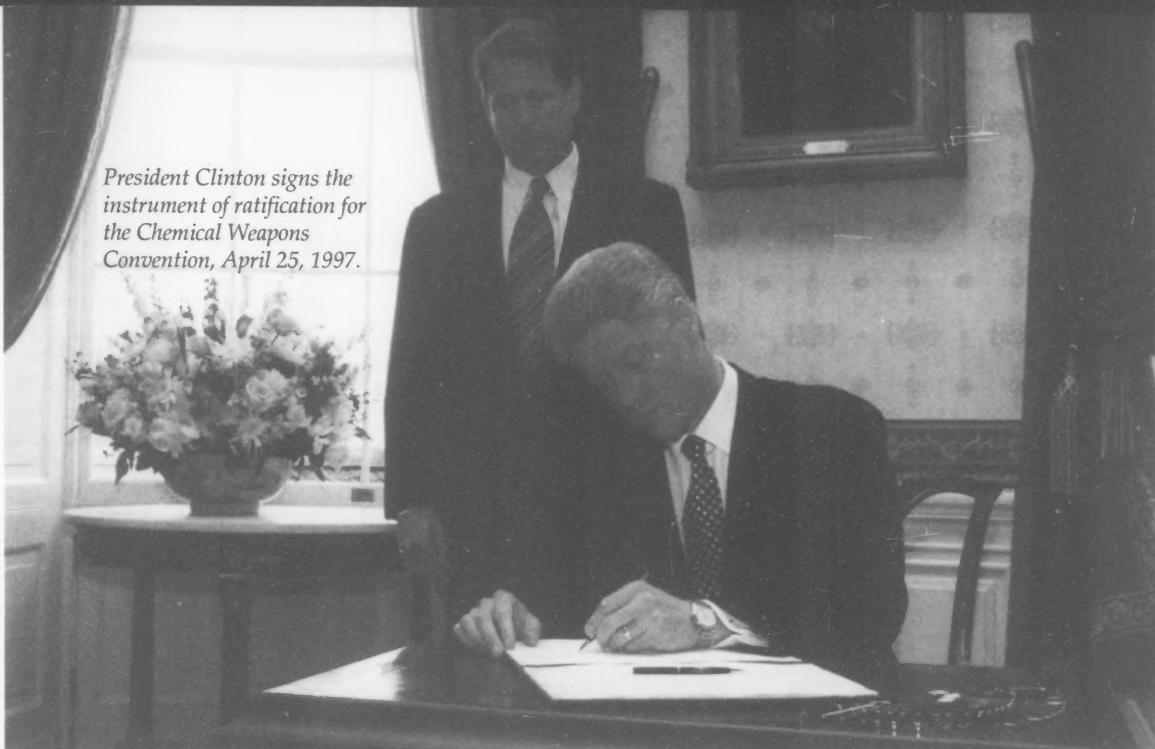
As states reduce some dangers by dismantling nuclear weapons, we are dealing with an important potential side effect of nuclear disarmament: the possibility that excess nuclear materials could be diverted to serve nuclear ambitions elsewhere. There are three essential elements in a global approach to reducing this aspect of the Cold War's legacy:

First, states are working cooperatively to stop nuclear smuggling and to ensure that all weapons-usable nuclear materials are secure and accounted for. Currently, ACDA provides arms control expertise for that aspect of the Cooperative Threat Reduction (CTR) program which provides assistance for protection, control and accounting of fissile material from dismantled Russian nuclear warheads as well as the safety and security of nuclear weapons destined for dismantlement.

Second, states must work together to build security through transparency. Such measures as data exchanges and mutual inspections will build confidence in the irreversibility of arms reductions and in securing control of warheads and fissile materials. In the past, ACDA has played a leading role in promoting and developing concepts for a possible U.S.-Russian regime on warhead elimination and control, and it continues to play a prominent role in a range of transparency initiatives today.

U.S. Peacekeeper Inter-Continental Ballistic Missile (ICBM). Strategic Arms Reduction Treaties (START and START II) between the United States and the former Soviet Union will eliminate 60 percent of the two superpowers' Cold-War strategic nuclear weapons.

President Clinton signs the instrument of ratification for the Chemical Weapons Convention, April 25, 1997.

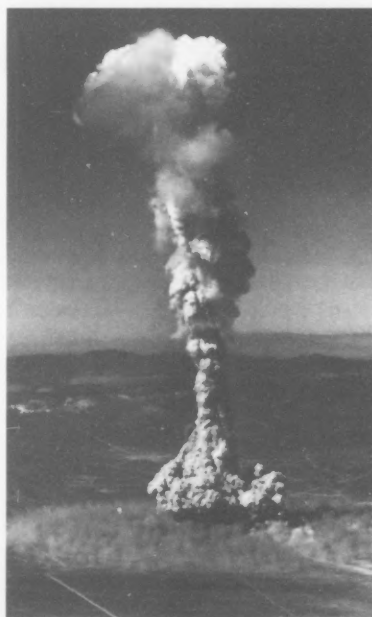


Third, we need to dispose of excess plutonium and highly enriched uranium—both to confirm that arms reductions will never be reversed and to ensure that this material will never fall into the wrong hands. ACDA has been applying its expertise in nonproliferation and plutonium management to the comprehensive review for long-term options for disposition of excess plutonium.

Moreover, we must do everything in our power to ban further production of fissile materials. For this reason, the successful negotiation of a fissile material cutoff treaty (FMCT) is essential to end the production of such highly fissile material as enriched uranium and plutonium for nuclear weapons. Such a treaty would cap the amount of fissile material available for weapons and would contribute significantly to disarmament efforts. ACDA heads the U.S. delegation in the Conference on Disarmament in Geneva in seeking a FMCT, and consultations with other countries, as well as the interagency group in Washington that develops guidance for the delegation.

Of course, nuclear weapons are not the only weapons of mass destruction to threaten us. ACDA is also fully engaged in helping to

eliminate the threats posed by chemical and biological weapons. The Chemical Weapons Convention (CWC), which became effective in April 1997, prohibits all development, production, acquisition, stockpiling, transfer and use of chemical weapons. ACDA is the lead agency for CWC implementation, and is in the forefront in educating the U.S. chemical and other industries on the



CWC requirements.

Since the Biological Weapons Convention (BWC) was activated in 1975, noncompliance has undermined its effectiveness. To deter non-compliance and reinforce the global norm against the proliferation of biological weapons, ACDA has been acting as the lead agency in negotiations to reach a legally binding protocol that provides for reasonable, cost-effective and mutually reinforcing mandatory measures that enhance compliance with the BWC.

Past arms control successes must not blind us to the overriding reality that remains. We still live in a dangerous world—one still bristling with overarmament and the persistent danger of proliferation by rogue regimes and terrorists. □

Matt Murphy is a foreign affairs specialist with ACDA.
Eastern Michigan University
Library

JAN 14 1998

Atomic bomb test at Yucca Flats, New Mexico, 1952. The Comprehensive Nuclear Test-Ban Treaty prohibits any nuclear explosion, whether for weapons or peaceful purposes.



By Kenton W. Keith

On Meeting the Public Diplomacy Challenge

Shortly after taking office, Secretary Albright made an unprecedented visit to USIA's headquarters. She spoke feelingly to a group of us about her respect for the Agency's multidimensional mission and her desire for public diplomacy to be at the center of America's foreign policy. For most of us at USIA, her words signaled a welcome change. Secretary Albright told us she had an open mind about consolidating the foreign affairs agencies, an issue resolved later by the President's announcement. In commenting on the eventual amalgamation of USIA into the State Department, President Clinton expressed his support for the Agency's mission and his intention to strengthen public diplomacy in the country's foreign policy effort. Meeting that challenge will be tough.

At first glance it would seem contradictory to support enhancing public diplomacy and simultaneously dissolving the Agency devoted to that end for nearly half a century. In fact, it could work. Mergers in the business world have successfully blended corporate cultures and diverse working environments. Depending on how it is accomplished, bringing a corps of USIA Foreign and Civil Service professionals into Foggy Bottom could give unprecedented weight to public diplomacy concerns in the daily business of State.

One of the earliest tasks in the reorganization process was to agree on a definition of *public diplomacy* and have a clear understanding of the limits imposed by law on the use of funds appropriated by Congress for public diplomacy. In short, Smith-Mundt and succeeding legislation prohibit using U.S. government funds

The author is former special assistant to the director of USIA and director of the Office of North African, Near Eastern, and South Asian Affairs. He currently is senior vice president for programming at the nonprofit Meridian International Center in Washington, D.C.

to influence the American public. There was a suspicion among many at State that USIA was simply hiding behind Smith-Mundt to remain independent in all but name. Discussions centered on USIA resources and how they might be used to increase public awareness of

"There was a suspicion among many at State that USIA was simply hiding behind Smith-Mundt to remain independent in all but name."

the nation's foreign policy agenda.

It is likely that public affairs at State, the congressionally mandated information outreach to the American public, would benefit from USIA's experience and techniques. By the time integration is completed in 1999, there should be new synergies. Nonetheless, USIA's experience over many years is clear. Whenever Congress has looked at restrictions on using USIA resources within the

United States, it has tightened rather than relaxed them. Parenthetically, when State inherits USIA, it will also inherit Smith-Mundt, and care will need to be taken to ensure that the Department's traditional public affairs programming is not harmed inadvertently.

When the merger occurs, the regional bureaus will have to manage public diplomacy operations in the field. For the first time, assistant secretaries of State will be ultimately responsible for systematically engaging foreign publics as well as foreign governments. In coordination with the undersecretary for Public Diplomacy, they will need to deploy the wide range of communication tools, exchanges, institutional

linkages and cultural programs that USIA has developed over the years to explain American policies and the society and government that produce them. The way will certainly be open for a greater integration of public diplomacy with the traditional concerns of policy makers.

The implications are immediately clear. The catalogue of public diplomacy challenges we face with our traditional allies and partners—

let alone others—continues to grow. Public diplomacy will, of course, never determine the course of U.S. foreign policy, but it could have played a bigger role in issues ranging from land mines to Iran sanctions. Moreover, the Department will arguably have more weight in interagency councils because it will be able to deploy public diplomacy resources before controversial initiatives are taken.

As the merger progresses, the challenge will be to integrate policy and program wisely. The achievements of the working groups that met during the summer to hammer out the technical aspects of integration were remarkable. This was particularly true of nearly all the administrative questions. Agreement among the negotiators for a separate public diplomacy cone was reached at an early stage.

Even the competing imperatives of information technology—a subject of deep concern to a USIA population whose shrinking program budget has been somewhat offset by the creative use of new technologies—was accommodated by adopting a separate communications enclave for public diplomacy. But what has been accomplished essentially is a blueprint for incorporating the various components of USIA, including the field posts, into an existing State structure. How these separate cultures will be blended to give public diplomacy the enhanced and strengthened role called for in the President's discourse remains.

USIA's innovative information programs and its bedrock exchanges function will remain. Assuming the agreed format survives the opposition of various interests within the Department, these programs will be headed by assistant secretaries. The big question remains how regional assistant secretaries will organize to manage the coexistence of incessant daily policy concerns alongside longer-range public diplomacy goals. The reorganization teams did not address this fundamental question in

depth. Why? It was generally agreed that this should be worked out in discussions between USIA's area directors, who currently manage public diplomacy in the field, and State's regional assistant secretaries. We believed that their close ties, forged during years of close professional associations in Washington and in the field, would lead to rapid agreements. There was room, it was argued, for different arrangements among the bureaus. Thus far, discussions have been sporadic and inconclusive.

Granting greater decision-making authority to the assistant secretaries is a major theme of those responsible for reinventing State. This is arguably the best moment for the regional bureaus to blend public diplomacy considerations into policy-making and to ensure that bureauwide public diplomacy programs can respond to global, rather than merely country-by-country, needs.

This requires public diplomacy coordination at the deputy assistant secretary level with central control of program plans and resources rather than a dispersal along country director/desk officer lines. Experienced USIA officers hold different views about an ideal arrangement. It may be a good time for experiments along both lines. What is important is that a serious and thorough discussion occurs soon and that it includes the views of the functional undersecretaries whose contributions to public diplomacy strategies are vital.

The men and women of USIA in Washington and the field are waiting to see how the process will unfold. The broad outlines of the blueprint are known and pressures within the administrative sector are beginning to mount to simply get on with the merger. In the end, however, the credibility of the process will depend on how well the public diplomacy mission is enhanced and strengthened. □

USIA names new counselor



Harriet L. Elam, a senior career Foreign Service officer, has been appointed counselor of the U.S. Information Agency. She succeeds Anne M. Sigmund, now the U.S. ambassador to the Kyrgyz

Republic. As counselor, the most senior Foreign Service position at USIA, Ms. Elam advises the director and other senior agency officials on foreign policy, sets priorities for senior FSO assignments and oversees USIA's field operations and geographic area offices in Washington.

Ms. Elam previously was counselor for public affairs at the U.S. embassy in Brussels, following a four-year tour as cultural attache at the American Embassy in Athens. She returned to Washington as country affairs officer for Greece, Turkey and Cyprus. Her earlier assignments include the U.S. Mission to the United Nations, the President's Appointments Office at the White House and career counselor for USIA Foreign Service personnel. She also served in France, Senegal, Mali, the Ivory Coast and Turkey.

For her Athens tour, Ms. Elam received the Superior Honor Award for improving U.S.-Greek cultural relations and a similar award from the Piraeus Cultural Association in Greece. Other awards include the Lois Roth Award for Excellence in Informational and Cultural Diplomacy, a Group Superior Honor Award for work during the Persian Gulf War and a Special Achievement Award for efforts during President Bush's 1991 visit to Turkey and Secretary of State Warren Christopher's 1993 and 1994 visits there.

Ms. Elam holds a B.S. in international business from Simmons College and an M.A. in public diplomacy from the Fletcher School of Law and Diplomacy at Tufts University. She served as vice president of State's 37th Senior Seminar. In February 1997, she was promoted to the rank of minister-counselor. She speaks Turkish, Greek and French. □

Magazine observes

By Carl Goodman

“W e used to lock the promotion lists in a vault before they were published,” observed Peggy Barnhart, who worked for four directors general and helped produce the newsletter that would eventually become *State Magazine*.

The Washington, D.C., resident, who retired in 1985, said they also used to print the Department’s budget and other news, “primarily for overseas folks.” Ms. Barnhart recalled one year that the publication’s holiday issue spelled out Christmas “in umpteen languages” on the front cover. During her career, she said, the magazine was for and about the Foreign Service.

Another retired former editor, Katherine Fletcher of Baltimore, agreed. “We tried to keep our people overseas informed, and that was our focus.”

State Magazine, indeed, has come a long way since 1947, when its first issue contained nine pages of single-spaced, typewritten text titled *From the Director General of the Foreign Service* to its current state—more than 50 pages per issue produced with desktop technology in hard and electronic copies. And today’s pages depict State life, not only abroad, but also at home.

Two former newspapermen, Gerson “Lefty” Lush and Sanford “Whitey” Watzman, edited the publication from 1961 to 1996. They standardized the treatment of news and features, reflecting their own training as journalists. Before Lush retired in 1976 and Watzman assumed the editorship, the publication was being printed outside the Department, through the Government Printing Office. Soon afterward, professional proofreading and graphics services were also being contracted.

During his 17 years as editor, Watzman, a resident of Silver Spring, Md., and former reporter for the *Cleveland Plain Dealer*, traveled widely and introduced the popular *Post of the Month*, a feature that continues today. Responding to a recent readers’ survey, some features, like

Bureau Notes, have been dropped and others, like *Bureau of the Month*, added.

Desktop publishing has given the magazine a new look since it was introduced in 1996 and the magazine’s web site on the Internet (www.state.gov/www/publications/statemag/) has provided a new, international venue. The magazine hired a new editor in December 1996, a new deputy editor and its first full-time designer in late 1997. In addition, the magazine established an advisory board of Foreign and Civil Service employees last year to provide guidance on editorial policy and other issues. □

January 1962

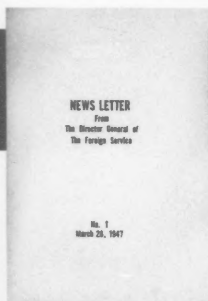
Civil Servants NEWS

ALL-AMERICAN TEAM

Saluting over 2 million career employees on the 79th ANNIVERSARY of the CIVIL SERVICE ACT of Jan. 16, 1983.

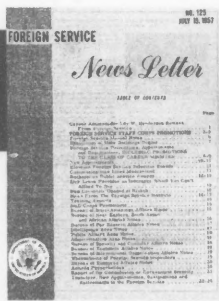
Nearly half of Uncle Sam’s workers are employed in direct support of our air, ground, and sea forces... over 20% handle the mail... and 7% administer veteran’s affairs. The rest provide hundreds of other services to the American people—citizens all... serving all citizens.

The author is editor of *State Magazine*.



1947

Headquarters established for inspectors.



1957

Ambassador Loy W. Henderson retires.



1967

Johnson and Kosygin at Glassboro.

50th anniversary

July 1977



Putting it all together

In these photos, taken by PA's Jan Herman, workmen assemble a bronze statue of Don Bernardo de Galvez near the State Department (between Virginia Avenue and D Street). The statue, one of Spain's bicentennial gifts to the American people, was ded-

icated by King Juan Carlos on June 3.

Galvez, Spanish colonial Governor of the Province of Louisiana, led a successful campaign in 1779-81 that pinned down the British in the south, thus protecting the flank of the Continental Army from attack. He is immortalized by the Texas seaport that bears his name—Galveston.

February 1962

U.S. Announces Embargo on Trade With Castro Cuba

President Kennedy announced on February 3 an embargo upon trade between the United States and Cuba. He said that on humanitarian grounds exports of certain foodstuffs, medicines, and medical supplies from the United States to Cuba would be excepted from this embargo.

The President acted under the authority of section 620(a) of the Foreign Assistance Act of 1961. He stated in his proclamation that the embargo was being imposed in accordance with the decisions of the recent Meeting of Foreign Ministers of the Inter-American System at Punta del Este, Uruguay.

The President pointed out that the embargo will deprive the Government of Cuba of the dollar exchange it has been deriving from sales of its products in the United States. The loss of this income will reduce the capacity of the Castro regime, intimately linked with the Sino-Soviet bloc, to engage in acts of aggression, subversion, or other activities endangering the security of the United States and other nations of the hemisphere.

September 1957



Secretary Dulles leads off the 1957 UGF Appeal in the Department as he hands his pledge to Miss Mildred Asbjorson, his secretary and "keyman" in his office

January 1977

Carter announces members of new foreign policy team



Warren M. Christopher



1977

NEWSLETTER

Kissinger welcomes Vance.

State

MORE SMOKING RESTRICTIONS FOR STATE

1987

Schultz briefs press on budget.

1997

Talk of the Town: AGENCY INTEGRATION



Albright and ACDA's Holum confer.

December 1962

The Foreign Service gets another boost

Parade magazine, the Sunday supplement with 11 million circulation, published a warm tribute to the Foreign Service Nov. 18.

The article, entitled "Unsung Heroes of the Foreign Service," was written by Jack Anderson, of *Parade's* Washington Bureau.

In the concluding paragraph of his article of Nov. 18, Anderson wrote, "I have visited diplomatic posts around the world, and to the Congressmen who attack the 'cookie pushers' of the State Department, I would say there is no harder-working, more dedicated body of men and women. Far from being the pampered sons and daughters of society, they are pioneers — brave pioneers — in the finest American spirit."

April 1967

The ancients also tried to dam the paper flow

The following instructions to the ancient Egyptian bureaucracy come from a Greek papyrus from Egypt. The papyrus dates from the Ptolemaic era, second century B.C.

To the King one should not write long reports nor deal with all kinds of problems. Instead one should report only what is necessary and urgent in as concise a form as possible.

Education & Training

Courses: National Foreign Affairs Training Center

Program	Feb.	March	Length
SLS, Basic Language Courses (Full Time Training)			
Albanian (LAB 100)	9	—	23 Weeks
Amharic (LAC 100)	9	—	23 Weeks
Arabic (Egyptian) (LAE 100)	9	—	23 Weeks
Arabic (Modern Standard) (LAD 100)	9	—	23 Weeks
Armenian (LRE 100)	9	—	23 Weeks
Azerbaijani (LAX 100)	9	—	23 Weeks
Bengali (LBN 100)	9	—	23 Weeks
Bulgarian (LBU 100)	9	—	23 Weeks
Burmese (LBY 100)	9	—	23 Weeks
Belorussian (LBL 100)	9	—	23 Weeks
Chinese (Mandarin) (LCM 100)	9	—	23 Weeks
Chinese (Cantonese) (LCC 100)	9	—	23 Weeks
Croatian (LHR 100)	9	—	23 Weeks
Czech (LCX 100)	9	—	23 Weeks
Danish (LDA 100)	9	—	23 Weeks
Dutch/Flemish (LDU 100)	9	—	23 Weeks
Estonian (LES 100)	9	—	23 Weeks
Finnish (LFJ 100)	9	—	23 Weeks
French (LFR 100)	9	—	24 Weeks
German (LGM 100)	9	—	24 Weeks
Greek (LGR 100)	9	—	23 Weeks
Haitian Creole (LHC 100)	9	—	23 Weeks
Hebrew (LHE 100)	9	—	23 Weeks
Hindi (LHJ 100)	9	—	23 Weeks
Hungarian (LHU 100)	9	—	23 Weeks
Indonesian (LJN 100)	9	—	23 Weeks
Italian (LJT 100)	9	—	24 Weeks
Japanese (LJA 100)	9	—	23 Weeks
Khmer (Cambodian) (LCA 100)	9	—	23 Weeks
Korean (LKP 100)	9	—	23 Weeks
Lao (LLC 100)	9	—	23 Weeks
Latvian (LLE 100)	9	—	23 Weeks
Lithuanian (LLT 100)	9	—	23 Weeks
Malay (LML 100)	9	—	23 Weeks
Mongolian (LMV 100)	9	—	23 Weeks
Nepali/Nepalese (LNE 100)	9	—	23 Weeks
Norwegian (LNR 100)	9	—	23 Weeks
Persian/Dari (Afghan) (LPG 100)	9	—	23 Weeks
Persian/Farsi (Iranian) (LPF 100)	9	—	23 Weeks
Pilipino/Tagalog (LTA 100)	9	—	23 Weeks
Polish (LPL 100)	9	—	23 Weeks
Portuguese (LPY 100)	9	—	24 Weeks
Romanian (LRU 100)	9	—	23 Weeks
Russian (LRU 100)	9	—	23 Weeks
Serbian (LSR 100)	9	—	23 Weeks
Slovak (LSK 100)	9	—	23 Weeks
Spanish (LQB 100)	9	—	24 Weeks
Swahili/Kiswahili (LSW 100)	9	—	23 Weeks
Swedish (LSY 100)	9	—	23 Weeks
Tajiki (LTB 100)	9	—	23 Weeks
Thai (LTH 100)	9	—	23 Weeks

Education & Training

Courses: National Foreign Affairs Training Center

Program	Feb.	March	Length
SLS, Basic Language Courses (Full Time Training) (Continued)			
Turkish (LTU 100)	9	—	23 Weeks
Ukrainian (LUK 100)	9	—	23 Weeks
Urdu (LUR 100)	9	—	23 Weeks
Uzbek (LUX 100)	9	—	23 Weeks
Vietnamese (LVS 100)	9	—	23 Weeks

SLS, Familiarization & Short-Term (FAST) Language Courses

Albanian (FAST) (LAB 200)	9	—	8 Weeks
Amharic (FAST) (LAC 200)	9	—	8 Weeks
Arabic (Egyptian) (LAE 200)	9	—	8 Weeks
Arabic (Modern Standard) (LAD 200)	9	—	8 Weeks
Armenian (FAST) (LRE 200)	9	—	8 Weeks
Azerbaijani (FAST) (LAX 200)	9	—	8 Weeks
Bengali (FAST) (LBN 200)	9	—	8 Weeks
Bulgarian (FAST) (LBU 200)	9	—	8 Weeks
Burmese (FAST) (LBY 200)	9	—	8 Weeks
Byelorussian (FAST) (LBL 200)	9	—	8 Weeks
Chinese (Standard) (FAST) (LCM 200)	9	—	8 Weeks
Chinese (Cantonese) (FAST) (LCC 200)	9	—	8 Weeks
Croatian (FAST) (LHR 200)	9	—	8 Weeks
Czech (FAST) (LCX 200)	9	—	8 Weeks
Danish (FAST) (LDA 200)	9	—	8 Weeks
Dutch/Flemish (FAST) (LDU 200)	9	—	8 Weeks
Estonian (FAST) (LES 200)	9	—	8 Weeks
French (FAST) (LFR 200)	9	—	8 Weeks
Georgian (FAST) (LGG 200)	9	—	8 Weeks
German (FAST) (LGM 200)	9	—	8 Weeks
Greek (FAST) (LGR 200)	9	—	8 Weeks
Hebrew (FAST) (LHE 200)	9	—	8 Weeks
Hindi (FAST) (LHJ 200)	9	—	8 Weeks
Hungarian (FAST) (LHU 200)	9	—	8 Weeks
Indonesian (FAST) (LJN 200)	9	—	8 Weeks
Italian (FAST) (LJT 200)	9	—	8 Weeks
Japanese (FAST) (LJA 200)	9	—	8 Weeks
Khmer (Cambodian) (FAST) (LCA 200)	9	—	8 Weeks
Korean (FAST) (LKP 200)	9	—	8 Weeks
Lao (FAST) (LLC 200)	9	—	8 Weeks
Latvian (FAST) (LLE 200)	9	—	8 Weeks
Lithuanian (FAST) (LML 200)	9	—	8 Weeks
Macedonian (FAST) (LMA 200)	9	—	8 Weeks
Malay (FAST) (LML 200)	9	—	8 Weeks
Mongolian (FAST) (LMV 200)	9	—	8 Weeks
Nepal/Nepalese (FAST) (LNE 200)	9	—	8 Weeks
Norwegian (FAST) (LNR 200)	9	—	8 Weeks
Persian/Dari (FAST) (LPG 200)	9	—	8 Weeks
Persian/Farsi (FAST) (LPF 200)	9	—	8 Weeks
Pilipino/Tagalog (FAST) (LTA 200)	9	—	8 Weeks
Polish (FAST) (LPL 200)	9	—	8 Weeks
Portuguese (Brazilian) (FAST) (LPY 200)	9	—	8 Weeks

August 1965

Officers needed for college visits

For Foreign Service officers who enjoy traveling, this fall's college relations program presents opportunities to visit colleges and universities throughout the United States.

Twenty-two officers are to be selected for this purpose. Traveling singly they will visit a total of 140 campuses to explain the work of the Foreign Service to college students.

Arrangements have been made for each visiting representative to show the Department's new film, *The Unending Struggle*, which portrays the work of Foreign Service officers in a developing country.

Most of these trips will be of 10 days' duration. Since they begin Oct. 4, the campus visits will be made just prior to the closing deadline (Oct. 18) for the December Foreign Service officer examination.

In choosing representatives for these trips, preference will be given to Foreign Service officers who have recently returned from overseas and are good public speakers. Any officers interested in this project should contact Mr. William B. Kelly in O/CRP.

The Bureau of Public Affairs is seeking Foreign and Civil Service volunteers for its Hall of Diplomacy Tour Guide Program to discuss with the public who we are, what we do, and the personal accomplishments of the people who work in the Department. Department employees interested in volunteering in the program should contact Nicole Peacock, Public Affairs tour coordinator, at (202) 647-6407.

How not to go on safari

The Department's press spokesman, Bob Funseth, and Nairobi PAO Dick Cushing had plenty of cause to worry while on an animal-viewing safari in Kenya with Secretary Kissinger's party.

Off on a little-traveled track by themselves, their Land Rover had a flat tire — and they discovered to their disgust that somebody had removed the jack.

