

State

The Newsletter

United States Department of State

January 1989



The Transition



THE COVER—That's *James A. Baker III* on the left, with *George Bush*. What they're talking about ought to become known at State after the January 20 presidential inaugural. (Story on Page 2; *White House* photo by *Dave Valdez*)



Letters to the Editor

"Cuddled" junior officers

PORT-AU-PRINCE, HAITI

DEAR EDITOR:

I wish to address the current Foreign Service mindbent as it pertains to Foreign Service officer candidates. The "junior officer" syndrome is pervasive throughout the Foreign Service, and I personally find the phenomenon to be an anomaly in the collective ego of an otherwise egocentric corps.

The Foreign Service prides itself on selecting its officers from a large and talented body of candidates, and, in the selection process, stresses the importance not only of intelligence, but of independence, initiative and self-reliance. It seems rather incongruous that these exceptional beings culled from the pack should then be relegated to the status of "junior officers" and "candidates," both forms of address that conjure up images more of prepubescent adolescents than of fully-qualified adults. Most newly-hired officers have had previous careers, and though on the average not quite middle-aged, many do see the prospect of greying temples and expanding midrifts off in the not-too-distant future.

The newly-hired officer enters the Foreign Service feeling herself or himself to be entering as a fully competent member of an elite organization, but soon finds that the status of a "junior officer" is more akin to that of a plebe in an academy. Other officers, their spouses, members of other agencies, will now refer to this individual as "the junior officer" when introducing him or her. When invited to functions, hosts and hostesses will either make it a "junior officer" event or feel it necessary to make sure that there are enough "junior officers" to form a little group, permitted on the sidelines to do whatever little junior officers do at serious functions. "Junior officers" are coddled, cuddled, and sometimes spanked, but seldom treated as equals.

I think this is unfortunate, as the Foreign Service, in this period of heavy workload and insufficient personnel, can ill afford to be saddled with a group of not-fully-productive employees. "Junior officers," by management policy as well as convention, are presumed not to be fully productive, and thus are rarely permitted or

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spelling out job titles, names of offices and programs—*acronyms are not acceptable.*

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The Transition

James A. Baker III is Secretary of State-designate

Former Treasury head is first cabinet choice

LESS THAN 24 HOURS after most of the votes were counted, President-elect George Bush announced on November 9 that James A. Baker III is his choice for Secretary of State. With the Senate concurring, Mr. Baker—the first person to be named for a cabinet post by Mr. Bush—would succeed George P. Shultz at the State Department.

Mr. Bush said of his fellow Texan and close associate, who has experience in Government posts at the highest levels: "I know he feels as I do about the distinguished men and women in our Foreign Service. He will lead them and he will work constructively with them to achieve our foreign policy objectives."

Mr. Baker had served as Mr. Bush's campaign manager. Before that, he was the 67th Secretary of the Treasury, 1985-87. Earlier, he was chief of staff to President Reagan, 1981-85. While at the White House he was a member of the National Security Council, and continued to be a member during his tenure at Treasury. He also was chairman of the President's Economic Policy Council.

Before his selection as White House chief of staff, Mr. Baker served, in 1980, as senior adviser to the Reagan/Bush general election campaign. From 1979 to May 1980 he was chairman of Vice President Bush's campaign for the 1980 GOP presidential nomination.

Texas beginnings

Mr. Baker was the Republican party's nominee for attorney general of Texas in 1978. He practiced law in Houston with the firm of Andrews & Kurtch, 1957-75.

In August 1975 President Ford appointed Mr. Baker under secretary of commerce. The following year he joined President Ford's election campaign as deputy chairman for delegate operations. In August 1976 he became national chairman of the President Ford Committee.

Mr. Baker was born on April 28, 1930, in Houston. He received a bachelor's from Princeton in 1952 and served two years as a lieutenant in the Marines. He then entered the University of Texas School



Secretary-designate Baker, left, and President-elect Bush. (White House photo by Dave Valdez)

of Law, at Austin, winning his degree with honors in 1957. He is a member of the American, Texas and Houston bar associations, the American Judicature Society and the Phi Delta Phi honorary legal fraternity. He has served on the board of trustees of the Woodrow Wilson International Center for Scholars, at the Smithsonian Institution. He has served on the governing bodies of Texas Children's Hospital and the M.D. Anderson Hospital and Tumor Institute.

Mr. Baker has won many honors. They include the Jefferson Award for Distinguished Public Service, from the American Institute for Public Service; Harvard's John F. Kennedy School of Government's Award for Distinguished Public Service; and the Woodrow Wilson Award for Distinguished Achievement in the Nation's Service, from Princeton. In 1986 he was selected as a distinguished alumnus by the University of Texas. He has received many honorary degrees.

The Secretary-designate and