The fact they had just passed about 18 lions added to their concern. And the last afternoon sun was sinking fast.

When the African driver departed the scene without a word, the two Americans began building a makeshift ramp of logs with the idea of running the vehicle up onto it in order to free the wheel for changing.

They had it about ready to try when, just at sunset, another Land Rover found them. Their driver had run through the bush until he found the second vehicle — being menaced by a snorting, pawing rhino.

"If that driver hadn't found help — and it was the sheerest of luck that he did — Bob and I could have been out there for days," said Cushing when they returned to Keekerok. "This is big, wild country."

Correction:

Diedre Davis is deputy assistant secretary of the Office of Equal Employment Opportunity and Civil Rights, not director, as she was identified in the Sept./Oct. issue. We regret the error.

Education & Training

Courses: National Foreign Affairs Training Center

Program	Feb.	March	Length
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SLS, Familiarization & Short Term (FAST) Language Courses (Continued)

Romanian (FAST) (LRQ 200)	9	—	8 Weeks
Russian (FAST) (LRU 200)	—	16	8 Weeks
Serbian (FAST) (LSR 200)	9	—	8 Weeks
Slovak (FAST) (LSK 200)	9	—	8 Weeks
Spanish (FAST) (LQB 200)	9	—	8 Weeks
Swahili/Kiswahili (FAST) (LSW 200)	9	—	8 Weeks
Swedish (FAST) (LSY 200)	9	—	8 Weeks
Tajik (FAST) (LTB 200)	9	—	8 Weeks
Thai (FAST) (LTH 200)	9	—	8 Weeks
Turkish (FAST) (LTU 200)	9	—	8 Weeks
Ukrainian (FAST) (LUK 200)	9	—	8 Weeks
Urdu (FAST) (LUR 200)	9	—	8 Weeks
Uzbek (FAST) (LUX 200)	9	—	8 Weeks
Vietnamese (FAST) (LVS 200)	9	—	8 Weeks

AAL, Early Morning

Arabic (Modern Standard) (LAD 300)	—	2	17 Weeks
Chinese (Standard) (LCM 300)	—	2	17 Weeks
French (LFR 300)	—	2	17 Weeks
German (LGM 300)	—	2	17 Weeks
Italian (LJT 300)	—	2	17 Weeks
Portuguese (Brazilian) (LPY 300)	—	2	17 Weeks
Russian (LRU 300)	—	2	17 Weeks
Spanish (LQB 300)	—	2	17 Weeks

Administrative Training

Personnel Management for FSN Managers (PA 233)	—	2	3 Weeks
Budget & Financial Management (PA 211)	9	—	7 Weeks
CFMS - Budget Execution (PA 151)	2	—	2 Days
CFMS - Miscellaneous Obligations (PA 154)	4	—	2 Days
COR/TRN/Construction PR (PA 125)	—	23	3 Days
Customer Service (PA 143)	26	—	2 Days
FSN Classification and Compensation (PA 232)	—	23	2 Weeks
General Services Operation (PA 221)	2	2	12 Weeks
	—	30	
Appropriation Law (PA 215)	10	—	4 Days
ICASS Executive Seminar (PA 245)	—	25	1 Day
Management Control Workshop (PA 137)	23	—	2 Days
NEPA Training Domestic Operations (PA 129)	—	9	1 Week
Property Management for Custodial Officers (PA 135)	19	—	2 Days
Working with ICASS (PA 214)	—	17	3 Days

How To Be A Certifying Officer (PA 291)	Correspondence Course
How To Be A Contracting Officer Rep. (PA 130)	Correspondence Course
How To Write A Statement of Work (PA 134)	Correspondence Course
Introd. to Simplified Acquisitions & Req. Overseas (PA 222)	Correspondence Course
Management Controls Workbook (PA 164)	Correspondence Course
Training for Overseas Cashier Supervisor (PA 294)	Correspondence Course
Training for Overseas Cashier (PA 293)	Correspondence Course
Training for Overseas Voucher Examiners (PA 200)	Correspondence Course

Education & Training

Courses: National Foreign Affairs Training Center

Program	Feb.	March	Length
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Advanced Area Studies

Mainland Southeast Asia (AR 572)

These courses are integrated with the corresponding languages and are scheduled weekly for three hours. Starting dates correspond to language starting dates.

Intensive Area Studies

China (AR 250)	—	23	2 Weeks
Europe (AR 291)	—	23	2 Weeks
Inter-American Studies (AR 239)	—	23	2 Weeks
Near East/North Africa (AR 240)	—	23	2 Weeks
Russia/Eurasia (AR 281)	—	23	2 Weeks
South Asia (AR 260)	—	23	2 Weeks
Southeast Asia (AR 270)	—	23	2 Weeks
Sub-Saharan Africa (AR 210)	—	23	2 Weeks

Consular Training

Automation for Consular Managers (PC 116)	—	2	1.6 Weeks
	—	30	
Immigration Law and Visa Operation (PC 102)			Correspondence Course
Nationality Law and Consular Procedures (PC 103)			Correspondence Course
Overseas Citizens' Services (PC 104) (6 Days)			Correspondence Course
Passport Examiner' Correspondence Course (PC 110)			Correspondence Course

Curriculum and Staff Development

Basic Facilitation & Delivery Workshop (PD 513)	25	—	3 Days
Strategic Planning Performance Measure (PD 529)	—	24	2 Days

Junior Officer Training and Orientation Training

Introduction to Embassy Work (ON 113)	5	—	2 Days
Orientation for Designated Posts (PN 112)	5	12	2 Days
Orientation for Foreign Service Specialist (PN 106)	—	30	3 Weeks
Washington Tradecraft (PT 203)	17	—	1 Week

Leadership & Management Development

EEO/Diversity Awareness for Managers and Supervisors (PT 107)	12	5	2 Days
Introduction to Management Skills (PT 207)	—	16	1 Week
Managing Change (PT 206)	13	12	1 Day
Managing People Problems (PT 121)	18	—	3.5 Days
Performance Management Seminar (PT-205)	—	2	2.5 Days
Team Building (PT-129)	—	10	1 Day
Managing State Projects (PT-208)	—	9	5 Days

June 1970

The president asks for intensive evaluation of federal programs

President Nixon, as part of a continuing economy drive in Government, has requested an "intensive" evaluation of all Federal programs.

In a memorandum to the Heads of Executive Departments and Agencies, the President said: "The present outlook for the 1972 budget is one of continued stringency. If we are to keep expenditures down — and yet free sufficient funds for new initiatives — we must all make a very tough evaluation of current programs. I request your full cooperation in this very important effort."

August 1962

Officers warned to submit overdue efficiency reports

Better get those efficiency reports in, boys, or else. That's the gist of an airgram, recently sent to all American diplomatic and consular posts, warning that hundreds of regular efficiency reports on Foreign Service officers and Foreign Service Reserve officers are past due.

Nearly 2,900 reports covering the period from June 1, 1961, to May 31, 1962 were delinquent as of July 16. The Office of Personnel noted that each report is recorded, reviewed for completeness, and filed before the Selection Boards meet. It warned that "it is possible that some officers will be penalized unless adequate records are submitted promptly."

How to be an expert at shorthand and TV

Greater shorthand proficiency can be gained by taking notes on television programs. Or so says a secretary who has gone down that "practically painless path to shorthand speed."

"While watching TV," she advises sister secretaries, "get out your pencil and pad, and take down everything you can for about 10 or 15 minutes; then read it over—when the program is over, of course—and highlight any words you had trouble writing."

"You will be more than pleasantly surprised at what you can accomplish in a short time by this method—and you will become an expert on singing commercials." (That's for sure.)

Managing your assets

The National Foreign Affairs Training Center is offering a new course to help employees manage their assets. Course instructors say that planning now for the future will benefit you in the years ahead and make your present more secure. So FSI is offering a one-day course in financial management planning for all employees, although it is geared toward mid-career employees. While the course does not replace the five-day retirement planning seminar given four times a year, it will repeat much of the same financial information.

The Financial & Estate Planning For Everyone course (RV 103), first offered in November, will be repeated May 11 and Aug. 11 in the Loy Henderson Conference Room at Main State. Tuition for non-State employees is \$100.

To register, send a DS-755 or a SF 181, Request for Training Form, to the FSI Registrar's Office, Room F2210 (SA 42), 4000 Washington Blvd., Arlington, VA 22204-1500.

Education & Training

Courses: National Foreign Affairs Training Center

Program	Feb.	March	Length
Information Management Training			
Access 8.0 Introduction (PS 250)	11	11	2 Days
	25	25	
Access 8.0 Intermediate (PS 251)	2	2	2 Days
		—	31
Excel 5.0 Workshop (PS 254)	13	13	1 Day
Excel 8.0 Introduction (PS 270)	9	9	2 Days
	23	23	
Excel 8.0 Intermediate (PS 271)	11	11	2 Days
	26	26	
Internet Concepts (PS 218)	6	6	1 Day
	13	13	
	20	20	
MS Exchange Administration (PS 269)	2	23	1 Week
PC/Windows NT 4.0 Fundamentals (PS 201)	2	2	2 Days
	9	16	
	23	23	
	—	31	
PowerPoint 4.0 Workshop (PS 253)	20	20	1 Day
PowerPoint 8.0 Introduction (PS 240)	9	9	2 Days
	23	23	
PowerPoint 8.0 Intermediate (PS 241)	18	17	1 Day
Windows NT 4.0 Advance End Users (PS 202)	10	10	1 Day
		27	27
Windows NT 4.0 Administration (PS 261)	—	9	2 Weeks
Word 6.0 Workshop (PS 252)	6	6	1 Day
Word 8.0 for Windows, Introduction (PS 232)	4	4	2 Days
	11	11	
	18	18	
	25	25	
Word 8.0 for Windows, Intermediate (PS 233)	4	3	1 Day
		18	18
Word 8.0 for Windows, Advance (PS 246)	-5	4	1 Day
	19	19	

Information Management Training (Warrenton)

Air Con-Air Condition System (YW 205)	16	—	2 Weeks
Banyan LAN-Local Networks (YW 640)	16	23	2 Weeks
Basic Communication Operations (YW 119)	2	2	2 Weeks
	—	30	
BPS-Black Packet Switch (YW 334)	2	2	1 Week
	—	30	
CIP-Curriculum Install Practice (YW 203)	—	9	4 Weeks
CLan/Class Local Area Network (YW 177)	—	2	4 Weeks
Commercial Term CT-7/9 (YW 212)	2	2	1 Week
	—	30	
Generators-Power Generated System (YW 206)	—	23	2 Weeks
IDNX/90 EXS, IDNX/20 and IDNX MICRO/20 (YW 850)	2	23	1 Week

Since all computer classes fill quickly, please contact the Office of the Registrar (703) 302-7147, to find out about the enrollment status.

Education & Training

Courses: National Foreign Affairs Training Center

Program	Feb.	March	Length
Information Management Training (Warrenton) (Continued)			
TEL/KEY SYS - Intro to Telephone & Key Systems (YW 140)	16	23	1 Week
DATACOMM - Introduction to DATACOMM (YW 173)	23	—	2 Weeks
Meridian 61C (YW 497)	23	30	2 Weeks
Microsoft Exchange (YW 749)	9	9	1 Week
PINS - Post Integrated Network System (YW 554)	23	—	2 Weeks
Networking with Windows for Workgroups 3.11 (YW 210)	16	16	1 Week
PC B/A - Personal Computer Basics/Advanced (YW 641)	16	16	3 Weeks
Satellite Operation/Maintenance (YW 149)	16	—	3 Weeks
SC-7 Satellite Operation/Maintenance (YW 192)	—	30	3 Weeks
SX-200D - Mitel PBX SX-200 (YW 220)	—	2	1 Week
SX-50 - Mitel PBX SX-50 (YW 219)	2	30	1 Week
	23	—	
SX-20/200A - Mitel PBX SX-20/200 Analog (YW 222)	—	9	1 Week
SX-2000 - Mitel PBX SX-2000 Analog (YW 221)	9	16	1 Week
TERP V - Terminal Equipment Replacement Prog V (YW 184)	16	16	2 Weeks
Wide-Band Digital Transmission Networking (YW 213)	—	9	2 Weeks
Windows NT 4.0 Local Administration (YW 225)	23	23	2 Weeks
Office Management Training			
Better Office English/Written (PK 225)	—	2	2 Weeks
Better Office English/Oral (PK 226)	—	30	2 Weeks
Civil Service Office Support Professional Program (PK 206)	17	—	3.8 Weeks
Drafting Correspondence (PK 159)	—	23	1 Week
Employee Relations (PK 246)	5	—	2 Days
Files Management and Retirement (PK 207)	—	—	1 Day
Foreign Secretaries Training for Entering Personnel (PK 102)	10	—	2.6 Weeks
Office Management 2000 (a 330)	—	16	2 Weeks
Proofreading (PK 143)	—	19	2 Days
Supervisory Studies Seminar (PK 245)	2	—	1 Week
Travel Regulations and Travel Voucher for Secretaries (PK 205)	2	16	2 Days
Writing Effective Letters & Memos (PK 241)	—	16	1 Week
Political Training			
Foreign Affairs Interdepartmental Seminar (PP 101)	2	—	2 Weeks
Global Issues (PP 510)	—	2	3 Days
Intelligence & Foreign Policy (PP 212)	17	—	3 Days
Multilateral Diplomacy (PP 211)	2	—	3 Days
Negotiation Art & Skills (PP 501)	—	16	1 Week
Political Tradecraft (PP 202)	—	16	3 Weeks
Overseas Briefing Center			
Current Policy Overseas Seminar (MQ 912)	24	24	1 Day
Communicating Across Cultures (MQ 802)	—	7	1 Day
Employment Planning (MQ 700)	—	23	1 Week

Trust invites proposals for '98

The J. Kirby Simon Foreign Service Trust, a charitable fund honoring Foreign Service officer Kirby Simon, who died in 1995 while serving in Taiwan, invites proposals for 1998.

Although it is expected that most of the trust's projects will be undertaken by FSOs or their family members, the trust will consider proposals from other Foreign Service personnel and from U.S. government employees, regardless of nationality, employed at American diplomatic posts abroad.

Proposals should describe the project and its goal and the role to be played by the applicant(s), a preliminary plan for disseminating the products of or lessons learned from the project, a budget and a brief biography of the applicant(s). Proposals should be no longer than five double-spaced pages, exclusive of the budget and biographical material.

Proposals for projects to be funded during calendar year 1998 must be received no later than Jan. 30. Proposals should be sent to: J. Kirby Simon Foreign Service Trust, 82 Edgehill Road, New Haven, CT 06511, U.S.A. Proposals may also be sent by fax to (203) 432-0063. Inquiries should be directed to the above address or fax number, or by phone to (203) 432-2698 or by e-mail to simon@mail.law.yale.edu.

For 1997 the Trust made seven grants of \$500 to \$4,000 totaling \$14,750. These grants supported such projects as:

- Two summer day camps for children of embassy or consulate personnel in Caracas, Venezuela, and St. Petersburg, Russia, organized by Foreign Service family volunteers;

- Installation of an alternative energy system, developed by an FSO in Guatemala, using ocean waves to provide lighting after dark for local fishermen, and for other village power generation uses;

- Provision of school supplies, bus tickets, clothing, shoes and meals to enable Roma (gypsy) children to get to school in Krakow, Poland, under a support program organized by two FSOs at the consulate. □

InfoLearn: Education & Training

Training at your fingertips

Learning is a lifelong endeavor, and the Foreign Service Institute's goal is to help each State employee become a continuous, autonomous learner.

InfoLearn is part of Information Management's CD-ROM series called *InfoExpress* (*InfoGuides*, *InfoRegs*, *InfoForms*, *InfoPolicy*). It delivers text-based, computer-based and multimedia learning tools to your desktop. Sponsored by FSI, *InfoLearn* pioneered a small number of offerings. They're growing every quarter.

To use *InfoLearn*, you need a 486 or better computer, Windows and a CD-ROM drive. Installing *InfoLearn* on your computer is relatively simple.

The first course, which launched *InfoLearn* in April 1996, was *Introduction to REMS*, designed by the Foreign Buildings Office to train users of the PC-version of the Real Estate Management System. This inaugural multimedia course requires 8 MB of memory, 5 MB of hard disk space, a 256 color video driver and a 16 bit sound card for audio. With no sound card, a transcript of the audio appears on the screen.

Consular correspondence courses made their debut on the October 1996 *InfoLearn*. Three courses — PC102 Immigration Law and Visa Operations, PC103 Nationality Law and Consular Procedures and PC104 Overseas Citizens' Services — include self-instructional guides, quizzes and instructions for course administration at post. Designed primarily for Foreign Service Nationals working in consular support positions, each course reviews basic principles and procedures of consular work. After completing the study under a post-assigned mentor, the student sends a DS-755 Request for Training to the FSI Consular Training Division. A final exam will be sent to post and returned to FSI for grading.

The April 1997 edition published for the first time the FSI Learning

Courses: National Foreign Affairs Training Center

Program	Feb.	March	Length
Overseas Briefing Center (Continued)			
Go Logistics/Adults (MQ 220)	11	21	0.5 Day
Go With Kids (MQ 210)	—	21	0.5 Day
Go Without Kids (MQ 200)	—	21	0.5 Day
Life After the Foreign Service (MQ 600)	10	—	2 Days
POET (MQ 703)	—	27	1 Day
Protocol (MQ 116)	21	—	1 Day
Regulations/Allowances/Finances (MQ 104)	17	—	3 Days
Targeting Job Search (MQ 704)	—	24	2 Days
Tax Seminar (MQ 117)	—	11	0.5 Day
	—	31	0.5 Day
Spouse to Spouse	—	6	1 Day

Security Overseas Seminar

Advanced Security Overseas Seminar (MQ 912)	24	24	1 Day
SOS: Security Overseas Seminar (MQ 911)	9	9	2 Days

Career Transition Center

Job Search Program (RV 102)	2	—	13 Weeks
Retirement Planning Seminar (RV 101)	—	30	1 Week

Students should check with the Office of the Registrar at (703) 302-7144 to confirm course dates.

Center home pages, a collection of links to resources selected by FSI instructors on the World Wide Web. The subject areas include Arabic, Bulgarian, Chinese, Czech, Danish, Dutch, French, German, Greek, Hungarian, Italian, Japanese, Mongolian, Norwegian, Polish, Russian area studies, Slovak, Spanish, Swedish and Vietnamese. New additions for the October 1997 release are Hebrew, Latvian, Serbian and career transition.

Home page users must have on-line access to the Internet and a browser on the local hard drive. Microsoft Internet Explorer 3.0 for Windows 3.1, Windows 95 and Windows NT Workstation are included on *InfoLearn*.

The latest addition in October 1997 is the newly developed on-line

version of the FSI Schedule of Courses. Created in HTML, the programming language of the World Wide Web, it can be browsed and searched like any online web site.

InfoLearn is updated quarterly and new items are planned for the coming year. Watch for interesting and sophisticated training courses in cashing and fire safety, with more on the way.

For more information or to obtain copies of *InfoLearn*, contact your Systems Administrator or Multi Media Services, Creations Branch, 1853 Main State, (202) 736-7384, fax (202) 736-4924, or e-mail INFOEXPRESS Help Desk. □

By Anthony C. E. Quainton

ANCHORS AWEIGH

An Excursion Cruise to BEX

To spend the final five weeks of one's Foreign Service career at the Board of Examiners is to enter a world dimly perceived, often misunderstood and insufficiently valued from the perspective of Main State and our missions abroad. It is indeed a different world from the one I had been accustomed to for 38 years.

Getting used to the jargon and the geography was in and of itself a challenge. I had to learn that the "halo" error was not assuming the office director was god, but rather a common misperception of candidates, that an admin hypo was not something you get at the medical unit, but a type of examination exercise, and that anchors have no nautical significance, but are rather the bedrock on which the oral examination process rests.

The geography was equally mystifying. Much of BEX's work takes place in two mythical countries, Dorado and Turistan, both authoritarian and backward, situated on the fringes of the Second and Third worlds and both apparently desperately looking for small projects and aid money. Candidates struggle mightily to dole out scarce resources at the behest of an ambassador who never wants everything funded and prefers a loaf and a series of half loaves to anything else. Diplomatic activity of the traditional variety takes place mainly in Lapatria and Tsentralia, although some would-be diplomats are busy making demarches in Vandalia, Freedonia, Rostan and Mala Hierba.

Candidates struggle with endlessly suspicious officials who doubt American good faith,

consistency and moral superiority. They are instructed to persuade, cajole and intimidate other governments into granting value-added tax exceptions, extraditing criminals or preserving American intellectual property rights. It is, in short, a nasty and brutish world in which candidates are expected to maintain their composure, demonstrate their objectivity and integrity, plan and organize and show judgment, initiative and leadership.

For candidates and assessors alike, the process is stressful and demanding. Both are faced with tight time constraints, both are expected to keep multiple balls in the air and all must keep their composure under pressure. They write an essay, make a demarche, deal with hypothetical consular, administrative and public diplomacy scenarios, write a reporting cable and engage in a group exercise focused on competing aid projects. They are exhausted at the end of the day (as are the assessors!).

The assessors look at individual and group performance on the basis of 13 sets of characteristics. They grade each candidate on a scale of one to seven in each area and assign a consensus score at the end of the day about each. The essence of the system is the anchor: a descriptive list of actions that demonstrate the level of

individual performance under each quality being assessed. Mastering the anchors is the single most challenging and important task for an assessor, for on the anchors rest the integrity of the process.

And it is a process with almost iron integrity, much like that of the promotion boards. The assessors pay no attention to race, gender or ethnicity, and they have no information about the candidates' previous educational background or work experience. Indeed, the candidates are repeatedly admonished to make no biographical statements. What the examiners observe and judge is only a candidate's ability to carry out varied job-related tasks against the precise criteria set out in the anchors.

The paragons who come to BEX to submit themselves to the oral assessment all appear to have been recruited by Garrison Keilor: the women are strong, the men are good looking and every candidate is above average. Roughly one in eight of those who present themselves for the oral pass: They are the best of a very good lot. The examiners are themselves as diverse as the candidates, representing a wide range of experience, cones, assignments and grade levels. Their commitment to the integrity and the objectivity of the process impressed me from the very first day in BEX.

The examination (*see page 58*) is not a static process. The scenarios for the demarches and the hypotheticals are upgraded constantly. The anchors are being refined, the process streamlined. No one at BEX would argue that it is a perfect process. But all, and I count myself among them, would argue that we have rigorous, demanding assessment that will provide the Foreign Service of the 21st century with a pool of extraordinarily talented officers. At the end of my five weeks I wished I had served on the Board of Examiners at a much earlier stage in my career. It is service all officers should welcome. □

The author is former director general of the Foreign Service and director of personnel.

The gift of leave:

When they needed help, their colleagues were there

By Carl Goodman

When her son Jacob was born with serious heart problems in 1987, Lizabeth McCurry, employed at the time by the Bureau of Personnel, soon exhausted her sick and annual leave.

Needing to spend more time with her sick son, she applied for leave under a new pilot project few employees outside of Personnel even knew about—the Voluntary Leave Transfer Program. She was approved for the program and received 250 hours of annual leave. She spent most of that month taking her infant son back and forth for doctor appointments.

Today, Jacob, 10, is a healthy fifth grader at Bond Mill Elementary School in Laurel, Md., but his mom underwent open-heart surgery in November 1996. She exhausted her own sick and annual leave and sought help once again under the leave transfer program. This time, Ms. McCurry, 48, an editor with Information Management's Multi-Media Services, received 333

hours of annual leave from her colleagues before returning to work in February 1997.

"The program's wonderful," said the Laurel resident and State employee for 25 years, "because it relieves you of the fear that you'll lose your house or car." She said she will always be grateful to her fellow employees for the nearly 600 hours of annual leave they donated to her in her times of need.

Robert Catlin Jr.'s "best knee" went through his car's dashboard during an accident in late December 1995. He sought help from the program and received 300 hours of



Liz McCurry with son Jacob, 10.



Leave recipient **Robert Catlin Jr.**

annual leave. The assistant pouch and mail clerk in the Bureau of Administration underwent knee surgery in January 1996 and returned to work the following April, only to be faced with needing a second knee operation in February 1997.

After applying again to the program, Mr. Catlin, 36, a resident of Charles County, Md., received 100 additional hours of annual leave to help him through his second operation. "I was still in the hole both times, but the program helped a lot," commented Mr. Catlin, a State employee since 1991.

Faced with a high-risk pregnancy and the need for plenty of bed rest this past spring, Roslyn Boone-Chaplin, a secretary in the European Bureau's Office of Caucasus and Central Asian Affairs, had exhausted her sick and annual leave when she applied to participate in the Voluntary Leave Transfer Program.

Six EUR colleagues and one employee outside the bureau donated 220 hours of annual leave to Ms. Boone-Chaplin, 36, who gave birth in June to a healthy baby girl, Amirah.

"It was a blessing," said the Washington, D.C., resident of the leave program. She has worked at State for five years.

Their stories are not unique. During the past two years alone, State Department employees at home and

abroad have generously donated an estimated 45,000 hours of annual leave to their fellow employees through the Voluntary Leave Transfer Program.

Begun in the late 1980s as a pilot, the leave program now permits federal employees to help colleagues who have exhausted their own sick and annual leave because of health-related problems of their own or of family members.

Approximately 225 State employees stateside and overseas have been enrolled in the leave program during the past two years, according to the Bureau of Finance and Management Policy.

The Office of Employee Relations in the Bureau of Personnel said that during the same period individual

employees donated anywhere from eight to 700 hours of annual leave to qualified recipients.

This is the time of year, ER officials said, when employees find themselves in "use or lose" situations and are more inclined to donate annual leave.

There are guidelines on how to qualify for the program and how much leave an employee may donate. Employees interested in donating or receiving annual leave should contact the personnel officer in their bureau's executive office. Employees stationed abroad should work through their post's administrative office. □

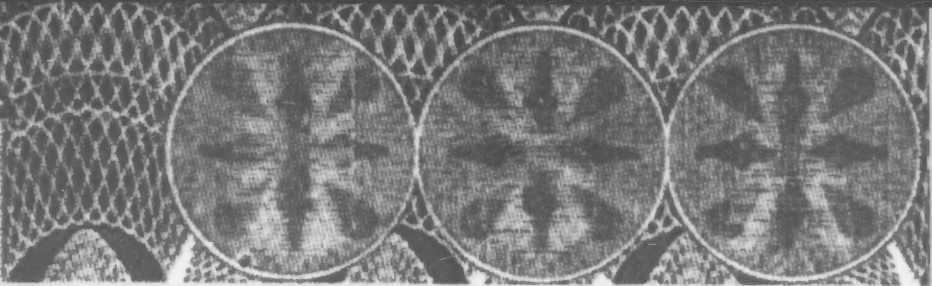
The author is editor of State Magazine.

Below: Roslyn Boone-Chaplin with daughters Amirah, 6 months, and Tahara, 5.



AMERICA

74059



At the wreckage of Ethiopian Airlines Flight 961, which was hijacked and crashed into the Indian Ocean in the Comoros Islands, Nov. 23, 1996, Assistant Secretary for Consular Affairs Mary A. Ryan and Consular Officer Jack Markey examine the travel documents of one of the Americans who died in the crash.

who didn't realize until yesterday that her passport had expired. She's frantic to get a new one in time. Mary Soctomah, contact representative at the agency, verifies her documents. She will be at the agency for several hours, but she will get her passport in time. She gladly pays the \$30 expedite fee. Hers will be one of more than 6,000 passports the Boston Passport Agency will issue this week.

At 9 a.m., Marc Gorelick of the Office of Fraud Prevention Programs heads to Dulles Airport to work closely with Immigration and Naturalization Service inspectors checking travel documents for arriving international passengers. Meanwhile, Gorelick's colleague, Kevin Overstrom, is in Los Angeles chairing a workshop on midwife fraud. Fraud Prevention Programs organizes and funds domestic

passport-oriented conferences and workshops that focus on certain fraud "themes." Participants are chosen from regional passport agencies, law enforcement agencies and overseas posts.

Applicants applying for immigrant visas in designated countries must receive an FBI fingerprint clearance before they can be issued a visa. The FBI recently notified the Department to expect a 12- to 16-week delay in processing these requests. The delay has prompted public inquiries to the Public Liaison Division. The Visa Office has received several letters directly. The Post Liaison Division approves language to respond promptly to the inquiries.

Embassy London calls the Children's Issues office about a child, abducted from Kansas by her mother

a month ago, who has been located in England. Barbara Greig, the United Kingdom case officer, calls the British Central Authority for the Hague Abduction Convention. The Central Authority wants a Hague application. Barbara calls the father in Kansas with the good news, faxes him an application and checks to see if he has a passport. Barbara spends the rest of the day on the phone with the U.S. Embassy in London, the father, the local police, the FBI, Interpol and the British Central Authority, coordinating the child's return to the United States. The local Kansas media learns about the case and calls Children's Issues. Barbara directs media calls to the Bureau's press officer.

The Visa Office's Immigrant Visa Control and Reporting Division receives an urgent call from the U.S. Embassy in San Salvador for an



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BUREAU OF THE MONTH: CA

immigrant visa number for an applicant turning 21 in two days. If she does not receive her visa today and fly to the United States by tomorrow, she will no longer be able to join her family in America without waiting many more years. Joan Stewart provides the number.

George Lannon, the Bureau's acting executive director, and Robert Dious of the Personnel Management Division are at Howard University recruiting new co-op students, a Bureau priority. Co-ops free Bureau officers to serve temporarily at overburdened posts overseas. Thanks to the collection of machine-readable visa fees, the Bureau funded 31 retired officers and 30 consular officers for temporary assignments. Both Foreign and Civil Service officers traveled to such posts as Seoul, Dubai and Almaty to fill in during the busiest months. In the afternoon, Zandra Flemister, management analyst in the executive director's office, receives a

call from a small Eastern European post whose only consular officer has been medically evacuated. The post needs to know what its chances are for a TDY replacement?

The Danish ambassador and his delegation want to travel to Copenhagen tomorrow. Five of them have expired U.S. visas. They would like to renew them before they leave so they do not have to stop at the U.S. embassy when they are overseas. They call Phyllis Zuraski in the Diplomatic Liaison Division in the Visa Office and she instructs them to drop the passports and necessary documents at the diplomatic reception desk between 11 a.m. and noon. Roberta Bingham brings the applications to the 7th floor office, where the new machine-readable visas are placed in the passports for the group. Nydia Perez is at the reception desk to deliver the completed passports the next morning just as another packet arrives

from another foreign embassy seeking to renew diplomatic visas.

There are new reports of fighting in Tajikistan. The Bureau will issue a public announcement to alert Americans to the potential unrest. In Overseas Citizens Services, Joan Oliver drafts the telegram.

Below: At an Indian orphanage in Chennai (formerly Madras), several children enjoy cookies. India is one of the leading source countries for American citizens adopting foreign-born children.

Opposite top: Members of the Red Crescent assist officials in the Comoros in the aftermath of the November 1996 crash of Ethiopian Airlines Flight 961.

Opposite bottom: Marines carry coffin of American killed in Ethiopian Airlines crash to memorial service at U.S. embassy in Nairobi.





Did You Know . . .

- CA has more than 1,200 Civil and Foreign Service employees in Washington and at regional passport agencies nationwide.
- In fiscal year 1997, more than 6 million passports were issued to U.S. citizens traveling overseas. This increase from previous years is due in part to the large number of newly naturalized Americans getting a passport for the first time.
- In fiscal year 1997, more than 12,000 immigrant visas were issued for foreign-born children being adopted by U.S. citizens overseas.
- About 6,000 Americans die abroad each year and Overseas Citizens Services helps return the remains of approximately 2,000.
- Each year, about 3,000 U.S. citizens get arrested overseas, the majority for drug-related charges.
- U.S. embassies and consulates overseas issue more than 6 million nonimmigrant and about a half million immigrant visas annually. Visa processing creates significant workload challenges for Consular Affairs and posts abroad.



BUREAU OF THE MONTH: CA

At the Interagency Task Force on Aviation Disasters, Ed Betancourt of Overseas Citizens Services' Office of Policy Review and Interagency Liaison reports on the air crash in Panama. He outlines the State Department's role in notifying family members of victims of international aviation disasters, including the formation of a task force in the State Department's Operations Center during major crises. Attorney adviser Mike Meszaros is meeting this afternoon with Mexican Embassy officials about the prisoner transfer treaty, and Beth Cooper, another attorney adviser, is preparing guidance for consular officers overseas regarding U.S. citizen child abuse victims abroad.

Public Affairs gets a press call from the *San Diego Tribune* about the American killed in Thailand. Her hometown paper wants to verify her death and get more information. Since her family already has been notified,



the Bureau confirms her death to the reporter, using information from the morning Niact cable.

It's almost 10 p.m., and the day is beginning to wind down. Mike Beatty,

evening duty officer in Overseas Citizens Services, gets a call from a woman whose son is missing in Turkey. Just another day in the life.... □





Opposite Page:

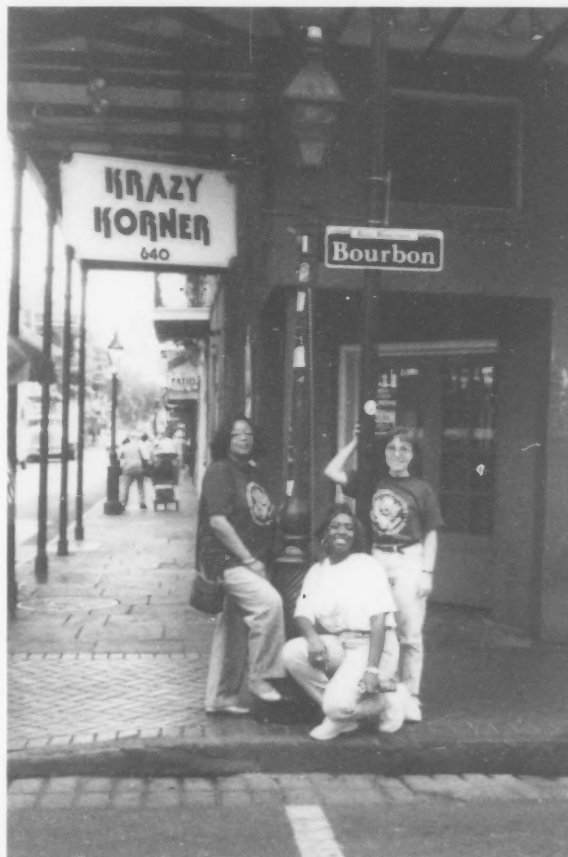
*Top: Boston Passport Agency staff members, from left, **Richard Jones**, passport specialist; **Mary Soctomah**, contact representative; **Wilbur Kaslick**, processing supervisor, and **Janis Galvin**, contact representative, visit the USS Constitution, "Old Ironsides," at the Boston Navy Yard to celebrate the frigate's 200th anniversary.*

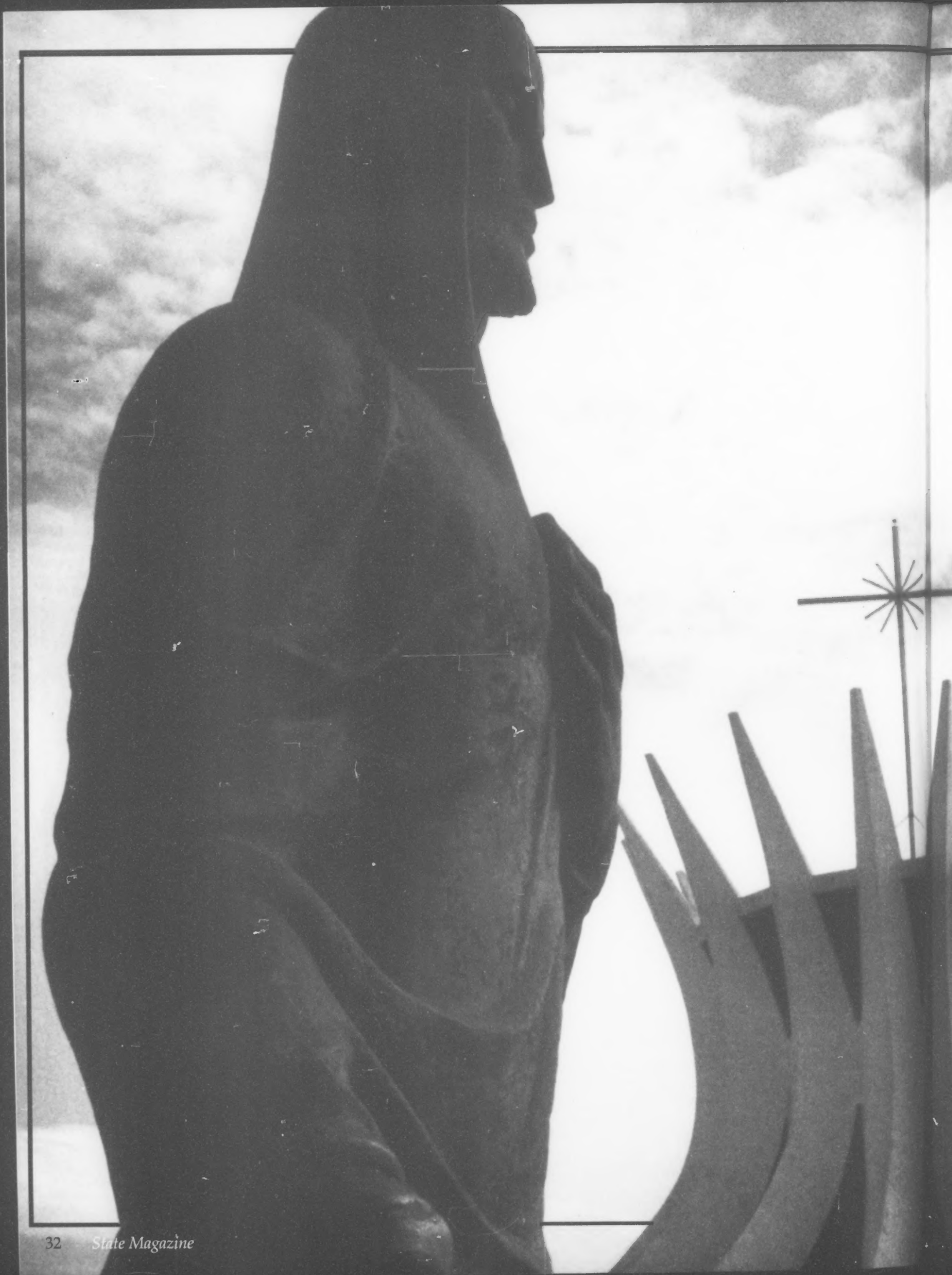
*Bottom: Overseas Citizens Services staffs a task force in the Operations Center. From left are **Ruth Boettcher**, **William Daniels**, **Elizabeth Kirincich** and **Jim Ritchie**. Seated in the background is **Jennifer Noronha**.*

This Page:

Top: Four truckloads of blank passport books en route to warehouse facility outside Washington, D.C.

*Bottom: Employees of the New Orleans Passport Agency visit the historic French Quarter. From left are **Vanessa Winins**, assistant fraud program manager; **Beverly Hitts-Christophe**, assistant regional director, and **P. Joyce Gunn**, regional director.*







Post of the Month:

Brasilia

The Post They Keep Coming Back To

By Matthew Dever

Brasilia is a highly underrated and misunderstood but very appealing posting. It is the capital of a large, rapidly changing, diverse country, all of which converges on the capital, the only truly national city in the country. The federal district has almost 2 million people. The ethnic diversity here is every bit as fascinating as the American melting pot. Africans, Europeans, East Asians and Indians have converged culturally, physically, socially and gastronomically to create a distinctly Brazilian cultural mix. The national landscape ranges from arid desert and green jungle to beaches and highlands.

In 1985, Brazil emerged from 21 years of military dictatorship into a democracy. The country continues to reform its institutions, laws and bureaucracy, but still retains fascinating remnants of the old political culture. After decades of inflation, the currency that the then minister of finance and current national president, Fernando Henrique Cardoso, presented to the country has remained very stable since its introduction in 1994. American direct investment has risen greatly since the government

The author is a post personnel officer.

Background: Brasilia's most famous landmark, the National Cathedral, with giant statuary of St. John the Evangelist.



began to change its autocratic ways in the past decade, and economic reform continues to draw American direct investment that will probably increase 10 to 15 percent through the rest of the decade.

Reporting in Brasilia means contact with the most powerful people of a country that is larger than the American 48 states and contains 160 million people. The economy is

the largest in Latin America, and in 1995 was the United States 14th largest export market. Embassy work is challenging, the American staff is dynamic, and the FSN staff is professional, energetic and full of ideas. The issues we work with are democracy, human rights, governmental reform, investment, corruption, government monopolies, the environment, science and

technology and trade. These congeal into a fascinating brew that interests Washington.

All of the above must be why Brazil is the country to which officers return for second and third tours (see sidebar on remain of Brazil hands in Vienna, Va., in September). Most recently this includes an ambassador, a deputy chief of mission, the consul general, a consulate principal officer, a consular officer, the public affairs officer, an financial management officer, a consular affairs officer, a personnel officer, a political officer, and a communicator who recently married a Brazilian here.

Brasilia bears little resemblance to the sterile city with a lot of concrete and little to do that people say it is: It has concerts, theater, dance, films (e.g., many American films, two repertory cinemas, and subtitled, not overdubbed, films), two months of local government-subsidized Brazilian cultural events, nightclubs, a nearby colonial town, an August *carnaval* outside of the *carnaval* season that is as exciting to watch as participate in, recreational clubs, regional restaurants from all over the country, international cuisine (including the popular fast food chains), an American school, some very interesting architecture, museums, a large and diverse diplomatic community, monuments and a large park to walk and picnic in.

The temperature is moderate year-round and features wet and dry seasons. It's a family town, but it's a town for singles as well. Brasilia is a modern city with the conveniences Americans want and need—shopping centers, corner stores, grocery stores and even a wholesale grocery store. Arts and handicrafts are available here, and there is even antiquing! Making friends is very easy, even with only a little Portuguese.

Finally, Brazilian culture is dynamic, rhythmic, musical, dancing, visual and aural. Brazilians are warm, festive, funny, and, most important, they like Americans. □

Brazil hands swap experiences

About 100 Foreign Service personnel and their families gathered recently at a park in Vienna, Va., outside Washington, D.C., to picnic and praise the country that brought them together: Brazil.

Organized by former Deputy Chief of Mission Mark Lore and his wife Sandy, the Sept. 27 "Brazil Bash" attracted colleagues from all of the Foreign Affairs agencies. They had all served in Brazil, many more than once, and they all felt enriched by the experience.

"My assignment to Brasilia," observed former science officer Jeremy Brenner, "gave me an opportunity to work in a job at the very center of our bilateral relationship and at the same time provide a great living environment for my family. It was a fascinating experience, and my wife and children loved it."

Jerry Nice, former administrative counselor, noted that he was present during the transfer of the embassy from Rio to Brasilia in the early 60s. "I was eager to return to see how Brasilia, and the country, had developed. A wonderful tour."

Christine Stockman, personnel officer, said, "Brasilia is first and foremost a good family post. The housing, school and climate are all great. And the country itself is so fascinating. I will certainly never forget my visit to the Amazon." —*Brian Majewski*

Opposite:

Top: Spectacular view of the Macaco Waterfalls at Foz de Iguacu.

Middle: Former President Jimmy Carter with embassy students and their teachers from the Escola Americana de Brasilia during a January 1997 visit.

Bottom: The Big Bagunca Theatre Co., under the direction of information management specialist Joseph Ortiz, holding microphone, presents a spring variety show with a cast of 50 embassy employees and local citizens.



PHOTO COURTESY OF USIS

President Clinton and Brazilian President Fernando Henrique Cardoso sign the U.S.-Brazil Partnership for Education at Alvorada Palace in Brasilia.

USIS in Brazil

USIS BRAZIL, based in Brasilia with branches in the Rio and Sao Paulo consulates, manages an active countrywide program to support mission policy goals, with particular emphasis on strengthening democratic institutions and civil society. USIS works closely with Brazil's burgeoning NGO community, seeking to build lasting contacts with counterpart U.S. institutions and helping the sector continue to professionalize and enhance its impact on important issues in the national debate. Another area of major USIS focus is support for Brazilian efforts to improve the administration of justice. USIS-sponsored programs have been involved directly in a number of recent innovations and reforms in this area, such as the creation of a witness protection program, alternative sentencing regimes, grassroots anti-violence programs and federalization of human rights law.

Bilateral cooperation in the field of education will be the leading priority for the coming year. In October 1997, Presidents Clinton and Cardoso signed a Memorandum of Understanding establishing a U.S.-Brazil Partnership for Education. The partnership calls for cooperation, through short- and longer-term exchange programs, sharing research and a number of specific initiatives, in five core areas: 1) technology in education, including distance learning; 2) educational standards, assessment and indicators; 3) strengthening professional development of teachers and school managers; 4) diversifying academic exchanges; and 5) enhancing business, community and family involvement in education. Strengthening primary education, a priority for both presidents, will be the ultimate target of efforts in all five areas.

Brazil boasts today the fastest rate of Internet usage growth in the world, and USIS is in the vanguard of using new information technologies to convey information about the United States and its policies to the people and institutions that influence decision making in Brazil. A nationwide toll-free number links any Brazilian to the USIS Information Resource Center (IRC) in Brasilia, where a wide array of on-line reference services are available to handle queries in priority areas such as U.S. law, government, economics, foreign policy and global issues. The IRC has succeeded in developing a clientele that makes a difference to U.S. interests. For example, the Brazilian congressional staff has made reviewing relevant U.S. legislation a routine part of its own legislative drafting process. USIS increasingly uses e-mail to distribute information to key contacts and constantly updates its homepage. Portuguese has just been added to the core group of languages USIA uses to produce its *electronic journals*, a monthly on-line compendium of policy, background information and commentary in key issue areas. □



Hector F. Torres, information program officer, and his bride, Anireves Almeida Falcao, celebrate their July wedding.

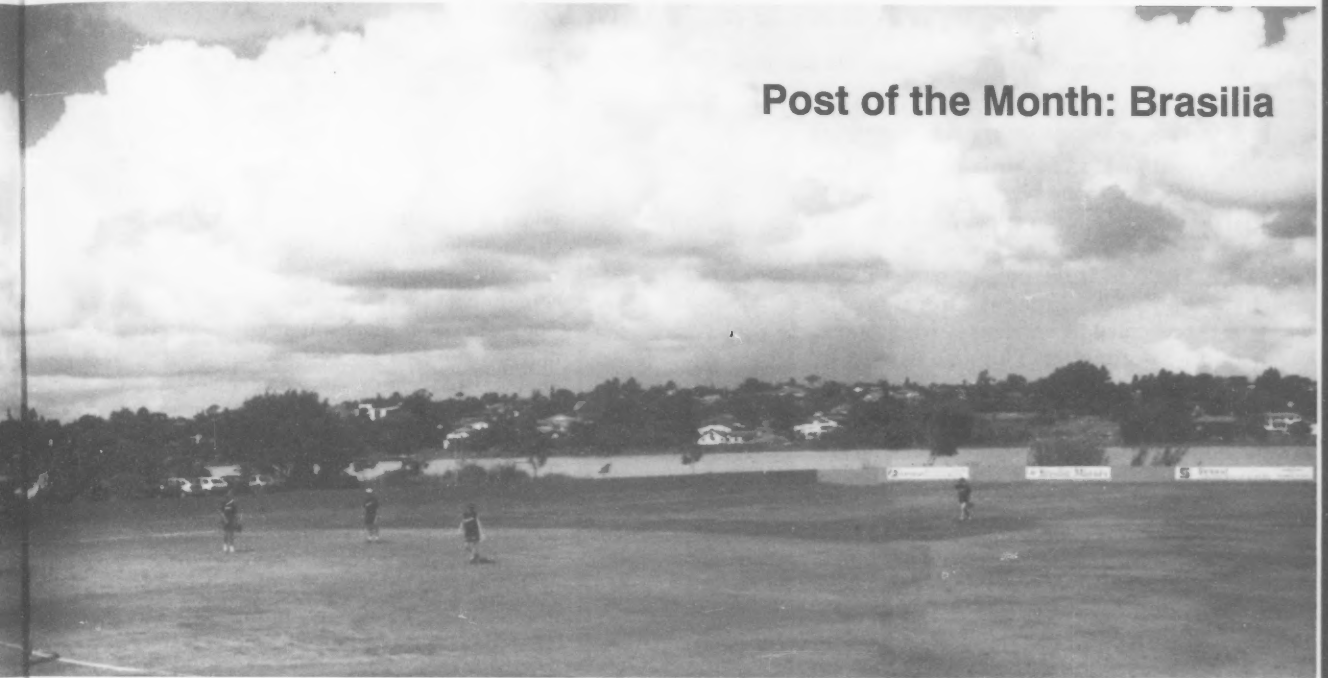


The blue, billowy Brasilia sky frames the post's softball field with Lago Paranoa in the background.



Joan Levitsky, left, and former economic officer Shari Villarosa up close and personal with a jacare (alligator) in the Pantanal, the world's largest continuous fresh-water wetland system.

Post of the Month: Brasilia



Information Systems Office chief **Leon Galanos**, second from right, with FSN staff **Paulo Galantos**, **Jailton Oliveira**, **Andre Abreu**, **Jeanne Goncalves** and **Alberto Cabreira**. The courtyard was designed by famed Brazilian landscape architect **Burle Marx**.



Economic officer **Adam Shub**, left, and friends perform Brazilian music at the spring variety show.



Country cultural affairs officer **Jeff Brown**, top, science officer **David Hodge**, middle, and contractor **Romano Bezerril** spend Easter weekend in historic Ouro Preto in the state of Minas Gerais.

ASK DR. DUMONT

By CEDRIC DUMONT, M.D.

Q. *I'm getting ready to return to post following my R&R. Winter is fast approaching, and I want to have my medicine cabinet well stocked. What antibiotics should I have available to treat the inevitable colds of winter? — NIS*

A. The cold is the most common illness known to humans. It cannot be prevented by vaccines or medications, including antibiotics. Flu, also caused by viruses, is largely preventable with vaccines. Both illnesses are all too easily transmitted.

The viruses that cause colds and influenza are spread primarily when an infected person coughs or sneezes. Others breathe in the droplets containing the virus. Cold viruses also spread through hand-to-hand and hand-to-surface contact. Viruses spread rapidly, especially in places where people are concentrated, such as schools, child care centers, office buildings, mass transportation and homes.

While we have made great progress in treating colds, a specific cure remains elusive. The most commonly used medicines to relieve cold symptoms include antihistamines and decongestants. When using any of these medications, always read the labels and follow the instructions carefully. To help prevent the spread of colds and flu, regularly clean and disinfect surfaces in the home, in schools and at the workplace and encourage frequent handwashing.

If someone in your home is sick, control the germs so that others don't become infected. Be sure to wash your hands frequently before and after preparing foods, using the bathroom, or treating a sick person. The sick person should use disposable tissues to catch the moist droplets produced during coughing and sneezing, and immediately throw away the soiled tissue.

Q. *I've been reading about a serious disease caused by undercooked hamburger meat in the United States. What is this disease? What defense do I have against it? — ARA*

A. *Escherichia coli* 0157:H7 was first identified in 1982 as a cause of illness. Since then, most infections have come from eating undercooked ground beef. The majority of the strains of the bacterium *Escherichia coli* are harmless and live in the intestines of healthy humans and animals. This particular strain, also known as "toxicogenic *E. coli*," however, produces a powerful toxin that can cause severe illness.



This column appears monthly in State Magazine. Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Dumont directly. In either case, your post will not be identified.

The organism can live in the intestines of healthy cattle. The beef may become contaminated during slaughter, permitting the organism to be mixed throughout the beef when it is ground. Bacteria present on the cow's udders or on equipment may get into raw milk. Swimming in or drinking sewage-contaminated water can also cause infection. The bacteria in diarrheal stools of infected persons can be passed from one person to another if hygiene or hand-washing habits are inadequate. This is particularly likely among toddlers who are not toilet trained. Family members and playmates of these children are in danger of becoming infected. Young children typically shed the organism in their feces for a week or two after their illness resolves. Older children rarely carry the organism without symptoms. Most persons recover without antibiotics or other specific treatment.

Some preventive measures include: 1 Cooking all ground beef or hamburger thoroughly. Making sure that the cooked meat is gray or brown throughout (not pink), any juices run clear, and that the inside is hot. 2 Returning undercooked hamburger in a restaurant. 3 Consuming only pasteurized milk and milk products. 4 Making sure that infected persons, especially children, wash their hands carefully and frequently with soap and water. 5 Drinking only potable water.

Q. *I work in GSO. Several times a day I wear rubber gloves to keep my hands grime free. Sometimes my hands are red and itch a little at the end of the day. Can this be caused by the gloves? — AF*

A. I suspect that you are experiencing a latex allergy, probably from the latex rubber gloves. Since you are not handling potentially infectious materials, like body fluids, you do not need to use latex gloves and should use a substitute.

Three types of reactions can occur in those using latex products: (1) Irritant contact dermatitis, a non-allergic reaction characterized by dry, itchy, irritated areas on the skin. (2) Allergic contact dermatitis, skin reactions similar to poison ivy, resulting from exposure to chemicals added to the latex. (3) Latex allergy reactions ranging from skin redness, hives and itching to mild or severe respiratory symptoms.

Avoiding contact with the latex and the latex powder should alleviate your symptoms. □

The author is chief of the Department's Office of Medical Services.

O B I T U A R I E S

DAVID ANDERSON, a U.S. ambassador to Yugoslavia in the 1980s, died July 4 in Berlin from a liver disease. He was 60.

As ambassador in Belgrade from 1981 to 1985, Mr. Anderson's main task was to help Yugoslavia cope with a deepening economic crisis by refinancing international loans.

After earning a bachelor of arts degree from Union College in 1958, and a master's degree a year later from the Fletcher School of Law and Diplomacy, he joined the State Department. His initial overseas posts included embassies in Belgrade, Mali, Brussels and Bonn.

Mr. Anderson was a member of the U.S. delegation that negotiated the four-power Berlin Agreement of 1971 with the Soviets, British and French. The pact reduced Cold War tensions and helped pave the way for the unification of Germany.

After retiring from the Foreign Service in 1985, he was a visiting professor of international relations at Simmons College in Boston and in 1988 was named director of the Aspen Institute in Berlin. The institute brings together scholars and politicians from East and West.

He was born Jan. 3, 1937, in Kirkcaldy, Scotland, and came to the United States in 1952.

Survivors include his wife, the former Doris Helen Heitmann of Berlin; two children from his first marriage, Natalie of Florham Park, N.J., and Scott of Silver Spring, Md.; his mother, Janet, of Pleasant Valley, N.Y., a brother, Alexander, of Burlington, Vt.; and two grandchildren.

A memorial service for Mr. Anderson was held Sept. 29 at Fort Myer Chapel in Arlington, Va., where former Secretary of State Lawrence S. Eagleburger delivered the eulogy (see *Letters to the Editor*, page 3).



MORRIS C. "ANDY" ANDERSON, 75, retired Foreign Service officer, died of lung cancer in his Northern Virginia home July 21, 1996.

Mr. Anderson joined the ICA, predecessor to USAID, and was detailed to the State Department in 1957. He served in Bolivia, Ecuador, Nigeria, Viet Nam, Afghanistan and Cairo. His final

assignment was as an administrative assistant in Bangladesh. He retired in 1985.

Mr. Anderson was born in Freeborn, Minn., and received a bachelor's degree from Colorado State University. Before joining the Foreign Service, he taught mechanical engineering and coached an undefeated basketball team at Oregon Technical Institute. He served with the U.S. Navy in World War II.

Survivors include his wife, Khue H. Anderson, and daughters: April, Robin Lynn, Jacqueline Gladys, Kathryn

Lee, Elizabeth Moon and Tuyet Snow, and three sons: Andrew Able, Steve Son and David Hai.

MARGARET M. BARRETT, 73, died Nov. 2 at George Washington Hospital of cancer. Ms. Barrett was a long-time resident of Washington, D.C. She was originally from Archbald, Pa.

Ms. Barrett began her career at the State Department in 1948. She also worked at the Arms Control and Disarmament Agency, serving as a member of the U.S. arms control and disarmament/nuclear test ban treaty delegation, traveling often to Geneva, Switzerland. She later worked as personal assistant to the assistant secretary of International Organizations, Ambassador Samuel De Palma. Before retiring in 1986, Ms. Barrett worked as an officer in the U.N. System Administration Office of the Bureau of International Organizations.

She is survived by her sisters, Anna Curran and Alice Munley, nieces and nephews and grand nieces and nephews. Anyone wishing to pay their respects to the family may write her sister, Mrs. Alice Munley, 267 Laurel St., Archbald, PA 18403.



EDWARD T. STEVER SR., 79, retired Foreign Service officer, died of respiratory failure at Fairfax Hospital in Virginia Aug. 8.

Born in New York City April 17, 1918, Mr. Stever moved to Washington, D.C., in 1940. He began his career at State in 1941. In 1942, he enlisted in the Army and served three years in the Philippines. In 1945 he returned to

the Department, working in the Office of Central Services. He worked on the design and construction of the newer portion of Main State.

Mr. Stever joined the Foreign Service in 1960. In 1962, he was assigned to the American Embassy in Tokyo as general service officer. He also served as administrative officer and consul in Frankfurt and Bonn and as director of the West African Consolidated Administrative Support Center in Lagos, Nigeria. While in Lagos, Mr. Stever was injured seriously on duty, requiring him to return to the United States. He worked in the Office of Medical Services before retiring in 1974.

Mr. Stever graduated from George Washington University. Survivors include his wife of 51 years, Madge Jenner Stever of Annandale, Va.; two sons, John J. Stever of Manassas, Va., and Edward T. Stever Jr. of Falls Church, Va.; a brother, James Stever of Fredericksburg, Va.; a sister, Helen Stever of Leesburg, Va.; and three grandchildren: Teresa, Maryann and Shawn.

ACCENT ON OUTREACH

By DIANA WESTON

The Bureau of Public Affairs has long believed in the importance of connecting young people to the Department and foreign policy. In his Call to Action for American Education in the 21st Century, President Clinton vowed that his "number one priority...is to make sure that all Americans have the best education in the world." Coupled with the Secretary's statement at the Bronx High School of Science that students "will live global lives...will compete in a world marketplace...[and] will have to look outwards," the President's words lay down the gauntlet for the Department and PA to reach out to young people. We have begun this work.

Electronic outreach

PA and others are pursuing ways to help achieve the President's goal to "connect every classroom and library to the Internet by the year 2000 and help all students become technologically literate...." In August, PA launched a special web page (www.state.gov/www/regions_digital.html), potentially connecting millions of elementary, middle and high school students to existing Department information. We believe this information will help them in their studies. PA is also working with others to add photos, graphics and new material prepared especially for students.

The Office of the Geographer and Global Issues in the Bureau of Intelligence and Research is developing original web material for students. The Geographic Learning Site will include graphics, texts and maps depicting different aspects of U.S. international affairs priorities through a geographic perspective. A key part of the site will be targeted toward K-4, 5-8, and 9-12 learning clusters. Working with PA, the office plans to expand this approach to include interactive maps for geography-based analytical research. PA is coordinating with both INR and the Federal Depository Library at the University of Illinois in Chicago, which hosts the Department's main web sites. The site was scheduled to go "live" in October.

Another web education module is under way through the auspices of the Una Chapman Cox program. Foreign Service officer Karen Volker, a 1997-98 fellow, is creating another educational module to provide current foreign policy issues with historical context. Ms. Volker has been working closely with PA and university librarians in Chicago. Actively meeting with key contacts in the academic and foreign policy communities, she will be a public speaker whenever possible in PA's outreach

The author is a public affairs specialist in the Office of Public Communication.

programs.

Initiatives for the student web pages range from developing new material for web sites to rewriting existing Department material specifically for students. The Bureau of European and Canadian Affairs, for example, will rewrite the *Background Notes* "Profile" sections specifically for a student audience. PA is preparing the *Secretaries of State* booklet for the web. Bureaus interested in developing materials for the "Digital Diplomacy for Students" web page should contact Colleen Hope ((202) 647-6265).

PA donated several computers to the Cape Hatteras School in Buxton, N.C., and Patterson Elementary in Washington, D.C. As the Bureau continues to update its own computer system, additional obsolete computers will be donated. Sue Walitsky, PA's special projects director, would like to hear from bureaus having similar plans to donate computers to schools. She's at (202) 647-6575.

In addition to ongoing efforts to respond to students' e-mail, PA continues to cooperate with the Secretary's participation in the Global Learning and Observations to Benefit the Environment (GLOBE) education network. Last February, while in Moscow, the Secretary held a web chat linked by the GLOBE education network with about 3,000 schools in 47 countries and all 50 states. PA and the GLOBE network are exploring other web chat opportunities for the Secretary.

Speakers outreach

PA has a long-standing history of promoting meetings between students and Department officials. Each year PA schedules programs that reach thousands of high school students, influencing America's future opinion leaders and citizens about the relevance of foreign policy to their daily lives. Most of the Department's contact with high school students is with organizations that bring them annually to the Department. They meet with officials ranging from the Secretary to desk officers who speak on key foreign policy issues, careers in the Department and its organization. The groups include larger ones like the Presidential Classroom (350 average per visit), Congressional Youth Leadership Council (300), Close-Up Foundation (200), and smaller groups like American Legion's Boys Nation (100) and U.S. Senate Youth Program (100). Individual area high schools bring smaller groups.

As part of its effort to reach specialized press, PA is exploring ways to reach out to youth press through roundtable discussions with the Secretary and by placing articles in youth publications.

**"[Students]
will live
global
lives....will
compete in a
world
marketplace
... [and] will
have to look
outwards."**

Some sun for the 'unsung'

By Mary Hoøker Robinson

Not all stars glitter or are cast to play leading roles. Yet, their performances are vital to the production's triumph.

With this in mind, Army Sgt. Maj. Walter R. Bruce of the Defense Liaison Office instituted as part of the Noonfest activities the "unsung heroes" concept at State to honor employees occupying "thankless jobs." He considers this critical to advancing State's mission of implementing the principles and practices of diversity.

"It's about more than working and a paycheck. We are all interrelated—albeit various positions are perceived as menial. The mission is accomplished vis-a-vis an inclusive team effort—no matter the tasks," observed the assistant Defense liaison officer.

Among the Department's unsung heroes, he said, are 60 cafeteria staff members who provide essential food services to more than 5,000 State employees daily. Their customers include everyone from the Secretary to rank and file employees. To help recognize their contributions, the

Army official held an "Unsung Heroes" awards ceremony in July for cafeteria staff in the nearby courtyard.

Genie Norris, acting assistant secretary of the Bureau of Administration, presented the cafeteria employees with a certificate of appreciation commending them for "untiring devotion to duty."

"Public recognition fosters a sense of belonging, importance, of being part of the team," the sergeant major said, "increasing self esteem and productivity."

Assisting Ms. Norris in presenting over 200 certificates was Joseph Lake, former deputy assistant secretary for Information Management.

The Noonfest program also had assistance from Caryl Traten Fisher, Scarlet Williams, Shelia-Britten Vaughn, Regina Cross, Cathy Brooks and IM intern Joseph Dwight Harrison Jr. □

The author is a program manager/computer specialist in the Bureau of Diplomatic Security.

Noonfest seeks to advance understanding and awareness of diversity by promoting an atmosphere of harmony and togetherness, according to Army Sgt. Maj. Walter R. Bruce, a Defense Equal Employment Opportunity specialist on loan to State. Since its inception, the program has featured a number of ethnic heritage programs and employee-oriented activities to enhance workplace quality and productivity. Noonfest, the Army official said, is intended to help the Department "implement the principles and practices of diversity through action."



The author and Army Sgt. Maj. Walter R. Bruce.

Army Sgt. Maj. Bruce observes cafeteria staff sharing and admiring certificates.



Genie M. Norris, acting assistant secretary of the Bureau of Administration, presents award to Andy Toole, cafeteria manager.

SAFETY SCENE

By STEPHEN URMAN

Q. I presently have two "brand name" aerosol spray insecticides in my home. One is used for flying and crawling insects and there is a designation of CAUTION on the label. The other is used outdoors for controlling wasps and bees and has the word WARNING on the label. What do these words mean? — EUR

A. In addition to the registration number, labels on Environmental Protection Agency registered products contain such signal words as CAUTION, WARNING and DANGER. These words reflect the hazard of active ingredients (chemicals that kill the pests), carriers, solvents or inert ingredients in the formulation. CAUTION means the pesticide product is slightly toxic or relatively nontoxic. WARNING says the product is moderately toxic, while DANGER means the pesticide product is highly toxic. Products with DANGER designations should be unavailable for sale to you off the shelf. These pesticides are usually identified as "Restricted Use Pesticides" and are available for sale only to certified pest control operators. Although some are less toxic than others, please understand that all pesticides are poisons and their use carries some exposure risk. Generally, you should use the least toxic pesticide that is effective against the specific pest. Of course, don't overlook nonchemical means of control. You should also note that the labels on your aerosol products carry the statement, "Keep out of reach of children." The EPA requires this on every label.

Q. I read something about "pool alarms" recently. How do they work and how effective are they? — AF

A. Pool alarms may be attached to the side of a pool or may float on the surface. Water surface disturbances above a given threshold trigger the alarms. In one design, the unit's movement, caused by waves, causes a micro-switch to close and the unit alarms. Another design, attached to the edge, senses water flowing through an orifice and through a piezo-electric device, which when stressed, generates a current which triggers the system to alarm.

While pool alarms work, they operate only after someone, often a small child, has fallen into the water. They are reactive, not preventive. In a moderate-size pool, a child falling in at one end may not generate enough surface disturbance to set off the alarm at the far end of



You may send questions to Mr. Urman, A/FBO/OPS/SAE, SA-6, Room L-300 Washington, D.C. 20522 or write to the editor. (Your privacy will be respected.) Department policy prohibits reprisal actions against employees who express concerns regarding unsafe or unhealthful working conditions.

the pool. Small children, especially toddlers, do not have much reserve lung air capacity. A relatively short submergence period can be fatal.

Other actions, such as small animals falling in or waves caused by the wind, can trigger false alarms. False alarms tend to cause people to shut off or ignore the alarm. Further, folks may leave the pool and forget to set the alarm. An alarm can give a false sense of security. In this instance, the best defenses against drowning are adequate barricades around the pool and close supervision of those in the pool. Although an alarm can summon an adult to the pool, the time delay may be fatal to the victim, especially a small one.

Q. Can lead in ceramicware used for eating cause a problem? I seem to remember hearing about a Department family on assignment where the children were lead poisoned due to use of lead-containing ceramicware. — ARA

A. Yes, leaded ceramicware can cause a problem and, yes, the incident you referred to did occur. Luckily, the children recovered. Using leaded compounds in glazes is popular owing to aesthetic qualities that produce a more attractive finish. When the glaze is properly formulated and fired at the correct temperature, the lead is bound up and the surface is almost impervious to the effects of food and beverages. The danger occurs when this does not occur and the surface comes in contact with acid foods such as fruit juices, wine, tomato sauce and vinegar. These acids can accelerate the lead's release from the finish.

While in the United States there are some Food and Drug Administration controls over the amount of lead which can leach from ceramicware, this protection does not exist in most other countries. Since there is no easy way of knowing whether the finish has been properly prepared, here are several precautionary steps to reduce the risk of lead poisoning: (1) avoid using ceramicware for food or beverage storage; (2) beware of products produced and or purchased in other countries; (3) don't use antiques or collectibles to hold food or beverages; and (4) be careful of ceramic items made by amateurs or hobbyists. □

The author is director of the Office of Safety/Health and Environmental Management.

FOREIGN SERVICE PERSONNEL

Appointments (October)

Adkison, Anthony M., Diplomatic Security
Atkins, Catherine P., Brussels
Bailey, Lance M., Diplomatic Security
Bernardo, Robert O., Diplomatic Security
Berry, Christopher L., Diplomatic Security
Brinson, Barclay C., Diplomatic Security
Burton, Wade, Diplomatic Security
Coady, Michael J., Diplomatic Security
Codisport III, Leonard, Diplomatic Security
Crockett, Kerry, Diplomatic Security
Cummings, Brian D., Diplomatic Security
Eastman, Jeffrey S., Diplomatic Security
Ellis, Brinille, Diplomatic Security
Falanga, Lynn M., Diplomatic Security
Ford, Corey A., Diplomatic Security
Gayhart, James W., Diplomatic Security
Gilligan, Kevin C., Diplomatic Security
Gray, Gregory D., Diplomatic Security
Grech, Robert F., Diplomatic Security
Griffiths, Robert Daniel, Shanghai
Hanson, Kathleen D., Bureau of Personnel
Hills, William G., Diplomatic Security
Hunter, Steven W., Diplomatic Security
Jurczyk, Donald F., Diplomatic Security
Keegan, Patrick J., Diplomatic Security

Kmentt, Todd A., Diplomatic Security
Kriley, Eric A., Diplomatic Security
Lagasse, John M., Diplomatic Security
Landis, James L., Diplomatic Security
Leseberg, Jules Edward, Diplomatic Security
Lewis, Mark S., Diplomatic Security
Loftus, Andrew J., Diplomatic Security
Lu, Aria Bevin, Diplomatic Security
Maloy, Kevin A., Diplomatic Security
Mass, Craig K., Diplomatic Security
McManus, Robert G., Diplomatic Security
Murphy, Brian C., Diplomatic Security
Nichols, Stacy Rene, Near Eastern Affairs
Norsworthy, Jon B., Diplomatic Security
Osterhout, Thad, Diplomatic Security
Roxbury, Steven J., Diplomatic Security
Shaw, Stephen P., Diplomatic Security
Sierra, Arnold, Political-Military Affairs
Smith, Tiffany C., Diplomatic Security
Stillman, Roy B., Diplomatic Security
Stitt, Christopher C., Diplomatic Security
Toczko, James E., Diplomatic Security
Twining, Peter C., Diplomatic Security
Vidalgriffo, Eileen, Diplomatic Security
Wilson, Andrew Chester, Tokyo

Transfers (October)

Aaron, M. Eugene, Inter-American Affairs to European Affairs
Abbott, Lucy K., East Asian and Pacific Affairs to Foreign Service Institute
Aceto, Paul Vincent, European Affairs to Economic and Business Affairs
Ackerman, Steven G., Foreign Service Specialist Intake to Nairobi
Ackermann, Lidia, Foreign Service Specialist Intake to Moscow
Adams, John Quincy, Bucharest to Foreign Service Institute
Adams, Martin Phillip, Foreign Service Institute to Tbilisi
Adams, Shirley Ann, International Narcotics and Law Enforcement Affairs to Bureau of Public Affairs
Agostini, Olive M., Damascus to Colombo
Akgun, Carole Diane, Moscow to U.S., Vienna
Albright, Richard Alan, Paris to Paris
Alcantara, Ruben R., Foreign Service Institute to Tirana
Allison, Drew M., Foreign Service Specialist Intake to Sanaa
Aloisi, Jonathan Mark, Beijing to Foreign Service Institute
Ames, Marjorie Ann, The Hague to Moscow
Amis, Donald J., Foreign Buildings Office to African Affairs
Anselem, W. Lewis, Political-Military Affairs to Panama
Anderson, Gerald C., Foreign Service Institute to Tel Aviv
Andrews, Timothy Duane, Abuja to Foreign Service Institute
Anzaldua, Alfred B., Quito to Oceans Bureau
Armbruster, Thomas H., Foreign Service Institute to Moscow
Arnold, Mary Emma, Lahore to Islamabad
Atkins, Edmund E., Foreign Service Institute to Bonn
Augustine, Peter K., Berlin to Foreign Service Institute
Bakalar, Michael E., Wellington to Sarajevo
Ball, Susan M., Foreign Service Institute to Rome
Baron, Jeffrey J., European Affairs to Intelligence and Research
Barr, Joyce A., Operations Center to Foreign Service Institute
Barron, Frederike A., Freetown to Bureau of Public Affairs
Barry, Antonia Joy, Kuwait to Intelligence and Research
Baum Jr., Russell Alton, Almaty to Foreign Service Institute
Bay, Janice Friesen, Bonn to Bureau of Personnel
Bayley, Douglas Covell, Kampala to Operations Center
Begnell, Bruce R., Yerevan to Tokyo
Bellamy, Pamela S., Paris to European Affairs
Bellis, William D., Bureau of Personnel to European Affairs
Belmont, Paul Thomas, Foreign Service Institute to Moscow
Beltz, David D., London to Office of Information Management

Bendsen, Christian D., Consular Affairs to Colombo
Bistransky, William J., Pre-Assignment Training to Moscow
Bitter, Rena, Mexico City to Bogota
Blake, Steven L., Belgrade to Sofia
Blakeslee, Annette D., Yaounde to Maputo
Boland, Denise Anne, Santiago to Montevideo
Bonner, Jennifer Varrell, Office of the Secretary to Near Eastern Affairs
Bonner, Marilynne, Pretoria to Nassau
Booth, William J., Athens to Paris
Bopp, Steven Douglas, Bonn to Cairo
Borden, Thurmond H., Tokyo to African Affairs
Bosken, Jermome J., Paris to U.S. Vienna
Boulanger, John P., Moscow to Foreign Service Institute
Bracet, Juan M., San Salvador to Economic and Business Affairs
Brand Jr., Robert R., New Delhi to Diplomatic Security
Bravo, Paula M., Tegucigalpa to Asuncion
Breese, Terry Alan, Brussels to Manila
Brencick, William J., Buenos Aires to Guatemala
Brennan, John Brien, Foreign Service Institute to Warsaw
Briggs, Jacquelyn L., African Affairs to Foreign Service Institute
Brooks-Lindsay, Joanne, Port Au Prince to La Paz
Brooks, Annemarie, Brussels to Munich
Brooks, William E., Brussels, USEU to Economic and Business Affairs
Brown, Norman C., Foreign Service Specialist Intake to Tegucigalpa
Brown, Phillip C., Quito to Kampala
Brown, Timothy Alan, Bamako to Accra
Browning, Michael J., Guatemala to New Delhi
Brundage, Stephen G., Foreign Service Institute to Ouagadougou
Brunette, Stephen P., International Narcotics and Law Enforcement Affairs to Diplomatic Security
Bryan, Angela Ann, Damascus to Algiers
Buelow, Judy Marie, Inter-American Affairs to International Organization Affairs
Buenrostro, Kelly Lee, Harare to Chisinau
Burgos, Carlos R., Inter-American Affairs to Tegucigalpa
Burns III, Matthew James, Rome to Tel Aviv
Burns, Brendan Robert, Freetown to Addis Ababa
Burt-Lynn, Jane, Consular Affairs to Manila
Burton, Fletcher M., Sarajevo to Bonn
Bush, Wayne Jeffrey, Kampala to Paris

FOREIGN SERVICE PERSONNEL

Transfers (October) continued

- Butenis, Patricia A., Consular Affairs to Foreign Service Institute
Butler, James L., Foreign Service Institute to Canberra
Butler, Lawrence E., Dublin to National Security Council
Byrd, Timmy R., Office of Information Management to Tel Aviv
Byrne, Padraig P. D., Canberra to Intelligence and Research
Cadogan, Thomas A., Jakarta to Mexico City
Callow, Thomas W., Riyadh to Political-Military Affairs
Campbell, Sandra J., Congress to Bureau of Personnel
Candadai, Ravi S., London to Cairo
Carouso, James, Santo Domingo to Pretoria
Carter III, Phillip, Foreign Service Institute to Libreville
Carter, Keith D., Diplomatic Security to Beirut
Carwile, John Leslie, Rome to Quito
Castro, Christian M., Foreign Service Institute to Oslo
Cavanaugh, Carey E., European Affairs to Bern
Cellars, Jeffrey R., Near Eastern Affairs to Munich
Chamberlin, John W., Foreign Service Institute to Singapore
Chammas, Judith Ann, Colombo to Near Eastern Affairs
Charles, Howard R., San Jose to Kingston
Chase, Peter H., Under Secretary for Economic, Business and Agricultural Affairs to London
Chisholm, Frances M., Frankfurt to Bonn
Christensen, John N., Tegucigalpa to Manila
Clark Jr., Joseph F., Diplomatic Security to Guatemala
Clark, Mark Daniel, Jakarta to Lagos
Cleary, Colin Michael, Warsaw to Foreign Service Institute
Clyatt Jr., Oscar Willard, European Affairs to Office of Information Management
Cobb, Elizabeth L., Administration to Foreign Service Institute
Cohan, Eric Scott, Guayaquil to Santo Domingo
Cohen, Charles Irvin, Democracy, Human Rights and Labor to Intelligence and Research
Cohn, Mitchell Allen, Oceans Bureau to Bureau of Personnel
Cole, James Francis, Lahore to Kathmandu
Coleman, Maryruth, Foreign Service Institute to Riga
Coley, Theodore Raymond, San Salvador to Warsaw
Collins III, Frank, Foreign Service Institute to Helsinki
Collins Jr., David L., Vienna to Office of Information Management
Collins, Marc A., Pre-Assignment Training to Sao Paulo
Collins, Stefano J., Rome to Sarajevo
Columbus, Cris, Paris to Amman
Combs, James D., Ottawa to Diplomatic Security
Combs, John E., Freetown to Havana
Comras, Victor D., Diplomats in Residence to Bureau of Personnel
Cook, Gary Lee, Jeddah to Guangzhou
Cook, John G., Bogota to Inter-American Affairs
Cook, Matthew S., Ouagadougou to International Narcotics and Law Enforcement Affairs
Cooke, Cassandra A., Frankfurt to Nairobi
Copas Sr., David N., Cairo to Tegucigalpa
Copeland, Howard W., Tel Aviv to Inter-American Affairs
Corbett, Michael Timothy, Foreign Service Institute to Diplomatic Security
Coulter Jr., Frank J., Bureau of Personnel to Foreign Service Institute
Covey, James P., Office of the High Representative to National Security Council
Covington, Philip Stanhope, Bureau of Personnel to Buenos Aires
Cowher, Linda Murl, Bucharest to Ouagadougou
Cubbison, Edwin P., Bureau of Personnel to Santo Domingo
Culver, Jeffrey W., Abu Dhabi to Bureau of Personnel
Cummings, Barbara Cecelia, Vancouver to Foreign Service Institute
Curry, Dennis L., Moscow to Political-Military Affairs
Cushing, John A., Guatemala to Port Moresby
Dacus, Jacqueline D., Bureau of Personnel to Cairo
Daetwyler, Linda E., Pre-Assignment Training to Kingston
Dailey, Grace G., Diplomatic Security to Warsaw
Dalland Jr., Raymond S., Inter-American Affairs to Political-Military Affairs
Danaher, Scott I., Seoul to La Paz
Davidson, Kimber E., Damascus to Abu Dhabi
Davis, Kenneth B., Bureau of Personnel to Sao Paulo
Davis, Ruth A., Consular Affairs to Foreign Service Institute
Dean, Nicholas Julian, Department of Commerce to Moscow
Deasy, John P., Inter-American Affairs to Economic and Business Affairs
Dektor, Jeffrey B., Athens to Frankfurt
DeLaurentis, Jeffrey, International Organization Affairs to National Security Council
Denny, David Anthony, Oceans Bureau to Economic and Business Affairs
Desjardins, Marc L., Muscat to Near Eastern Affairs
Dethomas, Joseph Michael, Foreign Service Institute to Vienna
Deuerlein, Rodger Jan, Port of Spain to Amsterdam
Deutch, Ronald James, Office of Legislative Affairs to Ulaanbaatar
Dille, Benjamin Beardsley, Mexico City to Shanghai
Dlouhy, David Bryan, Diplomats in Residence to Bureau of Personnel
Dmytrewycz, Bohdan, Bureau of Personnel to Beirut
Dodson, Stephen Andrew, European Affairs to Foreign Buildings Office
Doell, Cynthia Rae, Berlin to Foreign Service Institute
Doggett, Laurence L., Diplomatic Security to New Delhi
Doherty Jr., Thomas, Tegucigalpa to Santo Domingo
Donahue, Bruce E., Moscow to European Affairs
Donahue, Gilbert J., Sao Paulo to International Organization Affairs
Donahue, Linda L., Sao Paulo to Foreign Service Institute
Donnelly, Michael F., Foreign Service Specialist Intake to Kiev
Donnelly, Michelle R., Lilongwe to Tashkent
Doraiswamy, Balaji, Riyadh to Colombo
Downer, William D., Budapest to Foreign Buildings Office
Duffy, Patricia J., Abidjan to Islamabad
Dunkel, William Raymond, Seoul to Guangzhou
Eastham Jr., Alan W., New Delhi to Islamabad
Eckert, Robert A., Diplomatic Security to Moscow
Eiriz, Silvia, Georgetown to Rome
Eklund, Jon E., Consular Affairs to Dhaka
Elkins, Ronald J., Diplomatic Security to Warsaw
Elliott, Diana J., Beirut to Lagos
Elliott, James S., Moscow to Islamabad
Ellsbury, Allan Vincent, Tunis to Bureau of Personnel
Enav, Cari Robin, East Asian and Pacific Affairs to Foreign Service Institute
Engelken, Stephen C., Near Eastern Affairs to International Organization Affairs
Ensher, Henry S., U.S. Vienna to Near Eastern Affairs
Eshelman, Stephanie, East Asian and Pacific Affairs to European Affairs
Espada-Platet, Luis, Ponta Delgad, Azores to Santo Domingo
Estell Jr., Wilson N., Operations Center to Tokyo
Estrada, Roland G., Rio de Janeiro to Bureau of Personnel
Evans, John M., St. Petersburg to Bureau of Personnel
Everett, Theresa J., Antananarivo to Rabat
Fabian, Eric P., European Affairs to Geneva, U.S. Mission
Facks, Brett W., Hong Kong to Office of Information Management
Fairchild Jr., Lon C., Rome to Tirana
Fairfax, Ben Floyd, San Jose to Seoul
Faltermar, Mark S., New Delhi to Diplomatic Security
Falzetta, Brian J., Beirut to Diplomatic Security
Fanjoy, William B., Office of Information Management to Bangkok
Farrar, Lawrence F., International Organization Affairs to Political-Military Affairs
Feller, Scarlet Diane, Vienna to Career Mobility Program
Fife, Nan Nida, Foreign Service Institute to Yokohama
Fishbein, Jonathan Lyman, Tunis to Damascus
Fisher, Richard V., Calgary to Intelligence and Research

FOREIGN SERVICE PERSONNEL

Transfers (October) continued

- Fitzpatrick, Mark T., Near Eastern Affairs to U.S. Vienna
 Fleury, Michael, Inter-American Affairs to Pretoria
 Folmsbee, Paul Arthur, Colombo to La Paz
 Ford, Robert Stephen, Algiers to Near Eastern Affairs
 Fordyce-App, Kimberlee D., International Narcotics and Law Enforcement Affairs to Ankara
 Franke, Durwood L., Canberra to Quito
 Freeman, Patrick Joseph, Beijing to Dhaka
 Furtado, Gilbert O., Frankfurt to Hong Kong
 Gadsden, James Irvin, Budapest to European Affairs
 Gaffney, Edward F., Vienna to Beirut
 Gaffney, Paul P., Panama to Havana
 Galer Ryan, Anne Marie, Singapore to International Organization Affairs
 Galindo, David R., Oslo to Intelligence and Research
 Gallant, Kim K., Brussels to European Affairs
 Gannon, Richard M., Foreign Service Institute to Office of the Under Secretary for Management
 Garber, Judith G., Mexico City to Foreign Service Institute
 Garcia, Benjamin A., Port Au Prince to European Affairs
 Garcia, Carlos, Santiago to Nassau
 Garcia, Rudy Robert, Hermosillo to Santiago
 Gardner, D. Jean, Paris to African Affairs
 Garvey, Michael, Guangzhou to Bonn
 Gavagan, Judy L., Berlin to Bureau of Personnel
 Gayle, Michael A., Foreign Service Institute to Sapporo
 Gelner, Kathryn L. S., Consular Affairs to Berlin
 Gerg, Timothy John, Nicosia to Berlin
 Glass, Deborah P., London to Cairo
 Glass, George A., European Affairs to Munich
 Gleason, James Dennis, Foreign Buildings Office to Kigali
 Gleason, Steven R., Amman to International Narcotics and Law Enforcement Affairs
 Gober, Sally M., Montreal to Foreign Service Institute
 Gonzales, Alfred, Quito to Foreign Service Institute
 Goodfriend, Mark A., Moscow to International Organization Affairs
 Goodrich, Robert E., Diplomatic Security to Paris
 Gorman, Carolyn M., Population, Refugees, and Migration to Vienna
 Gould, Forrest John, Rome to Havana
 Grant, William Kevin, International Organization Affairs to Rome
 Gray, James B., Tel Aviv to Congress
 Green, George B., Office of Information Management to Bangkok
 Griffith, William L., Mexico City to Political-Military Affairs
 Groening, Eva J., Foreign Service Institute to Hanoi
 Grossman, Alexander J., Santiago to Inter-American Affairs
 Groves, Judith K., Bogota to Maputo
 Guard Jr., C. Edwin, Cairo to Muscat
 Guido-O'Grady, Deborah L., Pre-Assignment Training to Moscow
 Gumbiner, Lawrence J., Inter-American Affairs to San Jose
 Gunderson, Brian G., Tunis to Kuwait
 Gust, Sandra Jean, Office of the Secretary to European Affairs
 Habib, Michael J., London to Secretary of Defense
 Hall, Ruth Mary, Kathmandu to East Asian and Pacific Affairs
 Hamilton, James Jay, Luanda to Office of Legislative Affairs
 Hamilton, Ralph A., San Salvador to Career Mobility Program
 Hamilton, Scott Ian, Durban to Inter-American Affairs
 Hammond Jr., Ronald C., Kathmandu to Near Eastern Affairs
 Hansen, Rosemary Ellen, Sarajevo to Foreign Service Institute
 Hansen, Ruth E., Sofia to Foreign Service Institute
 Harmon, William R., Istanbul to Office of the Inspector General
 Harms, Glenn E., Seoul to Diplomatic Security
 Harrington, Matthew Tracy, Brasilia to Operations Center
 Hartman Hart, Shirley Mari, Caracas to International Organization Affairs
 Haviland, Andrew Bauer, Foreign Service Institute to Dakar
 Hayes, Patrick R., Beijing to Administration
 Haymond, Peter Mark, Foreign Service Institute to Vientiane
 Haynes, John D., Naples to Office of Legislative Affairs
 Haynes, Wallis S., Deputy Special Representative for Trade Negotiations to European Affairs
 Hengel, Douglas C., Prague to Foreign Service Institute
 Henshaw, Simon, San Salvador to Bureau of Personnel
 Hernandez, Priscilla G., Intelligence and Research to Bonn
 Heskin, Carolyn I., Kuala Lumpur to Bureau of Personnel
 Hill II, William H., Office of the Secretary to Political-Military Affairs
 Hiltz, Joseph A., Dar Es Salaam to Bureau of Personnel
 Hogan, Daniel Barrett, Foreign Service Specialist Intake to Foreign Buildings Office
 Holtz, Greta Christine, Damascus to Bureau of Personnel
 Hoover, John Martin, Foreign Service Institute to Warsaw
 Humphrey, William A., Maputo to Office of Information Management
 Hyatt, Amy Jane, Manila to East Asian and Pacific Affairs
 Hyland, Colleen E., San Salvador to European Affairs
 Ijames Jr., Don D., Bucharest to Caracas
 Imwold, Dennis, Inter-American Affairs to Oceans Bureau
 Ingmanson, Katherine M., Foreign Service Institute to Athens
 Janiak, Elayne J., Bamako to Kampala
 Jarrett, Kenneth Howard, Foreign Service Institute to Beijing
 Jarvis, Richard Michael, Sanaa to Political-Military Affairs
 Jaworski, Richard E., Tel Aviv to Foreign Service Institute
 Jimerson, Harold L., Jakarta to Dakar
 Johnson, Carolyn R., Foreign Service Institute to Bucharest
 Johnson, Jill, Toronto to Consular Affairs
 Johnson, Kevin M., Helsinki to Congress
 Johnson, Nancy Edith, Foreign Service Institute to Office of the Inspector General
 Johnson, Robert A., Santiago to Jakarta
 Johnson, Roger William, Amman to Manila
 Jones, Clyde Lester, Lahore to Madras
 Jones, Judith Ann, Political-Military Affairs to Foreign Service Institute
 Jones, Stuart E., International Organization Affairs to Adana
 Julian, Wayne E., Hong Kong to Medical Services
 Kaidanow, Tina, Belgrade to Sarajevo
 Kam, Geraldine L., Office of the Chief Financial Officer to Oceans Bureau
 Kambara, Ann, East Asian and Pacific Affairs to Foreign Service Institute
 Kambourian, Kim White, Inter-American Affairs to Santiago
 Kamian, Harry R., Havana to Operations Center
 Kane, Michael P., Pretoria to Frankfurt
 Kane, Romona Rae, Pretoria to Frankfurt
 Kapusciaz, Shirley E., Near Eastern Affairs to U.S. Vienna
 Karagiannis, Alexander, Foreign Service Institute to Athens
 Karlen, Dale A., Tegucigalpa to Diplomatic Security
 Kasper, Robert, European Affairs to Deputy Special Representative for Trade Negotiations
 Kata, Edward T., Kingston to Bureau of Personnel
 Kay, Catherine Elias, Ottawa to European Affairs
 Keas, Emily G., Dharan to Riyadh
 Keays, Michael Christopher, Moscow to Office of the Secretary
 Keener, Virginia Idelle, Cairo to Frankfurt
 Keil, Charles F., Medical Complement to Consular Affairs
 Keiser, Glen C., Berlin to Munich
 Keisling, John B., Foreign Service Institute to Yerevan
 Keller, Patricia K., Kuwait to Office of Legislative Affairs
 Kennon, Mark R., Foreign Service Institute to Seoul
 Kent, Douglas Barry, Bishkek to Foreign Service Institute
 Kepp, Elizabeth Jane, Asmara to Bureau of Public Affairs
 Kettering, William Neil, Beirut to Diplomatic Security
 Kilgore, Vivian, Colombo to Melbourne
 Kim, Sung Y., Kuala Lumpur to East Asian and Pacific Affairs
 Kimble, Melinda L., International Organization Affairs to Oceans Bureau
 Kincaid, Scott A., Office of Information Management to Pretoria
 Kinney, Stephanie Smith, Copenhagen to Office of the Secretary

FOREIGN SERVICE PERSONNEL

Transfers (October) continued

- Kirkpatrick, Alexander T., Mexico City to Bureau of Personnel
 Kite, Carolyn D., Bureau of Personnel to Abu Dhabi
 Kiuru, Aili M., Medical Complement to Bureau of Personnel
 Kleinwaks, Elise H., European Affairs to Inter-American Affairs
 Klemm, Hans G., Yokohama to Tokyo
 Knapper, Marc E., Tokyo to Seoul
 Kopf, George B., Inter-American Affairs to Matamoros
 Koran, Donald William, Intelligence and Research to African Affairs
 Korky, Ann Kelly, International Organization Affairs to Near Eastern Affairs
 Kraft, Bruce R., Pre-Assignment Training to Caracas
 Krajicek, John, Diplomatic Security to Bogota
 Kramer, Peter M., Diplomatic Security to Dubai
 Kraske Jr., Leonard M., Reykjavik to Rome
 Krhounek, Kimberly, Port Au Prince to Prague
 Kumar, Sanjai, East Asian and Pacific Affairs to Kuala Lumpur
 Kuntz, Mona A., Career Mobility Program to Amman
 Lambert, Christopher A., Lima to Rio de Janeiro
 Lamora, Christopher John, Athens to Consular Affairs
 Lankford, Shannon G., Lahore to NATO, Brussels
 Lattimer, Timothy Peter, Manila to Buenos Aires
 Lawrence, Susan I., Consular Affairs to Jerusalem
 Lay, Ronald George, Inter-American Affairs to Consular Affairs
 Lee, Doyle R., Ankara to Manila
 Lefler, Mark J., Diplomatic Security to Berlin
 Lennon, Edward A., Mexico City to Panama
 Lepire, Mark, Bonn to Seoul
 Lesniak, Stephen Thomas, Diplomatic Security to Kingston
 Lew, Anthony P., Vienna to Diplomatic Security
 Lewis, Jamal M., Foreign Service Specialist Intake to Cotonou
 Light Jr., Frank Gristock, International Organization Affairs to African Affairs
 Likins, Rose M., Sofia to Operations Center
 Lindsey, Lynette C., Political-Military Affairs to Manila
 Littrel, Douglas M., Algiers to Tunis
 Livingston, Laura L., Madras to International Narcotics and Law Enforcement Affairs
 Lockman, Jeri Lynn, Jakarta to Medical Services
 Logalbo, Dominick, Mexico City to Georgetown
 Long, John D., East Asian and Pacific Affairs to Geneva
 Lopez, Gerard Joseph, Bangkok to New Delhi
 Lovejoy, Elijah P., Pre-Assignment Training to Bridgetown
 Lovejoy, Helen O., Foreign Service Institute to Tunis
 Lumley, Dustin W., Sarajevo to Vienna
 Lynch, Christopher F., San Salvador to Hamburg
 Lynch, Joseph, Guayaquil to Calgary
 Lynn, George W., Pre-Assignment Training to Manila
 Lyons, Martin A., Near Eastern Affairs to Tunis
 Maher, Kevin K., Political-Military Affairs to Tokyo
 Mahoney, Patricia A., Near Eastern Affairs to Foreign Service Institute
 Malczewski, Denise, Inter-American Affairs to Bridgetown
 Malinowski, Michael E., Mbabane to Near Eastern Affairs
 Mallory, Jerold L., Economic and Business Affairs to Mumbai
 Malott, Frank Stephen, Foreign Service Institute to Prague
 Mandel, Lawrence C., Near Eastern Affairs to Office of the Under Secretary for Management
 Manley, Victor E., Intelligence and Research to Manila
 Manring, Nicholas Jordan, Mexico City to Frankfurt
 Marks, David M., Tokyo to East Asian and Pacific Affairs
 Marks, Patricia L., Congo, Democratic Republic to Bridgetown
 Marshall, Carol D., Islamabad to Kathmandu
 Martensen, Ronnie Lee, Kathmandu to Geneva
 Martin, Eddie H., Foreign Service Specialist Intake to Port Au Prince
 Martin, James G., Sofia to Phnom Penh
 Martinez, Carmen Maria, Bureau of Personnel to Maputo
 Martinez, Sylvie Lynn, East Asian and Pacific Affairs to Foreign Service Institute
 Martinez, Valentino E., European Affairs to Mexico City
 Marut, Christopher J., Foreign Service Institute to Kuala Lumpur
 Mateyov, Brian W., Diplomatic Security to Manila
 Matthewman, Robin Hill, Foreign Service Institute to Moscow
 Maxstadt, James Edward, Nairobi to African Affairs
 Mayo, Iris J., Manama to Near Eastern Affairs
 Meale, David, Hong Kong to Near Eastern Affairs
 Meigs, Michael Andrew, Libreville to Foreign Service Institute
 Michael, A. William, Kathmandu to Career Mobility Program
 Miller, Stephen Howard, Seoul to East Asian and Pacific Affairs
 Miller, Thomas Joel, Athens to European Affairs
 Mines, Keith Wayne, Port Au Prince to Inter-American Affairs
 Miseneheimer, Alan Greeley, Cairo to Foreign Service Institute
 Monsour, Annette M., Moscow to Foreign Service Institute
 Mull, Stephen Donald, Warsaw to European Affairs
 Nelson, David D., Madrid to Economic and Business Affairs
 Nordquist, Nels Peter, Paris to European Affairs
 Noyes, Lawrence P., Foreign Service Institute to Political-Military Affairs
 O'Brien, Penelope R., New Delhi to Bureau of Personnel
 O'Brien, Richard W., Bonn to Economic and Business Affairs
 O'Connell, Lawrence E., Office of Information Management to Almaty
 O'Donohue, Peter Adams, Yaounde to African Affairs
 O'Friel, Paul Christopher, Tunis to Cairo
 O'Grady, Daniel J., Foreign Service Institute to Moscow
 O'Hara, Harry John, Brussels to Inter-American Affairs
 O'Malley, Michael Edward, Intelligence and Research to Inter-American Affairs
 Olson, Darin K., Near Eastern Affairs to Mumbai
 Ordenez, Michael A., Pre-Assignment Training to Riyadh
 Orlin, Richard Bruce, Bogota to London
 Orr, David W., Sarajevo to Manila
 Orr, Pittman A., Foreign Service Institute to Shanghai
 Osage, Christine M., Port Au Prince to Montreal
 Otis, Sarah Kellogg, Stockholm to Bureau of Personnel
 Owens, Barbro Appelquist, Mexico City to European Affairs
 Paarlberg Jr., Don, Political-Military Affairs to Intelligence and Research
 Padilla, Leslie Marie, Foreign Service Institute to Skopje
 Papworth, Texanna Joe, Geneva to Buenos Aires
 Parker, Andrew Charles, Lagos to Kingston
 Parmly, Michael Eleazar, Sarajevo to Paris
 Parnell, Isiah Lenart, Nuevo Laredo to Panama
 Passen, Andrew A., Abidjan to Montreal
 Pastore, Edmee Hawkes, Foreign Service Institute to Lagos
 Patchell, Anne Ware, Berlin to Bureau of Personnel
 Pattison, Stephen R., Foreign Service Institute to Bucharest
 Pauli-Widenhouse, Vera, Bureau of Personnel to Libreville
 Pazina, Susan L., Riga to Tijuana
 Perez, Carlos, Prague to Office of Legislative Affairs
 Perreault, Barbara A., European Affairs to Geneva
 Perry, C. Richard, Diplomatic Security to Manila
 Perry, Mark X., Moscow to European Affairs
 Petrie, Ronald C., Managua to Manila
 Pettit, Paul R., Diplomatic Security to Vienna
 Pflaumer, Walter, European Affairs to London
 Pham, Peter Phuong, Bangkok to Diplomatic Security
 Piasecki, Angret M. E., Bureau of Personnel to Moscow
 Pickens, Homer C., Tunis to Department of Commerce
 Piekarz, Emil M., Bureau of Personnel to Foreign Service Institute
 Pierce, Roger Dwayne, Office of the Inspector General to Cairo
 Pinkham, Shirly Carol, Ankara to Population, Refugees and Migration
 Pinkley, Adele M., Mexico City to Moscow
 Polt, Michael Christian, Bern to Bonn
 Pommersheim, John M., Bonn to European Affairs
 Pomper, Joseph M., Congress to Inter-American Affairs
 Popchak, Robert J., Tashkent to Lisbon
 Pope II, Laurence E., Diplomats in Residence to Political-Military

FOREIGN SERVICE PERSONNEL

Transfers (October) continued

- Affairs
- Porter Jr., Robert Chamberl, Phnom Penh to Bamako
- Powell, Bernice Ann, International Organization Affairs to Ponta Delgada, Azores
- Power, Daniel J., Diplomatic Security to Foreign Buildings Office
- Pratt, Samuel Otis, Foreign Service Specialist Intake to Bamako
- Prokop, Mark Stephen, Tokyo to Economic and Business Affairs
- Pruett, Richard K., Intelligence and Research to Political-Military Affairs
- Purnell, Jon R., Foreign Service Institute to Almaty
- Putt, James R., Department of Commerce to Damascus
- Pyatt, Geoffrey R., National Security Council to Lahore
- Quanred, Pamela G., Moscow to International Organization Affairs
- Quinones, Edwin, Diplomatic Security to La Paz
- Quinzio, Thomas J., La Paz to Foreign Service Institute
- Quiram, Douglas P., Diplomatic Security to Foreign Service Institute
- Rabby, Avraham, Democracy, Human Rights and Labor to Lima
- Radcliffe, Katherine A., Dar Es Salaam to Career Mobility Program
- Radel, John D., East Asian and Pacific Affairs to Kuala Lumpur
- Rafferty, Rueben Michael, La Paz to Deputy Assistant Secretary for Operations
- Randolph, David E., Quito to Inter-American Affairs
- Ratner, Jacqueline, Oceans Bureau to Foreign Service Institute
- Ratney, Michael A., Near Eastern Affairs to Foreign Service Institute
- Rault, Sharon S., Nouakchott to Canberra
- Ravenscroft, Dennis G., Quito to Diplomatic Security
- Reca, Helena L., Sanaa to Damascus
- Reca, Robert J., Sanaa to Damascus
- Reed, Worley Lee, Diplomatic Security to Nairobi
- Rees, G. Scott, East Asian and Pacific Affairs to Beijing
- Regan, Mary Louise, Bureau of Personnel to Foreign Service Institute
- Reifman, Joel Richard, Bucharest to Kampala
- Reilly, Sharon L., Paris to Pretoria
- Reynolds, Deborah L., East Asian and Pacific Affairs to Hong Kong
- Reynolds, Phillip C., Office of Information Management to Hong Kong
- Rhea, Deborah C., Pre-Assignment Training to Georgetown
- Rhoades, Dwight Ray, San Salvador to European Affairs
- Richard, Dona Fay, Cairo to Bonn
- Richart Jr., Raymond D., Nouakchott to Brussels
- Riddle, John R., Lima to Office of the Secretary
- Rider, John M., Vienna to Office of the Chief Financial Officer
- Rinella Jr., Joseph L., Moscow to Foreign Service Institute
- Rittenhouse, David M., Foreign Service Institute to Kiev
- Robertson, David G., Zagreb to Nairobi
- Robertson, Thomas Bolling, Moscow to Foreign Service Institute
- Robinson Jr., David M., Congress to Population, Refugees and Migration
- Robinson, Todd D., Rome to La Paz
- Rodgers, John Robert, Intelligence and Research to East Asian and Pacific Affairs
- Roe, Peter B., Foreign Service Institute to Beijing
- Rogers, Ava Lavon, Brazzaville to African Affairs
- Romeo, Claudia D., Inter-American Affairs to Rabat
- Ronish, Shane T., Diplomatic Security to Foreign Service Institute
- Rorvig, Richard Arthur, Bucharest to Bonn
- Rosenberry, Sara A., European Affairs to Sarajevo
- Ross, Judith Ann, Inter-American Affairs to Santiago
- Rothman, Andrew Charles, Foreign Service Institute to Beijing
- Roule, Norman T., Ankara to European Affairs
- Rowe, Paul Edward, Addis Ababa to Yaounde
- Rubinstein, Daniel H., Near Eastern Affairs to Foreign Service Institute
- Rudensky, Maria M., European Affairs to Consular Affairs
- Ruedy, Shirley E., Moscow to European Affairs
- Ruiz, Karen Smith, La Paz to San Salvador
- Russell, Daniel A., Moscow to Yekaterinburg
- Ryan, Douglas P., Singapore to East Asian and Pacific Affairs
- Ryan, James F., Office of Information Management to Bangkok
- Ryan, Shaun J., Lusaka to Pretoria
- Ryan, Thomas W., Helsinki to Harare
- Ryan, Vincent Joseph, Inter-American Affairs to Moscow
- Saddy, Cynthia M., Near Eastern Affairs to Amman
- Salazar, John M., Buenos Aires to Jakarta
- Salazar, Maximiliano A., Diplomatic Security to Georgetown
- Sanchez-Carlo, Maria, International Narcotics and Law Enforcement Affairs to Sao Paulo
- Sandberg, Eric Clark, Bonn to Foreign Service Institute
- Sanders, Richard Milton, Madrid to Inter-American Affairs
- Santos Jr., Daniel, Inter-American Affairs to Foreign Service Institute
- Sarisky, David D., Kampala to Athens
- Saums II, Edmund Robert, Riyadh to Cairo
- Scaletta Jr., Thomas F., Brasilia to Reykjavik
- Scanlan, Francis T., Foreign Service Institute to Krakow
- Scanlan, Michael Douglas, European Affairs to Foreign Service Institute
- Schaar, Leslie C., Pre-Assignment Training to Rio de Janeiro
- Schandlbauer, Alfred, San Jose to Oceans Bureau
- Scheid, Brandon P., European Affairs to Athens
- Schlosser, John K., Foreign Service Institute to Warsaw
- Schmidt, John Richard, National Security Council to Foreign Service Institute
- Schoelwer, Michael H., Stockholm to European Affairs
- Schroeder, Kenneth N., Seoul to Bonn
- Schweitzer, Joleen A., Rio de Janeiro to Brasilia
- Schweitzer, Micaela A., Pre-Assignment Training to Kathmandu
- Schwerdt, Gerald N., Kuwait to Cairo
- Sears, Gregory Russell, Diplomatic Security to Bern
- Sedney, David Samuel, Baku to Office of the Secretary
- Segura-Giron, Bernardo, Panama to Near Eastern Affairs
- Seidenstricker, Madeline Q., African Affairs to Addis Ababa
- Selbin, Susan M., International Organization Affairs to Maputo
- Settje, Robert William, Santo Domingo to Munich
- Shea, William Edward, Santo Domingo to Political-Military Affairs
- Sheaffer, Gary Lee, Consular Affairs to Foreign Service Institute
- Shear, David Bruce, Tokyo to Office of the Secretary
- Shelton, Elizabeth W., Adana to Foreign Service Institute
- Shemanski, David M., European Affairs to Warsaw
- Shivers, Kenneth, African Affairs to Bureau of Personnel
- Shuler, David Lawrence, Thessaloniki to International Organization Affairs
- Shultz, Robert E., Managua to La Paz
- Shumann, Catherine A., Ottawa to Operations Center
- Siberell, Justin H., Dubai to Operations Center
- Sigler, Mark A., Vienna to Buenos Aires
- Simenson, Storm R., Frankfurt to European Affairs
- Singlaub, Mary Ann, Political-Military Affairs to Bern
- Skocz, Dennis Edward, Secretary of Defense to Political-Military Affairs
- Slatin, Steven R., Foreign Service Institute to Political-Military Affairs
- Smith III, Harry R., Diplomatic Security to Tel Aviv
- Smith, David J., African Affairs to Congo, Democratic Republic
- Smith, Jay Thomas, African Affairs to Kingston
- Snell, Terry R., Foreign Service Institute to Athens
- Snider, Raymond R., NATO, Brussels to European Affairs
- Sorenson, Robert Austin, Skopje to Tashkent
- Soriano, James V., Congress to Foreign Service Institute
- Spangler, Michael A., European Affairs to Bucharest
- Specht, Stanley Howard, Inter-American Affairs to San Salvador
- Stapleton, Anthony K., Manila to San Salvador
- Starkey, Mirtea, Managua to Santo Domingo
- Steele, Cheryl S., Pre-Assignment Training to Cairo
- Steen, Randy Arden, Moscow to Foreign Service Institute
- Stein, Jacalyn M., Agency for International Development to Bureau of Personnel
- Stephan, Yann E. L., Diplomatic Security to Dakar
- Stevens, Mark, Diplomatic Security to Dakar
- Stewart, Karen Brevard, Islamabad to Foreign Service Institute

FOREIGN SERVICE PERSONNEL

Transfers (October) continued

Stewart, Nan E., Rome to Dakar
Stillman, Christopher L., Istanbul to Nairobi
Stonecipher, Charles A., National Democratic Institute for International Affairs to Foreign Service Institute
Struble III, John William, Economic and Business Affairs to International Organization Affairs
Sullivan, Gerald N., Guatemala to Tallinn
Sutton, Susan Mary, Intelligence and Research to Democracy, Human Rights and Labor
Swain Jr., Levia F., Cairo to Frankfurt
Sweeney, Matthew J., Tunis to Riyadh
Tabler-Stone, Melinda C., New Delhi to Madras
Talbot, Joseph P., Dublin to Office of Information Management
Tauber, Mark Steven, Vienna to Foreign Service Institute
Taylor, Brooks A., Nairobi to Islamabad
Taylor, John C., Kuwait to Istanbul
Taylor, Kelly G., Tashkent to Beirut
Taylor, Merle E., Addis Ababa to Athens
Taylor, Steven C., Bonn to Moscow
Ternus, Scott D., Office of Information Management to Vienna
Theus, Frank R., Riyadh to Diplomatic Security
Thomas, Alvin C., Bamako to Abidjan
Thome, Gregory Dean, Sao Paulo to Georgetown
Thompson, James R., NATO, Brussels to Office of Information Management
Thompson, Peter M., Pre-Assignment Training to Accra
Thompson, Trudie Elizabeth, Seoul to Political-Military Affairs
Thomson, David Andrew, Kingston to Copenhagen
Tillery, James David, Moscow to Tokyo
Tongour, Nadia, Rio de Janeiro to International Organization Affairs
Torrance, Thomas Edward, Inter-American Affairs to International Organization Affairs
Towry, Debra J., Bucharest to Rome
Tracy, Shannon Lee, Wellington to Moscow
Treiber, Laird D., European Affairs to Foreign Service Institute
Tribble, Conrad Robert, Bonn to European Affairs
Trick, Bryant P., Pre-Assignment Training to Kiev
Trivisani, Thomas P., Bureau of Personnel to Office of Languages Services
Tsiros, Sonya M., Pre-Assignment Training to Guatemala
Tucker, John C., Bureau of Personnel to Department of Commerce
Tulenko, Timothy Andrew, Intelligence and Research to Foreign Service Institute
Turnbull, Daniel E., East Asian and Pacific Affairs to European Affairs
Turner, Melvin Raymond, Tegucigalpa to Inter-American Affairs
Vacala, David V., Near Eastern Affairs to Mumbai
Valdez, Eric A., La Paz to Nicosia
Valle, Michael F., Lima to Diplomatic Security
Valletta, David A., Office of Information Management to Damascus
Van Laanen, Peter G., Algiers to Diplomatic Security
Van Son, Paul Biggs, Foreign Service Institute to Political-Military Affairs
Van Valkenburg, David R., Merida to Foreign Service Institute
Vernon, Daniel A., European Affairs to Foreign Service Institute
Vickers, John R., Jakarta to Tokyo
Viscal, Jorge, Asuncion to Kathmandu
Voiles, Karl C., Bamako to Kampala
Volker, Kurt D., Budapest to Congress
Vonnegut, Helene A., Managua to Bern
Voytko Jr., Leo F., Bureau of Personnel to Foreign Service Institute
Vrooman, Peter H., Near Eastern Affairs to Foreign Service Institute
Wake, Douglas B., Riga to Foreign Service Institute
Walker, Dumont Keith, Athens to Niamey
Walker, Sally M., Foreign Buildings Office to Foreign Service Institute
Ward, James L., Paris to Ciudad Juarez
Ward, Robert C., Panama to Democracy, Human Rights and Labor
Warner-Kramer, Deirdre M., Calgary to Intelligence and Research
Warner, John E., Santo Domingo to Panama
Waser, Tamir G., Pre-Assignment Training to Bogota
Wasley, Jam Liam, Warsaw to European Affairs
Watson III, Samuel R., East Asian and Pacific Affairs to Foreign Service Institute
Watt, Anthony D., Tunis to Sanaa
Weierbach, Cornelia Miller, Dhaka to Economic and Business Affairs
Weintraub, Leon, Geneva to Foreign Service Institute
Weinz, Joanna Rose, Bureau of Public Affairs to Caracas
Weitzel, Robert W., Kathmandu to Diplomatic Security
Welch, Gretchen Gerwe, Executive Secretariat to Bureau of Personnel
Wellman, James C., Frankfurt to Diplomatic Security
Wells, Alice G., Riyadh to Islamabad
Wickman, Stephen B., Seoul to Beijing
Wiener, Andrew T., Brussels to Damascus
Wilson, Mark E., Pre-Assignment Training to Minsk
Wingenter, Patricia Ann, Tel Aviv to Moscow
Winship, Robert R., Economic and Business Affairs to European Affairs
Winter, Andrew Jan, Inter-American Affairs to Office of Information Management
Wintheiser, Charles James, Oceans Bureau to Intelligence and Research
Wisecarver Jr., Charles D., Quito to Consular Affairs
Witajewski, Robert M., Havana to Foreign Service Institute
Withers II, John L., Foreign Service Institute to Riga
Wolf Jr., Charles M., Near Eastern Affairs to Peshawar
Womack, Mari Jain, Tokyo to Office of Information Management
Wong, Kam Ting, Brussels to Madras
Wood, John C., Near Eastern Affairs to Islamabad
Wood, R. Susan, Foreign Service Institute to Moscow
Wood, Robert Cantrell, Athens to The Hague
Woodburn, Margaret, Warsaw to San Salvador
Yarvin, Herbert, Economic and Business Affairs to Congress
Yazdgerdi, Thomas Kavon, Political-Military Affairs to European Affairs
Young Jr., Harry E., Bonn to Frankfurt
Young, David J., East Asian and Pacific Affairs to Foreign Service Institute
Zelle, Susan W., Special Domestic Assignment Program to Near Eastern Affairs
Zimmerman, Kathryn L., Moscow to Pretoria
Zincke, Kenneth W., Mexico City to Frankfurt
Zincke, Melissa J., Mexico City to Frankfurt
Zorick, Michael P., Foreign Service Institute to Budapest

Retirements (October)

Davenport Jr., Walter N., Kiev
Davis Jr., John W., Foreign Service Institute
Dotson, Richard M., Political-Military Affairs
Epps, John Clayborne, Bureau of Personnel
Ferguson, David R., European Affairs
Ham, Bradford W., Madrid
King, Robert R., Canberra
McLaughlin Jr., Archie, Rio de Janeiro
Nee, Coleman J., Paris
Rey, Frank, Madrid
Shea-Gallivan, Laurel M., Inter-American Affairs

FOREIGN SERVICE PERSONNEL

Resignations (October)

Adams, Carol A., Shenyang
Antokol, Barbara Ann, Monterrey
Bailey, Manuela, Asmara
Bauduin, Chi, Bangkok
Bigelow, Jeffrey D., Kolonia
Boly, Wendy, Quito
Bonilla, Martha H., Bogota
Bradley, Olga M., Stockholm
Cole, Erin M., St. Petersburg
Coontz, Steven R., Diplomatic Security
Costanzo, Elaine, Leave Without Pay
Darmanin-Edwards, Rita, Harare
Dembro, Mark David, Bureau of Personnel
Detar, Nupur Narain, Leave Without Pay
Dewitt, Leslie A., Bogota
Diaz, Elsa M., Lima
Ditsworth, James B., FSC Paris
Droge, Martha J., Rome
Eckert, Jeffrey Lynn, Sao Paulo
Ecola, Liisa Marie, East Asian and Pacific Affairs
Erkin, Kathy Marie, Bangkok
Estrada, Oscar R., Foreign Service Institute
Flavin, Alexander A., Frankfurt
Frazier, Robert A., Foreign Service Institute
Fuller, Julia Kathleen, European Affairs

Gabrynowicz, Jocelyn A., Rio de Janeiro
Gardner, Richard N., Madrid
Harris III, John Henry, New Delhi
Herminath, Lynne C., Islamabad
Hilts, Margaret R., Dar Es Salaam
Hogenboom, Andrew Peter, Oceans Bureau
Howard, Julia A., Harare
Jobs, Geraldine, Bridgetown
Johnson, Agnes Barrie, Lusaka
Johnson, Matthew Eric, Vilnius
Jones, James Robert, Mexico City
Keller, Judy A., Maputo
Klawansky, Wha Young, Mumbai
Ley, Vicki L., Kuwait
Mayers, Sheron M., Muscat
McMackle, Bruce Ivan, Brussels
Nelson, Roberta R., Amman
Nieto, Xavier, Monterrey
Powers, Margie, Bangkok
Rank, David H., East Asian and Pacific Affairs
Reddick, Eunice S., International Organization Affairs
Reed, Scheeren F., Ulaanbaatar
Reynard, Christine, Niamey

Rissler, Shirah E., Tbilisi
Rockoff, Jennifer M., St. Petersburg
Rodriguez, Sylvia Ramon, Monterrey
Roller, Teresa D., Nairobi
Romano, Daniel Frank, Foreign Service Institute
Rusciolelli, Barbara Jean, Skopje
Sanchez, Elizabeth A., Rio de Janeiro
Schepker, Debra, Accra
Schlosser, Melanie A., Santiago
Skaggs, Allen R., Tunis
Stitt Jr., Wilbert, Niamey
Stuebner, Christine D., Almaty
Suda, Brigitte A., Nairobi
Taylor, Victoria Lynn, Moscow
Thigpen, Sandra M., Frankfurt
Tirado, Carol L., Mexico City
Truax, Judith E., Havana
Valle, Tracy E., Lima
Wilde II, Frank Joseph, Mbabane
Williams, Stephanie J., Lima
Wilson, Maria A., Lima
Young, David W., Moscow
Zapata, Carlos M., Bogota
Zavala, Richard V., Montreal

Appointments (November)

Adams-Smith, Kelly E., Pre-Assignment Training
Adams-Smith, Steven P., Pre-Assignment Training
Akard, Stephen J., Pre-Assignment Training
Alexander, Hoyt J., Diplomatic Security
Amodeo, Salvatore A., Pre-Assignment Training
Bailes, Robert E., Diplomatic Security
Beavers, Alicia S., Sanaa
Bosworth, Jone M., Pre-Assignment Training
Bowen, Melanie M., Pre-Assignment Training
Cabral, Roxanne J., Pre-Assignment Training
Cashdollar, Hunter H., Pre-Assignment Training
Chavez, Walter, Foreign Service Specialist Intake
Childs, Gary L., Pre-Assignment Training
Colyvas, Angela, Pre-Assignment Training
Connole, Timothy D., Office of Information Management
Cooper, R. Sean, Pre-Assignment Training
Curley II, Albert, Chief Information Officer, Office of the Under Secretary for Management
D'Ambrosi, Dominic, Diplomatic Security
Dolaher Jr., David J., East Asian and Pacific Affairs
Eyre, Alan E., Pre-Assignment Training
Farthing, James, Diplomatic Security

Fermoile, Paul M., Pre-Assignment Training
Fernandes, Anthony C., Pre-Assignment Training
Fichte, Eric A., Pre-Assignment Training
Flachsbar, Kathryn L., Pre-Assignment Training
Garrity, Mary Kay, Rome
Gendin, Kim M., Pre-Assignment Training
Golden, Kevin P., Diplomatic Security
Gottshall, James R., Diplomatic Security
Groccia, David S., Diplomatic Security
Jalili, Ali, Pre-Assignment Training
Jassem, Daniel, Pre-Assignment Training
Jones, Eric A., Shenyang
Juras, David, Pre-Assignment Training
Karsian, Kimberly A., Pre-Assignment Training
Kasanof, Alexander I., Pre-Assignment Training
Kennedy, Gloria F., Foreign Service Specialist Intake
Koyler, Rima, Pre-Assignment Training
Leatham, Dennis, Diplomatic Security
Lee, Woo C., Beijing
Lew, Jason, Diplomatic Security
Licari, Noelle, Diplomatic Security
Lindenfeld, Seth, Diplomatic Security
Lisenbee, Norman C., Diplomatic Security
Malenas, Laura A., Pre-Assignment Training
Martin, Peter G., Pre-Assignment Training

Matus, Luis A., Diplomatic Security
Metzgar, Emily T., Pre-Assignment Training
Miley, Stephanie, Executive Secretariat
Moore, Gloria L., Foreign Service Specialist Intake
Murray, Brendan M., Diplomatic Security
Murray, Dana C., Pre-Assignment Training
Nelson, Kirby D., Pre-Assignment Training
Noll, George A., Pre-Assignment Training
O'Rourke, Brian J., Pre-Assignment Training
Pellegrino, Daniel J., Foreign Service Specialist Intake
Price, Steven D., Pre-Assignment Training
Putney, Barton J., Pre-Assignment Training
Ranger, Michael C., Diplomatic Security
Richter, Jean C., Diplomatic Security
Saifullah, Mohammad, Foreign Service Specialist Intake
Silverbrand, Susannah E., Pre-Assignment Training
Sirker, Sean A., Diplomatic Security
Smith, Kirk G., Pre-Assignment Training
Stowell, Joseph, Diplomatic Security
Tarver, William A., Pre-Assignment Training
Usher, Susan, Foreign Service Specialist Intake
Weigel, Henry S., Diplomatic Security
Welsh, Christopher J., Pre-Assignment Training
Williams, Marc H., Pre-Assignment Training

Retirements (November)

Beffel, Edwin L., Rio de Janeiro
Channell, John W. S., Office of Information Management
Chester, Geraldene G., Guatemala
Davison, John S., African Affairs
Delaney Jr., Joseph M., Diplomatic Security

Henderson, Mahlon, Ljubljana
Irvine, Ann Lang, Bern
Kinney, Douglas S., Brussels
Merrill, David N., Dhaka
Negroponte, John D., Inter-American Affairs
Nichols, Patrick J., Munich

Penner, Vernon D., Secretary of Defense
Provost, Leon Paul, Manila
Ratigan, John R., Bureau of Personnel
Titus, Sherry Ann, Hong Kong
Walker, Mona J., Maputo
Watson, Dorothy, Special Domestic Assignment

FOREIGN SERVICE PERSONNEL

Transfers (November)

- Abell, David W., Foreign Service Institute to African Affairs
Abercrombie-Winstanley, G., Tel Aviv to Congress
Acosta, Manuel F., Nairobi to Panama
Acs, Frank J., Moscow to Berlin
Adair, Marshall P., European Affairs to Under Secretary for Economic, Business and Agricultural Affairs
Adams, Frank R., Shenyang to Islamabad
Adamson, Gregory Jon, Bangkok to Foreign Service Institute
Addison, James R., Pre-Assignment Training to Damascus
Aggeler, Brian C., Ouagadougou to East Asian and Pacific Affairs
Akin, Jon C., Muscat to Ankara
Allan, Thomas S., Kampala to Ulaanbaatar
Allegra, Theodore, East Asian and Pacific Affairs to Foreign Service Institute
Allen, Amy M., Pre-Assignment Training to Damascus
Alonso, Francisco, J., Office of Information Management to Pretoria
Alt, Eugene R., Foreign Service Specialist Intake to Muscat
Aman, Aspen L., Tunis to Sanaa
Ammerman, Alan B., Consular Affairs to Hong Kong
Ampofo, Lorraine Mary, Kampala to Istanbul
Anderson, Betsy Lynn, International Organization Affairs to Athens
Anderson, Youngeun Hyun, Kingston to Foreign Service Institute
Andrew, Bruce M., Foreign Buildings Office to Berlin
Antokol, Phillip Norman, Monterrey to Inter-American Affairs
Appel, Dolores V., Jakarta to Santo Domingo
Arias-Miller, Alina, Caracas to Mexico City
Armstrong, John, Bucharest to Warsaw
Arndt, John R., Foreign Service Institute to Prague
Ashby, Paul S., Office of the Under Secretary for Management to Inter-American Affairs
Asher, Dal Shane, Foreign Service Specialist Intake to Amman
Asmal, Ismail G. H., Harare to Office of the Chief Financial Officer
Alter, Alan L., Niamey to Foreign Service Institute
Augustine, Mark A., Bern to Stockholm
Avery, Mary Ruth, Hong Kong to Foreign Service Institute
Baccam, Veomayoury, Pre-Assignment Training to Moscow
Balzer, Daniel Karl, Casablanca to Oceans Bureau
Bame, David J., Near Eastern Affairs to Ankara
Barco, Robert L., Office of Information Management to Pretoria
Barkley, Clare A., Algiers to Foreign Buildings Office
Baron, Frederic S., Congress to Tirana
Barron, Frederike A., Bureau of Public Affairs to Bureau of Personnel
Barrow, Michael Alan, Lagos to Port Au Prince
Bauduin, Leonard E., Bangkok to Tbilisi
Beam, David A., Montevideo to San Salvador
Beaman, Mark E., Bamako to Karachi
Beardsley, Bruce Anthony, Mexico City to Diplomats in Residence
Bebeau, Rene L., Political-Military Affairs to Budapest
Beller, Jeffrey Adam, East Asian and Pacific Affairs to Ho Chi Minh City
Ben-Aida, Suzanne, Bureau of Personnel to Ankara
Bennett, Vincent K., Moscow to Vienna (OSCE)
Bentz, Patrick W., Milan to U.S. NATO, Mission Brussels
Benyik, Julius, Vienna to Asmara
Beroud, Marc A., Riga to Guatemala
Berry, Gregory L., Near Eastern Affairs to Beirut
Berry, Sheila Georgette, Office of the High Representative to Office of the Secretary
Bettis, David R., Diplomatic Security to Amman
Bindenagel, James D., Bonn to European Affairs
Birdsey, David, Lahore to Bonn
Blanford, James E., Caracas to Bureau of Personnel
Bleyle, David L., Ait Taipei to Beijing
Bodde, Peter W., Kathmandu to New Delhi
Bodine, Anne Christy, Tunis to Damascus
Bodike, Laura A., Rabat to Paris (OCED)
Boera, Richard W., Tallinn to Cairo
Bogue, Janet Lynn, Almaty to Kathmandu
Boigenzahn, Betty Jean, Tegucigalpa to Tegucigalpa
Bolling, Alexander P., Tunis to Department of Commerce
Bollmann, Elizabeth B., Panama to Bureau of Personnel
Bolton, Deborah Anne, Hanoi to Ho Chi Minh City
Booth, Jackson B., Rio de Janeiro to Foreign Buildings Office
Bordie, Helena R., Foreign Service Institute to Beijing
Bourne, Carol Ann, Damascus to Riyadh
Bowen III, Richard T., Lisbon to Santiago
Boyd, Paula A., Bureau of Personnel to Office of Information Management
Boyer, Dorothy M., Lisbon to Bucharest
Brenn, Michael G., Diplomatic Security to Algiers
Brenner, Barbara J., Tel Aviv to Office of the Secretary
Brink, Bridget A., Pre-Assignment Training to Belgrade
Brooks, Annemarie, Munich to African Affairs
Brown, Gregory L. D., Hong Kong to Office of Information Management
Brown, Jeffrey T., Jakarta to Diplomatic Security
Brown, Russel, Munich to Intelligence and Research
Browning, Robert L., Copenhagen to Port of Spain
Bruno-Flynn, Marilyn Joan, San Jose to Economic and Business Affairs
Bruno, James Louis, Foreign Service Institute to Hanoi
Bryant, Deanne, Pretoria to Almaty
Bullock, Jennifer C., Pre-Assignment Training to Athens
Bunn, Charles P., Frankfurt to Diplomatic Security
Burgess, Robert G., Karachi to Lilongwe
Burkette, Robert D., Tbilisi to Political-Military Affairs
Butchart, Mark S., Guangzhou to Mbabane
Carlson, Eric, San Salvador to Montevideo
Carlson, Peter M., Warsaw to Kingston
Carpenter Jr., Harlow J., Almaty to Dar Es Salaam
Carraway, Amy L., Moscow to Diplomatic Security
Carter, Jacqueline E., National Security Council to London
Carter, Paul M., Pre-Assignment Training to Warsaw
Casey-De Corcuera, Maureen, U.S. Mission Geneva to Paris
Catricket, Constantine P., Diplomatic Security to The Hague
Champ Jr., Lloyd E., Rome to Amman
Chapoteau, Jean-Rene, San Salvador to Dushanbe
Chelsen, Kathryn E., European Affairs to Bureau of Personnel
Chew, Roberta L., Near Eastern Affairs to Oceans Bureau
Chung, Foon C., Singapore to Rio De Janeiro
Click, Steven R., San Salvador to Diplomatic Security
Connors, Kevin J., Tunis to Warsaw
Conord, Mark S., Beirut to Lima
Cooper, Robert Hamilton, Antwerp to Administration
Copher, Everett A., Almaty to Bogota
Corbett, Joan Ellen, Vienna to Political-Military Affairs
Corbin, Michael Hugh, Cairo to Caracas
Craft, Andrew David, Intelligence and Research to Political-Military Affairs
Craft, Carol A., Office of the Secretary to Foreign Service Institute
Crane Jr., William Holmer, The Hague to Tel Aviv
Cronin Jr., James T., Warsaw to Seoul
Crowley, Shirley J., Lisbon to Brasilia
Curley, Renate H., Bangkok to Frankfurt
D'Elia, Gregory S., Pre-Assignment Training to Bangkok
Daley, Matthew Patrick, New Delhi to Bureau of Personnel
Daley, Thomas William, Career Mobility Program to La Paz
Daly, Robert V., Moscow to Diplomatic Security
Damour, Marie C., Paris to Consular Affairs
Darlow, Laurie L., Djibouti to Riyadh
Darnielle, Barbara A., Ouagadougou to Sarajevo
Darrach, Daniel David, Montevideo to Political-Military Affairs
Davis, Jeannette E., Ciudad Juarez to Santiago
De Pierre-Hollowell, Daria, Ciudad Juarez to London
Dean, Robert Scott, Moscow to London
Delisi, Scott H., Colombo to Gaborone

FOREIGN SERVICE PERSONNEL

Transfers (November) continued

- Demaggio, Douglas Louis, Foreign Service Specialist Intake to Beijing
Derse, Anne E., Manila to Brussels
Deshazo, Joyce A., Inter-American Affairs to Quito
Detar, Michael Ralph, European Affairs to Bonn
Dillon Jr., Raymond W., Foreign Service Institute to Bratislava
Dinger, John R., Bureau of Public Affairs to Foreign Service Institute
Dingler, Mary Grace, Panama to Bern
Dittmer, Lyle A., Kuwait to Tunis
Dlouhy, David Bryan, Bureau of Personnel to European Affairs
Doe, Nancy E., Seoul to Jakarta
Dolce, Robert Anthony, London to Seoul
Douglass, William Damon, Hermsillo to Ho Chi Minh City
Downey, Robert E., Lagos to Diplomats in Residence
Dress, Alice Amelia, African Affairs to New Delhi
Drobot, Mark D., Bogota to Diplomatic Security
Drucker, Milton K., Santo Domingo to Inter-American Affairs
Duffy, Elizabeth Fritschle, Operations Center to Near Eastern Affairs
Dunn, David B., Dar Es Salaam to African Affairs
Durgin, Douglas L., Inter-American Affairs to Brasilia
Dykema, Samuel D., Budapest to Bamako
Dziedzic, Gary A., East Asian and Pacific Affairs to Hong Kong
Eaton, Charles Lytton, Caracas to Sofia
Eckman, Vicki Cheryl, Paris to Managua
Edgett, Russell, Port Au Prince to Kingston
Edwards, Carlos L., Harare to Dhaka
Efrid Jr., Crayon Cornelius, East Asian and Pacific Affairs to Moscow
Elliott, Deborah Leslie, Consular Affairs to Economic and Business Affairs
Elliott, Susan M., Executive Secretariat to Foreign Service Institute
Ellison, Michael E., Colombo to Canberra
English, Christopher P., Intelligence and Research to Oceans Bureau
Erviti, Pedro Gustavo, Special Domestic Assignment Program to Karachi
Escobedo Jr., Louis, Munich to Djibouti
Esperdy, Michelle M., Damascus to Near Eastern Affairs
Esposito, Jill Marie, Chiang Mai to Consular Affairs
Estes, Ellis Merrill, Frankfurt to Cairo
Evans, Jewell Elizabeth, Port Au Prince to Hong Kong
Evans, John M., Bureau of Personnel to European Affairs
Fantozzi, Daniel Ted, Economic and Business Affairs to International Narcotics and Law Enforcement Affairs
Ferdinand, Marilyn Claire, Colombo to European Affairs
Filby, Robert Wallace, Ankara to Sarajevo
Finnegan Jr., John J., Valletta to Foreign Buildings Office
Fitrell, Troy Damian, Copenhagen to Accra
Fitts, Robert W., Jakarta to Bangkok
Flanagan, Craig, Foreign Service Specialist Intake to Lagos
Flavin, Jefferson J., Frankfurt to Inter-American Affairs
Fogarty, Mark Thomas, Sofia to Diplomatic Security
Fox, Eleanor Maury, Brasilia to Foreign Service Institute
Foxley, Derek Alan, Rabat to Paris
Francia, Sarah J., Oceans Bureau to Consular Affairs
Frank, James F., Diplomatic Security to Canberra
Franke, Elizabeth Anne, Stockholm to Office of the Under Secretary for Management
Frazee, David K., Warsaw to Bangkok
Freden, Bradley A., European Affairs to Foreign Service Institute
Frederick, George G., Diplomatic Security to Dakar
Frederick, George M., Hamburg to African Affairs
Friedman, Justin, Kiev to Ottawa
Fukutomi, Gregory Dean, Near Eastern Affairs to Office of the Secretary
Furey, Thomas P., Bangkok to Mexico City
Furgal, Joseph, Bucharest to Harare
Gabbard, David William, Inter-American Affairs to Office of Information Management
Gabor, Robert R., Pre-Assignment Training to Kathmandu
Gagnon, James Michael, East Asian and Pacific Affairs to National Security Council
Gallegos, Karen E., Political-Military Affairs to Inter-American Affairs
Gallo, Carol E., Brasilia to Bamako
Gallo, F. Scott, Dubai to Cairo
Gamber, Nancy E., Amman to Brussels
Garcia, David, Tbilisi to Panama
Garner, John Michael, Canberra to International Organization Affairs
Garrison, Richard A., Foreign Buildings Office to Foreign Service Institute
Gettinger, Hugo Carl, Buenos Aires to Foreign Service Institute
Gibbons, Peter G., Dakar to Diplomatic Security
Gillum, Margery A., Jakarta to East Asian and Pacific Affairs
Godfrey, Anthony, Dublin to European Affairs
Goldschmidt, Michael A., Warsaw to African Affairs
Gomez, Bernabe Jesus, Foreign Service Specialist Intake to Islamabad
Googins, Brian Anthony, Beijing to Bangkok
Gotoh, Kay E., Tokyo to Vienna
Gould, Barry K., Islamabad to Tegucigalpa
Graham, Nancy L., Phnom Penh to Geneva, U.S. Mission
Gralnek, Wendy A., Jakarta to Tokyo
Grandfield, Mary E., Inter-American Affairs to Lima
Griffin Jr., B. Glenn, Economic and Business Affairs to Inter-American Affairs
Griffis, Sandra J., Tunis to Paris (OECD)
Grout, Deborah Zamora, Guadalajara to Oceans Bureau
Grulich, Edward G., Pre-Assignment Training to Jakarta
Haberlack, Dianna, Lusaka to Amman
Hahn, Nick, Cairo to Tijuana
Hall, Anne, Ait Taipei to Shanghai
Hall, David W., Foreign Service Institute to Diplomatic Security
Hall, James Henry, Hanoi to Tokyo
Hall, Tracy Alan, Foreign Service Institute to Oceans Bureau
Halla, Brian L., Doha to Near Eastern Affairs
Hamilton, Jerry, Diplomatic Security to Career Mobility Program
Hammond, Sylvia Lorrain, Consular Affairs to Hamilton
Hampton, Shirley E., Inter-American Affairs to Toronto
Haraghey, Howard K., Canberra to Moscow
Harchik, Adrienne, Bogota to Jerusalem
Hardy, Elsie, Bureau of Personnel to Bonn
Harrington-Aydin, Noel A., Moscow to Vancouver
Hartinger, David C., Diplomatic Security to London
Hartley, Brent R., Bureau of Personnel to European Affairs
Hayes, Mary Elizabeth, Special Domestic Assignment Program to East Asian and Pacific Affairs
Hazzard, David F., Office of Information Management to Luxembourg
Heckman, Scott Randall, Foreign Service Institute to Economic and Business Affairs
Hefflin, Donald L., African Affairs to Consular Affairs
Heidt, William A., Foreign Service Institute to Phnom Penh
Helmer, Colin S., European Affairs to Brussels (USEU)
Helmer, Francisca Thomas, Foreign Service Institute to Brussels
Henderson, Ruth Miles, Dar Es Salaam to Economic and Business Affairs
Hepburn, Donald K., Amman to Near Eastern Affairs
Hernandez Jr., Felix, European Affairs to Bonn
Hernandez, John A., Cairo to Rio de Janeiro
Higdon, David A., African Affairs to Conakry
Higi, John R., Bridgetown to Paris
Hinson-Jones, Robyn E., Foreign Service Institute to Brussels
Hinson, Elizabeth P., Nairobi to Manila
Hinz, Peter S., Office of Legislative Affairs to Executive Secretariat
Hlosek, George C., Foreign Service Specialist Intake to Maputo
Hodges, Heather M., Foreign Service Institute to Lima
Hofshire, Dirk J., La Paz to Foreign Service Institute
Holden, William Steven, Islamabad to Riyadh
Holloway, Perry L., Tijuana to Quito
Holmes, Brooke C., Santo Domingo to Bureau of Personnel
Hooten, Joseph P., Diplomatic Security to Italy

FOREIGN SERVICE PERSONNEL

Transfers (November) Continued

- Hopkins, Elizabeth Ann, Foreign Service Institute to Tunis
 Horkey, Charles J., Diplomatic Security to Harare
 Hough, Evan Thomas, Cape Town to Foreign Service Institute
 Houston, Gregory V., Diplomatic Security to San Salvador
 Howard, Jeremiah H., Athens to Ankara
 Hsu, James C., East Asian and Pacific Affairs to Beijing
 Huey, Thomas A., Cuba to Bogota
 Huffaker, Thomas Keith, Foreign Service Institute to European Affairs
 Hughes Jr., Paul Russell, European Affairs to Foreign Service Institute
 Hughes, Patricia Dawson, Copenhagen to Bureau of Personnel
 Humphrey, Peter, International Organization Affairs to Intelligence and Research
 Humphreys, Liam J., Intelligence and Research to Yaounde
 Hunt III, J. Baxter, Political-Military Affairs to European Affairs
 Hunter, Kenan H., Manama to Bishkek
 Hurst, Cathy L., Consular Affairs to London
 Husted, Martha A., Inter-American Affairs to Managua
 Hutchens, Daniel A., Deputy Special Representative for Trade Negotiations to Manila
 Hyams, Robert Steven, Tokyo to Foreign Service Institute
 Ioannou, Madeleine Bennett, Bucharest to Tokyo
 Jackson, Rudy G., Athens to Frankfurt
 Jacobs, James M., Diplomatic Security to Frankfurt
 Jacobs, Susan S., Bucharest to Foreign Service Institute
 Jacobson, Donald Emil, Seoul to Bogota
 Jacobson, Tracey Ann, Office of the Under Secretary for Management to Nassau
 Jamerson, William B., Istanbul to Beijing
 James, Makila, African Affairs to Harare
 Johnson, Bradford H., Oceans Bureau to Inter-American Affairs
 Johnson, Daniel A., Guayaquil to Monterey
 Johnson, Judith Rodes, African Affairs to London
 Johnson, Karen E., Foreign Buildings Office to Geneva, U.S. Mission
 Johnston, James Jason, Tokyo to Moscow
 Jones, Kevin V., Pretoria to Frankfurt
 Jones, Laurence K., Foreign Service Institute to Ho Chi Minh City
 Jorgensen, Kibby Felecia, Paris to Port Au Prince
 Kane, Marian Ann, Sarajevo to Mexico City
 Kearns, John J., European Affairs to International Organization Affairs
 Keat, Stephen K., Manila to Montevideo
 Keegan, David Joseph, Singapore to East Asian and Pacific Affairs
 Kelly, Michael A., Havana to Diplomatic Security
 Kenealy, Henry D., Freetown to Tirana
 Kennedy Jr., Marshall J., Diplomatic Security to Frankfurt
 Kennicott, Wanda L., Windhoek to Kuwait
 Keogh-Fisher, Susan E., African Affairs to Foreign Service Institute
 Kessler, Helene M., Tel Aviv to International Organization Affairs
 Keyser, Donald Willis, International Narcotics and Law Enforcement Affairs to Office of the Inspector General
 Kilkuskie, Mary Ann, Seoul to Near Eastern Affairs
 Kilkuskie, Mary Ann, Near Eastern Affairs to European Affairs
 Kim, Yuri, Pre-Assignment Training to Beijing
 King, Rebecca Jill, Damascus to Rome
 Kinn, Charles N., Bucharest to Office of the Chief of Protocol
 Kleinsmith, Wanda D., Bureau of Personnel to Tirana
 Kline, Paul Conley, London to Panama
 Kloth Jr., Edward William, Political-Military Affairs to Tokyo
 Kompa, Marianne, Mexico City to San Salvador
 Kosier, Lily S., Montreal to Port Au Prince
 Kosnett, Philip S., Operations Center to European Affairs
 Koutsis, Steven C., European Affairs to Abidjan
 Kunstadter Jr., John W., European Affairs to Ankara
 Kyanko, Eric M., Islamabad to Near Eastern Affairs
 Labarge, Blair L., Panama to Economic and Business Affairs
 Lafleur, Jerome M., Frankfurt to Diplomatic Security
 Lake, Joseph Edward, Office of Information Management to Diplomats in Residence
 Lakhdir, Kamala Shirin, Executive Secretariat to Foreign Service Institute
 Lamberg, Michael E., Belize City to Inter-American Affairs
 Landberg, Christopher A., San Salvador to Sarajevo
 Lane Jr., James B., European Affairs to Mexico City
 Larocco, James A., Foreign Service Institute to Bureau of Personnel
 Larsen, Paul B., La Paz to Santo Domingo
 Leader, Joyce Ellen, African Affairs to Marseille
 Lee, Ernest E., Amman to Cairo
 Lee, Kaye Anne, Seoul to Foreign Service Institute
 Lee, Saehoon, Seoul to East Asian and Pacific Affairs
 Lett, Mattie Inez, Islamabad to Bonn
 Leveskas, Marion Dianne, Bureau of Personnel to Hong Kong
 Levin, Andrea, Rabat to Near Eastern Affairs
 Limbert, John W., Conakry to Foreign Service Institute
 Lind, Eric T., Diplomatic Security to Bangkok
 Lindly, Kirk David, Sydney to International Organization Affairs
 Lockwood, Danny Duane, Harare to Seoul
 Long, Aila K., Manila to Office of Information Management
 Long, Marbie M., The Hague to Bureau of Personnel
 Long, Marva L., Accra to Bureau of Personnel
 Loughner, William G., Office of Information Management to Bureau of Personnel
 Low, Ann M., Bureau of Personnel to Singapore
 Lowry, Bruce Alan, Rome to Foreign Service Institute
 Luaces, Robert L., Intelligence and Research to Tegucigalpa
 Lubow, Richard E., Foreign Service Institute to Beirut
 Luftman, Eric Wade, Inter-American Affairs to Bureau of Personnel
 Luke, Robert S., Foreign Service Institute to Naha
 Lyman, Thomas A., Bangkok to Baku
 Lynch Jr., Thomas A., European Affairs to St. Petersburg
 Lynn, Kathleen Cunningham, Near Eastern Affairs to Bureau of Personnel
 Macapinlac, Leticia P., Asuncion to Kuala Lumpur
 Macias, Sally K., Vancouver to Mexico City
 Mackay, Robert Alan, Helsinki to European Affairs
 Magnone, Patricia A., Amman to Political-Military Affairs
 Mailhot, Paul Joseph, Brussels to New Delhi
 Malik, Paul Ramsey, Foreign Service Institute to Tunis
 Malpica, Joseph, Caracas to Panama
 Mansfield, Pamela Jean, Libreville to Bamako
 Manthos, Peter N., Frankfurt to Diplomatic Security
 Manuel, David E., African Affairs to Asmara
 Manzanares, Joseph Robert, Tel Aviv to Foreign Service Institute
 Marandino, Gerard Eustace, Oceans Bureau to Hong Kong
 Markle, Michael D., Nouakchott to Berlin
 Markowitz, Dianne E., Economic and Business Affairs to Foreign Service Institute
 Marple, Lee R., Diplomatic Security to Jakarta
 Marrero, Jose, Near Eastern Affairs to Algiers
 Marshall, Mary B., Krakow to Consular Affairs
 Martin, Andrew W., African Affairs to Congo
 Martin, James Christopher, Tashkent to Bangkok
 Martin, Paul Jerome, Political-Military Affairs to Moscow
 Mason, Robert A., Port Moresby to Wellington
 Massengill, Jacques L., East Asian and Pacific Affairs to Seoul
 Mates, Michael John, Canberra to Karachi
 Mathieu, Gail Dennise, East Asian and Pacific Affairs to African Affairs
 Mawdsley, Valerie Laycock, Nicosia to Office of the Chief Financial Officer
 Maxwell III, William A., Diplomatic Security to Foreign Service Institute
 Maxwell, Raymond D., London to Operations Center
 May, Lauren I., Near Eastern Affairs to International Organization Affairs
 McMullen, Christopher, African Affairs to Dar Es Salaam
 McAnneny, Robert John, Dakar to Paris
 McCarty, Elliott Donovan, London to International Organization Affairs

FOREIGN SERVICE PERSONNEL

Transfers (November) Continued

- McClendon, Jill C., Bureau of Personnel to San Jose
McColl, Richard T., Amman to Lima
McDonald, Jackson C., Marseille to Foreign Service Institute
McDonald, Michael L., Office of Information Management to Amman
McDonald, Scott D., Kingston to International Organization Affairs
McDougle, Bradford E., Diplomatic Security to Bangkok
McDuffy, Wayne Amory, Jerusalem to Naples
McElhattan Jr., Dale E., Diplomatic Security to Intelligence and Research
McFarland, Stephen George, Foreign Service Institute to Asuncion
McFeeters, Brian David, Foreign Service Institute to Jakarta
McGee, Patrick James, Frankfurt to Amman
McGehee, Scott M., Tunis to Riyadh
McGinnis Jr., Joseph S., European Affairs to Paris
McGrath, Angelika, Bureau of Personnel to Tokyo
McKeever, Matthew, Consular Affairs to Sydney
McKinley, Peter Michael, Maputo to Kampala
McKnight, Charles L., Tegucigalpa to Guatemala
Meister, Stephen Christian, Diplomatic Security to Abidjan
Melville Jr., James D., Bureau of Personnel to NATO, Brussels
Memcott, Larry L., Santiago to Foreign Service Institute
Merrigan, Robert W., Economic and Business Affairs to Accra
Meyers, Michael W., Office of Information Management to Asuncion
Milas, Kevin C., Foreign Service Institute to Moscow
Milhous, Virginia, Tunis to Foreign Service Institute
Millard, Katherine Joan, Population, Refugees, and Migration to Colombo
Miller, Chris R., East Asian and Pacific Affairs to Seoul
Million, Paul R., Office of Information Management to NATO, Brussels
Milovanovic, Gillian A., Gaborone to European Affairs
Minnies, Malachy Todd, Deputy Special Representative for Trade Negotiations to European Affairs
Minor, James T., Diplomatic Security to Sarajevo
Mirabal, Raphael A., NATO, Brussels to Seoul
Mire, Lawrence J., Political-Military Affairs to Naha
Mittnacht, Thomas D., Zagreb to Moscow
Monahan, Timothy Michael, Operations Center to European Affairs
Monchilov, L. M. Perry, Diplomatic Security to Algiers
Montague, John A., Guayaquil to Maputo
Moon, Patrick S., International Organization Affairs to Under Secretary for Political Affairs
Moore, Alex Randall, Beirut to Diplomatic Security
Moore, Daniel K., Kuala Lumpur to Economic and Business Affairs
Moore, Judith S., Paris (OECD) to Minsk
Moore, Naida H., Bureau of Personnel to Hanoi
Moran, David Richard, Bangkok to Economic and Business Affairs
Morenski, Kathleen A., Foreign Service Institute to European Affairs
Morris, Gregory C., Santiago to Mexico City
Morrison, Bruce F., Paris to Foreign Service Institute
Morrisey, Ellen, African Affairs to Lome
Morrow, Thomas E., European Affairs to Budapest
Moyes, Julie Rethmeier, London to Bureau of Personnel
Mudge, Jonathan Edward, Intelligence and Research to Bureau of Personnel
Mullen, Sheila M., Bogota to Nicosia
Munchmeyer, Katherine A., Consular Affairs to Tallinn
Munn, Lynn Elizabeth, Foreign Service Institute to Sanaa
Murphy, Olga P., Jakarta to Antwerp
Murray Jr., Daniel Thomas, Foreign Service Specialist Intake to Manama
Mushingi, Tulinabo Salama, Intelligence and Research to International Organization Affairs
Mustain Jr., Robert W., Prague to Near Eastern Affairs
Myeve, Victor, Pre-Assignment Training to Manila
Nance, Sidney C., Office of Information Management to Manama
Neely, Timothy D., Foreign Service Institute to Beijing
Neighbour, Hugh M., Stockholm to International Organization Affairs
Neill II, Wayne E., Foreign Service Institute to Cairo
Neitzke, Jean Christoff, Bureau of Personnel to Foreign Service Institute
Nelson-Douvelis, Patricia, Nicosia to Operations Center
Nemeth, Winkle W., Inter-American Affairs to Mexico City
Nesbitt, Wanda L., Foreign Service Institute to Kigali
Neureiter, Paul A., Foreign Service Institute to Beijing
Nichols, Mark H., Office of Information Management to Montevideo
Niebel III, Harold H., Pretoria to Lusaka
Niebel, Jean McCall, Pretoria to Lusaka
Nist, Theodore Arthur, Foreign Service Institute to Dhaka
Norman, Marcia L., African Affairs to East Asian and Pacific Affairs
Noronha, Jennifer W., Consular Affairs to Madrid
Novak, Robert K., Office of Information Management to Vienna
Novinger, George T., Asuncion to Bandar Seri Begawan
Noyes, Julieta Valls, European Affairs to Madrid
O'Gorman, Kenneth Patrick, Office of the Chief Financial Officer to Bangkok
O'Leary, John, Younde to Stockholm
O'Reagan, Julie Ann, Foreign Service Institute to Bucharest
Oberle, Brian K., Bogota to Foreign Service Institute
Ogunba, Atim Eneida George, Matamoros to Pretoria
Olesen, Jeffrey R., European Affairs to Budapest
Olson, John E., Maputo to Ouagadougou
Olson, Steven S., La Paz to San Jose
Olton, Regina D., European Affairs to Bureau of Personnel
Orozco, Cristobal Roberto, Santo Domingo to Rio de Janeiro
Osius III, Theodore G., Hanoi to Ho Chi Minh City
Otchych, Roman, Santo Domingo to Guatemala
Overby Jr., Howard T., Geneva, U.S. Mission to European Affairs
Owens, Marc A., Bangkok to Jakarta
Owens, Michael P., East Asian and Pacific Affairs to Jakarta
Panos, A. James, Pre-Assignment Training to Maputo
Pappas, Betty F., Caracas to Pretoria
Parish Jr., Charles M., Bureau of Personnel to Oceans Bureau
Parish, Frances C., Sarajevo to Bogota
Park, Sooky Wynne, Addis Ababa to African Affairs
Parris, Mark Robert, National Security Council to Bureau of Personnel
Parsell, Bruce F., East Asian and Pacific Affairs to Jakarta
Parson, Ronald Scott, London to Bureau of Personnel
Patard, Richard James, Rangoon to Economic and Business Affairs
Patterson Jr., Charles N., Valletta to Abuja
Pavin, Sherril L., Brussels to Bonn
Payne, Suzanne P., Foreign Service Institute to Athens
Payton, Wayne D., Cotonou to Bucharest
Peacock, Charles E., London to Buenos Aires
Pedersen, Jean Catherine, Melbourne to Sofia
Pelych, Richard T., Diplomatic Security to Foreign Service Institute
Perett, William Gregory, European Affairs to Foreign Service Institute
Perrin, Patricia, Manila to Riyadh
Perrone, Daniel M., Dhaka to Bogota
Peters, Mary Ann, National Security Council to Ottawa
Peterson, John D., Medical Complement to European Affairs
Philpot, Constance A., Riga to European Affairs
Pickering, Paula F., Near Eastern Affairs to Dublin
Pifer, Steven Karl, National Security Council to Bureau of Personnel
Pina, Jeanette C., Hanoi to Ho Chi Minh City
Pitcher, William H., Office of Information Management to Paris
Pitre, Robert A., Pre-Assignment Training to Belgrade
Plummer, William Max, Kuwait to Tunis
Polaschik, Joan, Tashkent to Tunis
Poo, Jack Thampramual, Bureau of Personnel to Beijing
Powell, Mark J., Foreign Service Institute to Rome
Price Jr., Eugene D., New Delhi to Ottawa
Propst, Sharon Elyse, Foreign Service Institute to Bureau of Personnel
Proulx, Kenneth E., Inter-American Affairs to Brasilia
Quigley, Patrick R., Lima to Mumbai
Quinn, Eileen J., Warsaw to Athens
Randall, Beryle I., Bureau of Personnel to Port Moresby
Randolph, Charles, Bamako to Foreign Service Institute

FOREIGN SERVICE PERSONNEL

Transfers (November) continued

- Rapoport, Sheldon J., Ankara to Near Eastern Affairs
 Reimer, David Dale, Economic and Business Affairs to Foreign Service Institute
 Reynolds, Carol Tyson, Tokyo to Congress
 Reynolds, Rebecca Gail, Medical Services to Mexico City
 Richard, Elizabeth H., Bangkok to Rome
 Richards, Anthony Joseph, Diplomatic Security to Vienna
 Riordan, Jerris Kathleen, Kigali to Algiers
 Roberts, Donald A., Manama to Economic and Business Affairs
 Roberts, Esther Pearl, Medical Services to London
 Robinson, Christopher, Moscow to Ottawa
 Rodriguez, Roberto, Helsinki to Diplomatic Security
 Rosenman, Richard G., Consular Affairs to Halifax
 Rowan, Christopher, Political-Military Affairs to Asmara
 Rubino, James R., Port Au Prince to Foreign Service Institute
 Rufener, Joan Marie, Nairobi to Mexico City
 Ruffo, Susan Laura, Near Eastern Affairs to East Asian and Pacific Affairs
 Rundell, David H., Damascus to Department of Commerce
 Rutledge, Alvin David, Tegucigalpa to Foreign Service Institute
 Sainz, Claire R., Munich to Majuro
 Sambaiew, Nancy H., Ottawa to Consular Affairs
 Sanchez, Monica Kathleen, Office of the Chief Financial Officer to Career Mobility Program
 Sanders, Robin Renee, Under Secretary for Political Affairs to National Security Council
 Savich, William M., Muscat to Diplomatic Security
 Schedlbauer, Amy W., Pre-Assignment Training to Port Louis
 Schertz, Mary L., Foreign Service Institute to Istanbul
 Schiebel, Russell A., Pre-Assignment Training to Luanda
 Schlicher, Ronald Lewis, Beirut to Near Eastern Affairs
 Schmitz, Thomas L., Lagos to Abuja
 Schmonsees, William, Bern to East Asian and Pacific Affairs
 Schoppl, Karen Spears, Lome to U.S. Mission Vienna (UNVIE)
 Scott, Donna J., Ankara to Canberra
 Scott, Robert Kenneth, Accra to Paris
 Seeger, John R., Mumbai to Near Eastern Affairs
 Self, Brian K., Immediate Office of DAS for Operations to Intelligence and Research
 Sensenig, Allegra, European Affairs to Foreign Service Institute
 Severns, Dennis L., Office of Information Management to Kiev
 Shaw, Andrew, Pre-Assignment Training to Guangzhou
 Sheehan, Kathleen S., Shenyang to Operations Center
 Shelton, Grace W., Office of the Secretary to European Affairs
 Shimp, Eric Allan, Guangzhou to Hong Kong
 Siebentritt, Carl R., Foreign Service Institute to Bucharest
 Siler, Brian J., Economic and Business Affairs to Canberra
 Silverman, Robert J., Tunis to Cairo
 Simon, Anne Winifred, Colombo to Consular Affairs
 Smith Jr., Nicholas A., Athens to St. Petersburg
 Smith, James A., Inter-American Affairs to Havana
 Soila, Beatrice Pearson, Port Moresby to Economic and Business Affairs
 Southern, George Smith, African Affairs to Foreign Service Institute
 Southwick, E. Michael, Uganda, Republic to International Organization Affairs
 Spivak, Matthew A., Pre-Assignment Training to New Delhi
 Stanley, Kenneth L., New Delhi to Moscow
 Steers, Howard J. T., Yekaterinburg to Berlin
 Stein, Timothy Allen, Geneva, U.S. Mission to Diplomatic Security
 Stettenbauer, Grace Caroly, East Asian and Pacific Affairs to Administration
 Stevens, Kathryn L., Brussels (USEU) to Madrid
 Stigliani, Nicholas A., Geneva U.S. Mission to Bureau of Public Affairs
 Stoll, Daniel C., International Organization Affairs to Foreign Service Institute
 Stone, David L., Sanaa to Havana
 Stadford, Rick Ahab, Diplomatic Security to Manila
 Streeter Jr., Alvin Henry, Political-Military Affairs to Moscow
 Sula, Margaret Clark, Tirana to Pretoria
 Susong, William M., Kampala to Dar Es Salaam
 Sutphin, Paul R., Jerusalem to London
 Sweeney, Eugene Paul, European Affairs to Intelligence and Research
 Tannenbaum, Jane Judith, Mumbai to Consular Affairs
 Taylor, Wade A., Bangkok to Beijing
 Teplitz, Alaina, Tirana to Operations Center
 Thayer, Yvonne Frances, Policy Planning Council to Rome
 Thomas, Kay M., Bamako to Abidjan
 Thomas, Kenneth Allan, Pretoria to Oceans Bureau
 Tkadlec, Martina A., Pre-Assignment Training to Warsaw
 Tobey, Laurence E., Halifax to European Affairs
 Traub III, Herbert S., International Organization Affairs to Vienna (UNVIE) Mission
 Traweek, James Lafayette, Bureau of Personnel to Oceans Bureau
 Turner, James J., Abu Dhabi to Intelligence and Research
 Uhlmann, Gunther, Cairo to Hanoi
 Umbach, Sara M., Office of Information Management to Cairo
 Vajay, Gyorgy, Riga to Brussels
 Vajay, Marcia W., Riga to Brussels
 Van Der Walde, Kurt, Havana to Canberra
 Van Maerssen, Otto Hans, European Affairs to Foreign Service Institute
 Van Voorst, Carol Lee, European Affairs to Foreign Service Institute
 Vela, Arnoldo, International Organization Affairs to Tegucigalpa
 Veler, Annette L., International Narcotics and Law Enforcement Affairs to Lima
 Vershbow, Alexander Russel, National Security Council to European Affairs
 Wade, Nancy R., International Organization Affairs to European Affairs
 Walsh, Patrick William, Economic and Business Affairs to Foreign Service Institute
 Wang, Robert Shia, Shanghai to Singapore
 Watkins, Rufus A., San Jose to Nuevo Laredo
 Watt, Linda E., Inter-American Affairs to Santo Domingo
 Weant, Dana M., Moscow to Almaty
 Weber, Daniel J., Nairobi to Cape Town
 Weinz, Thomas E., International Narcotics and Law Enforcement Affairs to Cape Town
 Weller, Wesley A., Addis Ababa to Diplomatic Security
 Wesche, Stephen Gerald, La Paz to Santiago
 Weston, Richard Charles, La Paz to Tirana
 Weston, Thomas Gary, Ottawa to Bureau of Personnel
 Wheeler, Evelyn, International Organization Affairs to Foreign Service Institute
 Wheeler, Wendy Fleming, Merida to Seattle Passport Agency
 Whitaker, Eric Paul, Addis Ababa to Bamako
 Whitaker, Jonita L., Addis Ababa to Bamako
 Whitlock, Lynn Marie, Hong Kong to Foreign Service Institute
 Whitney, Colwell C., Bogota to New Delhi
 Whittlesey, Cynthia Lee, Hamburg to Foreign Service Institute
 Wiener, Sharon Anderholm, Operations Center to Foreign Service Institute
 Wilkinson, Robert L., Moscow to Islamabad
 Williams, Patrick C., Islamabad to Riga
 Williamson, Bruce, Sao Paulo to San Salvador
 Williamson, Terrence K., Dakar to Panama
 Wilson, Edward B., Office of Information Management to Secretary of Defense
 Wilson, Sheila P., Georgetown to Nairobi
 Wittmann, Christopher E., Political-Military Affairs to Frankfurt
 Wiznitzer, Mark Leon, Intelligence and Research to Vienna (OSCE)
 Wolfson, David Thomas, Office of Legislative Affairs to National Democratic Institute for International Affairs
 Wong, Mark F., Office of the Secretary to East Asian and Pacific Affairs
 Wong, Terrence K. H., Cotonou to Port Au Prince
 Wood, Kevin M., Vienna (UNVIE) Mission to Tel Aviv

FOREIGN SERVICE PERSONNEL

Transfers (November) Continued

Woody, Ronnie D., African Affairs to Foreign Service Institute
Yamamoto, Joy Ona, Sao Paulo to Port of Spain
Yeskoo, Paul D., European Affairs to Osaka Kobe
Yip, Sau Ching, East Asian and Pacific Affairs to Ho Chi Minh City
Young, Andrew R., Mumbai to Rangoon
Young, James M., London to Lagos
Young, Mark, Paris to Vienna
Young, Steve A., Peshawar to Near Eastern Affairs
Zate, Steven E., European Affairs to Foreign Service Institute

Resignations (November)

Aldis, Dana L., Beijing
Adki, Makoto, Office of Information Management
Bowman, Allison S., Rio de Janeiro
Brownrigg, Michael Gawen, Special Domestic Assignment Program
Czach, Mary Rebecca F., Mbabane
Davis, Anthony Raymond, Quito
Dean, Joseph W., Brussels
Duffy, Colette D., Maputo
Erickson, Patricia A., Muscat
Euser, Barbara Jean, Leave Without Pay
Fairchild, Jana T., Rome
Fleming, Wendy, Shanghai
Fox, Marci Lynn, London
Friedbauer, Susan B., Sydney
Garland, Regina C., Leave Without Pay
Gerald, Stuart W., Near Eastern Affairs
Grayson, Winifred H., Yerevan
Hamadama, Conakry
Haynes, Wallis S., European Affairs
Hellwig, Gordon K., New Delhi
Honley, Steven Alan, Political-Military Affairs
Korycki, Virginia C., Guangzhou
Mancini, Robert C., Nairobi
Manthos, Jo Lynn, Leave Without Pay
McNamara, Florence V., Naha
McGann, Bertra B., Nairobi
Miller, Dana J., Manama
Moore, Tina L., Manila
Partovi, Forrest R., Stockholm
Petersburg, Helen M., Bangkok
Rada, William L., Foreign Service Institute
Rafferty, Jeani L., Leave Without Pay
Rasari, Viliame, Kampala
Ray, Ronald J., Leave Without Pay
Reinhardt, Frederick M., Moscow
Reyes, Lisa Marie, Bogota
Roland, Virginia A., Beijing
Ruiz, Juan Carlos, Leave Without Pay
Ryan, Kerrick M., Madrid
Salazar, Jose Eduardo, Tegucigalpa
Skoog, Janice K., Frankfurt
Spiers, Victoria J., Nairobi
Steele, Laurel Elaine, Chennai
Steiner, Martin Henry, Havana
Stephan, Cheryl M., Leave Without Pay
Subirias, Marie Ana, Port Moresby
Taylor, Latifa, Bonn
Tu, Tung T., Foreign Service Specialist Intake
Tuntland, Stephen E., Muscat
Valle, Tracy E., Lima
Volpe, Catherine Ann, NATO, Brussels
Wall, Marc M., East Asian and Pacific Affairs
Wardrip, Marilou A., Manila
White, Eileen Carrie, Bureau of Personnel
Woerner, Ann E., Budapest
Yeager, Rebekah, Harare
Young, Angelena Vernal, Lome
Zwickel, Eric S., Luxembourg

CIVIL SERVICE PERSONNEL

Promotions (October)

GG-11

Malloy, Jane C., International Organization Affairs

GS-5

Fletcher, Linda D., Washington Passport Agency
Giles, Claudette R., New Orleans Passport Agency
Green, Simone N., Seattle Passport Agency

GS-6

Cummings, Sharyol M., New Orleans Passport Agency
Richardson, Carolyn, Foreign Service Institute

GS-7

Akers, Binh N., Administration
Arnold, Robert A., Seattle Passport Agency
Bagley, Joyce Renee, Economic and Business Affairs
Brown, Debra C., New Orleans Passport Agency
Burnham, Geneva R., East Asian and Pacific Affairs
Farrington, John Richard, Seattle Passport Agency
Foster, Judith Ann, Near Eastern Affairs
Hodges, Henry L., Consular Affairs
Le Master, Vicky Marie, Bureau of Personnel
Love, Denise Renee, Consular Affairs
Lynch, Karen Nicole, Office of the Inspector General
Prosper, Sybil T., New Orleans Passport Agency
Thompson, Wanda Theresa, Washington Passport Agency
Whitlock, Darlene Burton, Bureau of Personnel

GS-8

Coleman, Charmaine Denise, Office of the Secretary
Frias, Angela Marie, Inter-American Affairs
Gusler, Elizabeth C. M., Stamford Passport Agency
White-McKnight, Angela L., Office of the Secretary

GS-9

Allen, S. Bernadette, Consular Affairs
Berard, Gerhard J., New Orleans Passport Agency
Booth, Sherry L., Economic and Business Affairs
Carr, Annmarie Angela, Near Eastern Affairs
Dearborn, Joan E., National Passport Center Portsmouth
Dooley, Ryan M., Consular Affairs
Fitchett, Jasmine N., Bureau of Personnel
Harris, Barbara Ellen, Office of the Secretary
Ross, Debra L., Honolulu Passport Agency

GS-11

Davis, Linda, Office of the Chief Financial Officer
Djous Jr., Robert A., Consular Affairs
Genco, Margaret L., East Asian and Pacific Affairs
Hampton, Joan C., General Services Division
Koutsis, Maude Georgette, Office of Allowances
Lai, Con, Office of the Inspector General
Lazar, Lawrence D., General Services Division
Marshall, Mary E., Near Eastern Affairs
Peters, Tammy Suzanne, Office of the Secretary
Serey, Mary Ellen, Intelligence and Research
Tornavacca-Triesch, Lee W., Consular Affairs
Vincent, Zu'ul, Administration
Wimmer, Margery L., Office of the Inspector General

CIVIL SERVICE PERSONNEL

Promotions (October) continued

GS-12

Coonley, Nancy R., Office of the Inspector General
Gurski, Alina R., Near Eastern Affairs
Gutierrez, Dolores, Inter-American Affairs
Mathur, Kamini, Office of the Chief Financial Officer
Shapiro, Michelle E., Economic and Business Affairs

Jones-Burnett, Benita D., National Passport Center Portsmouth
Sanchez, Sophia, National Passport Center Portsmouth
Starns, Joy M., Office of the Chief Financial Officer
Tufo, Sara Jane, National Passport Center Portsmouth
Zangrillo, Joanne T., Office of Information Management

GS-13

Carotenuto, Venetia E., East Asian and Pacific Affairs
Fleming, Carla M., Office of Information Management
Haley, Cynthia A. G., Consular Affairs

GS-14

Boushell, Clinton Carl, Diplomatic Security
Hits-Christophe, Beverly, New Orleans Passport Agency
Toler, Mark J., Administration

Resignations (October)

Baft, Amanda J., Bureau of Public Affairs
Bishop, Kristine Rene, Foreign Buildings Office
Bradshaw, Kevin R., Office of the Chief Financial Officer
Brawn, Edwin L., Administration
Brown, Karen Leslie, Executive Secretariat
Brown, Mary Ella, Office of the Legal Adviser
Calhoun, Stephanie D., Office of the Legal Adviser
Call, Kristin B., Bureau of Personnel
Chollet, Derek, Bureau of Public Affairs
Crudup, Erica, Executive Secretariat
Davis IV, Solon E., Administration
Degonia II, Thomas M., Office of the Inspector General
Dyson, Lionel A., Office of the Legal Adviser
Gedney, Megan E., Administration
Gee, Cynthia S., Washington Passport Agency
Ginsburg, Thomas B., Office of the Legal Adviser
Handler, Alan, Executive Secretariat
Harris, Martha Caldwell, Political-Military Affairs
Harrison, Janelle M., Executive Secretariat
Johnson, Romonte E., Foreign Buildings Office
Johnson, Tori L., Administration
Johnston, Marilyn Alice, Office of Acquisitions
Khalap, Galina, Foreign Service Institute
Lennon, Alexander T., Political-Military Affairs

Livingston, Denise Rene, Consular Affairs
Malvaso, Matthew, Executive Secretariat
Mancini, Teresa M., Office of the Chief Financial Officer
Masembwa, Kanyi Mwai, Administration
McGaffey, Jennifer J., Operations Center
McShea, Melissa F., Administration
Moore, Dawn E., New York Passport Agency
Oscar, Michael T., Office of the Legal Adviser
Pappas, Peter C., Economic and Business Affairs
Pavich, Roxana E., Office of the Secretary
Philpot, Liana, Oceans Bureau
Price, Marshay A., Office of the Legal Adviser
Reed, Tamara L., Foreign Buildings Office
Reeder, Naeemah K., Foreign Buildings Office
Reid, Warren Christin, Inter-American Affairs
Richard, Anne C., Office of the Secretary
Saloom, Elizabeth A., European Affairs
Sauer, Kristine E., Office of Legislative Affairs
Scaringi, Stefany, Inter-American Affairs
Shekhter, Dina, Foreign Buildings Office
Silverman, Robin E., Bureau of Personnel
Snyder, April C., International Organization Affairs
Stevens, Elizabeth Joanne, Consular Affairs
Tang, David, Office of Legislative Affairs
Taylor, Jessica, Office of the Chief Financial Officer
Tello, Melissa A., Foreign Buildings Office
Wongkongkatap, Cattleya, Inter-American Affairs

Reassignments (October)

Benham, Renate M., Consular Affairs to Office of the Under Secretary for Management
Janson, Gail K., Administration to Medical Services

Ploss, Sidney I., Intelligence and Research to Bureau of Public Affairs
Roberts, Melvern V., Office of the Chief Financial Officer to Office of Information Management

Appointments (October)

Bazyliuk, Taras A., Policy Planning Council
Cano, Dora C., Office of the Chief Financial Officer
Degonia II, Thomas M., Office of the Inspector General
Goux, Carissa S., Bureau of Public Affairs
Harrison, Sharon M., Office of the Chief Financial Officer
Lubeck, Peter A., Office of the Inspector General
McMillan, Cheryl D., Consular Affairs
Nolet, Raymond John, Office of Information Management
Tylor, Anna M., Washington Passport Agency
Taylor, Kathryn M., Bureau of Public Affairs
Wallitsky, Susan E., Bureau of Public Affairs
Whitlow, Ernest D., Office of the Chief Financial Officer

Retirements (October)

Chavchavadze, Judith J., Population, Refugees, and Migration
Chesteen, Eva L., Office of the Secretary
Holmes, Marilyn Janet, Bureau of Personnel
Lauderdale, Maria T., Office of Acquisitions
Lee, Luke T., Population, Refugees, and Migration
Stephens, John A., Office of Information Management
Young, Charles William, Los Angeles Passport Agency

Promotions (November)

GS-3

Turner, Tyrissa S., Oceans Bureau

GS-5

Dison, Lanika L., New Orleans Passport Agency
Ferguson, Cynthia H., Chicago Passport Agency
Lewis, Paulette C., New Orleans Passport Agency

GS-6

Britt, John K., Washington Passport Agency
Hobbs, Jerilyn Assane, Consular Affairs
Sandidge, Denise E., Foreign Buildings Office
Thurston, Cordelia, Bureau of Personnel

GS-7

Anderson, Connie E., Administration
Casso, Geraldine J., New Orleans Passport Agency
Cummings, Cheryl A., New Orleans Passport Agency
Gray, Darryl Romont, Consular Affairs
Hill, Natalie A., East Asian and Pacific Affairs
Powell, Tanya A., Operations Center
Scott, Dawn A., Bureau of Personnel
Slay, Laura A., Houston Passport Agency
Villa, Margaret, New York Passport Agency

CIVIL SERVICE PERSONNEL

Promotions (November) Continued

GS-8

Coakley, Linda J. C., New York Passport Agency
Crain, Maggie D., New Orleans Passport Agency
Lincoln, Beverly E., Office of the Legal Adviser
Najjar, Vivian B., San Francisco Passport Agency
Persons, Karen R., Houston Passport Agency
Plunkett, Christine L., Office of the Legal Adviser

GS-9

Coates, Stephanie L., Executive Secretariat
Cox, Catherine Diane, Near Eastern Affairs
Feltes, Katrina N., Inter-American Affairs
Foote, Lula B., New York Passport Agency
Jeffries, Angela Loretta, Political-Military Affairs
Kidd, Patricia E., Population, Refugees, and Migration
Nowakowski, Emilie Arlette, Foreign Buildings Office
Silva, Mary Reddy, Office of the Legal Adviser
Sulak, Arlette A., Foreign Buildings Office
Thompson, Susan Mary, Bureau of Public Affairs

GS-11

Brown, Laura Maria, Houston Passport Agency
Churchwell, Nyle A., Houston Passport Agency
Hetland, Arline R., European Affairs
Johnson, Margaret Oliver, Houston Passport Agency
Miller, Lauree Synell, Houston Passport Agency
Moser, Sheree A., Office of the Inspector General
Rogers, Gypsy L., Office of the Chief Financial Officer

Reassignments (November)

Ball, Jacqueline, Administration to Operations Center
De Marcellus, Roland, Intelligence and Research to Economic and Business Affairs
Freeman, Gail Simpson, Office of Information Management to Diplomatic Security
Gaughran, Trudy A., Near Eastern Affairs to Administration
Kim, Elena Patricia, Oceans Bureau to Political-Military Affairs
Wieseneck, Michael, Office of the Chief Financial Officer to Office of Information Management

Tutman, Mary E., Office of the Inspector General
Underwood, Yolanda, Houston Passport Agency
Wyatt, Linda Lee, Houston Passport Agency

GS-12

McFadden, Barbara Jo, Office of Information Management
McAdams, Jeffrey J., National Passport Center Portsmouth
Park, Jung-Hee, H., Office of the Inspector General
Pitts-Malone, Sandra, Oceans Bureau
Sullivan, Shawn Francis, Inter-American Affairs
Wels, Calvin Lee, National Passport Center Portsmouth

GS-13

Beverly, Joanne W., Bureau of Personnel
Gil, Iris N., Administration
Paninski, Manuela Monika, African Affairs
Previti, Barbara J., Consular Affairs
Scarborough, Jean Savoy, Administration
Townsend, Peter B., Diplomatic Security
Wright, Roy D., Diplomatic Security

GS-14

Dilday, William W., Oceans Bureau
Lyons, Charles R., Administration
Pappas Jr., Daniel J., Diplomatic Security
Shippe, Kathryn M., Oceans Bureau
Wilder, Timothy Edward, Near Eastern Affairs

McConnon, Caron, Diplomatic Security
O'Brien, Paul T., Office of the Inspector General
Powell, Robert R., Office of Acquisitions
Rogin, Ronne Ann, Office of Information Management

Retirements (November)

Browning, Jeanne M., Intelligence and Research
Cieplinski, Michel, Office of Overseas Schools
Claussen, Eileen B., Oceans Bureau
Downing, Suzanne L., Administration
Jelenovic, Josephine, Office of Information Management
Nesbit, Shirley A., Population, Refugees, and Migration
Smith, James A., Office of the Legal Adviser
Spelman, Denis W., Office of the Inspector General

Appointments (November)

Arbin, Jon S., International Organization Affairs
Bell, Africa R., Presidential Management Intern Program
Bibbins, Nicole M., Population, Refugees, and Migration
Caporal, Jill, Political-Military Affairs
Carroll, Jacob E., Office of the Chief Financial Officer
Davidson, Nancy H., Foreign Buildings Office
Eggert, Tamara E., European Affairs
Epstein, Daniel J., Presidential Management Intern Program
Evans, Peter O., Political-Military Affairs
Ferris, Barbara J., Office of the Inspector General
Fitzhugh, Joshua D., Office of the Legal Adviser
Hess, Brian E., Office of the Inspector General
Hutchins, Wilma B., Foreign Buildings Office
Kissinger, William D., Office of the Legal Adviser
Kuo, Judy H., Presidential Management Intern Program
Kwak, Scott, Political-Military Affairs
Lett, Danielle S., Presidential Management Intern Program
Levitsky, Jonathan, Policy Planning Council
Marsh, Duncan R., Presidential Management Intern Program
Martinez, Ruth F., Houston Passport Agency
McElveen, James N., Presidential Management Intern Program
Mills, Pamela A., Bureau of Personnel
Nolan, Megan, Boston Passport Agency
Peartree, Edward C., Political-Military Affairs
Pfeuffer, Paul E., Presidential Management Intern Program
Roy, Mark C., Presidential Management Intern Program
Sanchez-Perea, Anna M., Inter-American Affairs
Sanders, Maetossie, Houston Passport Agency
Shea, Andrew Hagenson, Office of the Inspector General
Spillane, Robert R., Office of Overseas Schools
Stebbins, Wade W., Administration
Thompson, Scott C., Political-Military Affairs
Warrick, Thomas S., Office of the Secretary
Waters, John R., Political-Military Affairs
Williams, Stacy D., Office of the Inspector General

CIVIL SERVICE PERSONNEL

Resignations (November)

- Ascarrunz, Marcela, Inter-American Affairs
Bacasse, Oliver F., Foreign Buildings Office
Ballard, Lara Ann, Office of the Legal Adviser
Battlé, Camille C., Office of Acquisitions
Bearden, Roger A., Office of the Legal Adviser
Belot, Carlyne, Executive Secretariat
Bemish, Renee C., Foreign Buildings Office
Best, Cynthia A., Office of the Inspector General
Boyd, Monica Renee, Inter-American Affairs
Brewer, Latisha R., Administration
Britt, Rebecca L., Office of the Chief Financial Officer
Burke, John J., Honolulu Passport Agency
Burslie, Melissa S., Near Eastern Affairs
Candelario Jr., Angel, Foreign Buildings Office
Cantu, Lisa, Foreign Service Institute
Casey, Claire Marie, Inter-American Affairs
Chacon, Jennifer M., Office of the Legal Adviser
Checketts, Ginger M., Office of the Inspector General
Clayborne, Brooke E., International Organization Affairs
Connors, Brenda L., Office of the Secretary
Cooney, Christine L., Office of the Legal Adviser
Curiel, Christina, African Affairs
Di Rocco, Heather-Ann, Administration
Edgar, William S., Consular Affairs
Ellis, Marco E., Office of Overseas Schools
Ellis, Valerie S., Office of the Chief Financial Officer
Evans, Eusi I., Washington Passport Agency
Felton, Darlene T., Office of the Chief Financial Officer
Folan, Matthew, Foreign Service Institute
Foreman, Franklin S., Consular Affairs
Freeman, Kristie, Washington Passport Agency
Fuchs, Eric W., Foreign Buildings Office
Fugami, Jeffrey M., Office of the Inspector General
Fuller, Felicia Y., Los Angeles Passport Agency
Gundersen-Frank, Erik C., Office of the Inspector General
Habiger, Alison D., Office of the Chief Financial Officer
Hancox, Karen L., International Organization Affairs
Handy, Brenda Y., Population, Refugees, and Migration
Hodge, Kellie P., Los Angeles Passport Agency
Hughes, Catherine A., Inter-American Affairs
Jackson, Clifton, New Orleans Passport Agency
Jenkins Jr., Robert M., East Asian and Pacific Affairs
Johnson, Pamela R., Office of the Under Secretary for Management
Jones, Bonita Y., Los Angeles Passport Agency
Katz, Randall S., Foreign Buildings Office
Kazyak, Mary C., Office of the Inspector General
Keary, Barbara S., European Affairs
Kelly, Nikia D., Population, Refugees and Migration
Kouts, Jodi Lynn, Consular Affairs
Ku, Julian G., Office of the Legal Adviser
Leites, Justin, Office of the Secretary
Leone, Christina Alice, Executive Secretariat
Loper, Tamara R., African Affairs
Meyers, Nancy J., Office of Overseas Schools
Mirsky, Yehudah, Democracy, Human Rights and Labor
Miura, Damon I., Los Angeles Passport Agency
Nakamura, Maya M., European Affairs
Nowell, Christopher, Foreign Buildings Office
Ososky, Hari M., Office of the Legal Adviser
Paliotta, Nancy, Office of the Chief Financial Officer
Petrosyan, Arutyun, Foreign Service Institute
Pinney, Briana Jo, Office of the Secretary
Price, Marshay A., Office of the Legal Adviser
Prosser, Kathy Lynn, International Joint Commission
Putman, Austin L., Office of Information Management
Quinones, Catherine C., Bureau of Public Affairs
Raiser, Mary Millonzi, Office of the Secretary
Reid, John, African Affairs
Richardson, Milton R., Consular Affairs
Rivera, Hector L., Office of the Inspector General
Robinson, K. Monique, European Affairs
Rodriguez, Angela M., Foreign Buildings Office
Rosenbaum, Michael D., Office of the Legal Adviser
Sabo, Kimberly J., Office of the Legal Adviser
Schumacher, Kathryn A., Population, Refugees and Migration
Seward, James L., Near Eastern Affairs
Spat, Eric T., Foreign Buildings Office
Surles, Covina, Foreign Buildings Office
Sutton, Lajonnetta N., African Affairs
Tillery, Jasmine M., Population, Refugees and Migration
Tremonte, Michael P., Office of the Legal Adviser
Turney, Jennifer E., Population, Refugees and Migration
Welke, Charles R., Administration
Wilson, Danny M., Foreign Buildings Office
Wilson, Shawna, Inter-American Affairs
Woody, Jenice M., East Asian and Pacific Affairs
Yates, Terry M., Diplomatic Security

The Oral Examination in Brief

The oral examination is given only to candidates who have passed the Foreign Service written exam. The most recent written exam was in November 1996, followed by the oral assessment cycle that started in January and ends Dec. 19. More than 3,000 candidates will be examined during this assessment period.

Currently, the oral examination is based on an analysis of Foreign Service work and measures the knowledge, skills, abilities and personal characteristics deemed important or essential to performing that work. The exercises simulate actual situations encountered in the Foreign Service and are designed to enable the candidate to demonstrate the skills deemed important to a Foreign Service officer.

The oral examination has three parts: the demarche exercise and report, the hypothetical situations and the group exercise. During the morning, candidates participate individually in a two-part, 45-minute test conducted by two examiners. In the first 25 minutes of the exam, a candidate must make a demarche — deliver a message from the U.S. government to officials of a fictional host country. Two examiners play the roles of host government officials, raising questions and challenging the U.S. position in a realistic setting. When completed, candidates are allowed five minutes to take notes for the demarche report required later.

In the second part, the candidate faces three hypothetical problems about Foreign Service scenarios in the administrative, consular and public diplomacy areas. Each hypothetical lasts six minutes and consists of a basic scenario with several follow-up situations. After completing the hypotheticals, the candidate writes a report to Washington on what transpired during the demarche. The report emphasizes key points raised and reactions of host government officials.

In the afternoon, the candidates (in groups of three to six) come together as an American embassy team to evaluate project proposals and make recommendations for funding. Each candidate is allowed up to six minutes to present a randomly assigned project to the group. After the presentations are completed, one of the examiners informs the group of the overall funding available. The group then must decide which project or projects to fund and at what level. — Nick Williams

STATE OF THE ARTS

BY JOHN BENTEL

Series Completes Summer, Begins Fall Season

The State of the Arts Cultural Series and FARA recently presented five concerts, featuring Cuban, Russian and Eastern European musicians and a local women's ensemble.

Cuban pianist Eladio Arturo Santiago began his September program with Gluck-Sgambati's *Second Ballet from Opera Orfeo ed Uridice*, followed by Beethoven's *Appassionata*. Mr. Santiago's performance of Rachmaninoff's *Prelude in D, Op. 32, No. 4* and *Etude-tableau in E flat minor, Op. 39, No. 5* was beautiful and passionate, leaving little doubt that he felt all the nuances of these emotional piano pieces. His final selection, Prokofiev's *Sonata No. 7 in B flat major III - Precepitato*, brought a standing ovation. His encore was Rachmaninoff's *Prelude in C sharp minor, Op. 3, No. 2*.

State employees were treated Aug. 20 to a performance by three talented musicians, pianist Vera Danchenko-Stern, violinist Leonid Sushansky and soprano Anna Ivanova.

The Moscow-born Ms. Danchenko-Stern and Leonid Sushansky from Leningrad opened with J. M. Leclair's *Sonata in D major*. The seamless chemistry between these gifted artists brought thunderous applause from an appreciative audience. Mr. Sushansky provided an entertaining and informative background on this selection and Tchaikovsky's *Melody* and C. Saint-Saens' *Introduction and Ronde Capriccioso*.

Vocalist Anna Ivanova, a graduate student at Vanderbilt University, proved herself in this musical performance. Her stage presence, coupled with an unusually beautiful voice, heightened the extraordinary level of an already elated audience. Accompanied by Ms. Danchenko-Stern, she began with Rachmaninoff's *The Little Island*, then segued into Tchaikovsky's *Insane Nights Op. 60, No. 6*, revealing the true range of her voice. She concluded with Bulakhov's *Do Not Awaken the Memories, Do Not Kiss Me* and *Dark Eyes*, a gypsy song, while accompanying herself on the piano.

Jazz pianist-composer Hiro Takada brightened an already sunny day with his courtyard performance of Dave Brubeck's familiar *Take Five*, prompting much foot tapping and head swaying. *Stolen Moments* by Oliver Nelson, was more mellow.

Mr. Takada concluded his concert with Brubeck's *In*

Your Own Sweet Way, a laid-back performance for a laid-back lunchtime audience during Diversity Day.

Peter Breiner's sparkling July performance captivated his audience. Composer-pianist-conductor-arranger, Mr. Breiner highlighted the seven-year history of the series.

Mr. Breiner, a native of Eastern Slovakia, is a graduate of the Conservatory at Kosice, and he has performed worldwide, scored films and arranged popular classics.

He delivered his opening Mozart composition, *Sonata B flat major*, with mastery and self-assurance. His Bach's *Prelude and Fugue E flat major from The Well-tempered Klavier* began a relaxing and soothing pace. As the piece progressed, however, it simulated an audio mosaic of musical patterns. The patterns became more intense and dramatic as the piece developed. Bach's *Prelude and Fugue D minor*, coupled with Mr. Breiner's jazz interpretations, mirrored the pianist's considerable artistic imagination. These improvisational "inventions" erupted into an almost frenzied blend of classical and jazz. This was Mr. Breiner's forte and he was at one with the piano. The audience was spellbound with the surprise ending number, Dave Brubeck's *Take Five*, and responded with thunderous applause.

Philomela, a women's ensemble, presented *Brahms to Broadway* as Part 7 of the series' July program. Philomela consists of 12 women vocalists directed by Kathy Kessler Price. They've performed in the Washington, D.C., area since 1976.

The ensemble's repertoire covered a wide variety of music and composers from the Renaissance to the present, including both classical and pop selections. The mix of familiar with the less familiar offered a pleasing program of diversified music. □



Jazz pianist-composer Hiro Takada.

The author is a computer specialist in the Executive Secretariat.

LIBRARY REPORT

BY DAN CLEMMER

And the Top 10 Are . . .

Top 10 lists of best-selling books, hardback and paperback, fiction and nonfiction — like those appearing weekly in the *Washington Post* or the *New York Times* — are pretty well known to the general public. Not so well known are the lists intended primarily for those of us in the book business: authors, publishers, dealers and librarians. Among these is the "Best Sellers for the Month," a list of titles published by the U. S. Government Printing Office. Some titles in GPO's June 1997 list may surprise you.



For example, (1) *International Certificate of Vaccination*, the cheapest on the list, goes for \$1; (2) *Federal Benefits for Veterans and Dependents*; (3) *General Information Concerning Patents*; (4) *The Blair House Report* (Office of the President); (5) *Federal Employees Retirement System*; (6) *Washington, D. C. NPS Handbook #102 (Interior)*; (7) *Health Information for International Travel*; (8) *General Industry Digest* (OSHA); (9) *Questions and Answers About Electric Magnetic Fields Associated with the Use of Electric Power*, and (10) the *Code of Federal Regulations, Vol. 10* (National Archives Records), the most expensive at \$39.

Two recent lists from the Online Computer Library Center, a bibliographic facility in Ohio that maintains a large central database of some 37 million titles, focus on the top 10 periodicals and books held by its more than 6,000 participating libraries. The top 10 periodicals are: (1) *Newsweek*, (2) *Time*, (3) *Consumer Reports*, (4) *U.S. News and World Report*, (5) *Scientific American*, (6) *National Geographic*, (7) *Sports Illustrated*, (8) *Business Week*, (9) *Smithsonian* and (10) *Psychology Today*.

The top 10 books in OCLC libraries are (1) *In Search of Excellence; Lessons from America's Best-Run Companies* by Thomas J. Peters and Robert H. Waterman Jr.; (2) *Megatrends: Ten New Directions Transforming Our Lives* by John Naisbit; (3) *A Manual for Writers of Term Papers, Theses, and Dissertations* by Kate L. Turabian; (4) *Familiar Quotations* by John Bartlett; (5) *The Closing of the American Mind* by Allan Bloom; (6) *A Brief History of Time: From the Big Bang to Black Holes* by Stephen W. Hawking; (7) *A Passion for Excellence* by Thomas J. Peters and Nancy Austin; (8) *Iacocca, An Autobiography* by Lee Iacocca; (9) *Megatrends 2000: Ten New Directions for the 1990's* by John Naisbit and Patricia Aburdene and (10) *Environmental Tobacco Smoke: Proceedings of the International Symposium at McGill University, 1989*, edited by Donald Ecobichon and Joseph M. Wu.

Finally, our own library staff has selected 10 of the most requested books based on their experience in helping patrons and in retrieving books from the shelves. The books are listed alphabetically by title. *The Arabists:*

The Romance of an American Elite (1993) by Robert D. Kaplan, call number DS63.2.U5K35; *At a Century's Ending: Reflections, 1982-1995* by George F. Kennan (1996), call number DK69.K453; *After the Cold War: Essays on the Emerging World Order*, edited by Keith Philip Lepor (1997), call number JX1391.A44; *Balkan Ghosts: A Journey Through History* by Robert D. Kaplan (1993), call number DR16.K36; *Black Lamb and Grey Falcon; a Journey Through Yugoslavia* by Rebecca West (1940), call number DR366.W48; *The Clash of Civilizations and the*

Remaking of World Order by Samuel P. Huntington (1996), call number D860.H86; *Death Duty* (a murder mystery set in the State Department) by Stephen Kimball (1996), call number PS35621.I4163.D4; *How to Beat Jet Lag* by Dan A. Oren et al. (1993), call number RC1076.J48.H68; *Present at the Creation: My Years in the State Department* by Dean Acheson (1979), call number E744.A25, and *Wild Swans: Three Daughters of China* by Jung Chang (1991), call number DS774.C3718.

Note: Two State readers of the "Library Report" of June 1997 have recommended two other sources of ordering books via the Internet. Patrick W. Spyring recommends Barnes & Noble www.barnesandnoble.com, and Elizabeth A. Corwin recommends Salmagundi's e-mail address: salbooks@highlands.co. □

The author is chief librarian.

Funds Cut for Area Handbook Series

Faced with loss of financial support from the Department of the Army in Fiscal Year 1998, the Library of Congress has decided to cease production of all but a few area handbooks. This series of books covers the history and political, economic and social systems of more than 100 countries and regions of the world. Readers familiar with these white volumes (dark green in earlier years) will regret the demise of this popular and unique series. Eighty-five countries are included in the online version of the texts now available from the Library of Congress web site, but the cutoff will eliminate production of both electronic and hard-copy editions. Unless funds are restored, prospects for resuming the series are not considered good.

FEAR AND LOATHING IN THE STATE DEPARTMENT CAFETERIA!

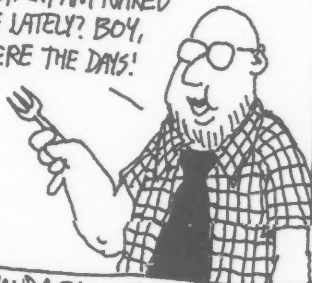
THE VERY FIRST PERSON I SAW WHEN I WALKED IN THE CAFETERIA WAS MARV MANGLEBY, THE GUY WHO SENT OUR PET TO ICKYSTAN WHEN WE WERE ASSIGNED TO EREHWON

BOYD! BOYD!
YOU'RE NOT STILL MAD ABOUT FLUFFY, ARE YOU? HOW WAS I TO KNOW THEY ATE CATS?



I TRIED TO MAKE EYE CONTACT WITH AMBASSADOR BLUESTONE, WHO DARTED BEHIND THE FROZEN PORK COUNTER. I GUESS HE'S STILL UPSET ABOUT MY IMPROMPTU ETHEL MERMAN IMITATION AT HIS FOURTH OF JULY RECEPTION...

I DUCKED INTO "I CAN'T BELIEVE IT'S SPAM," AND RAN INTO ZIPPY FELCHER, WHO I HADN'T SEEN SINCE EREHWON... HEY, BOYD, PLAY ANY NAKED SCRABBLE LATELY? BOY, THOSE WERE THE DAYS!



THERE'S NO BUSINESS LIKE SHOW BUSINESS!

* HIC *



FELCHER '97

THEN WANDA BICKLE FOUND ME... BOYD! JUST WHO WE NEED FOR OUR OLD EMBASSY BELLYDANCING SQUAD!



THESE DAYS, I ALWAYS DINE IN DISGUISE...

I KNOW YOU!
YOU'RE CARMEN MIRANDA!



...DAMN

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Happy Holidays

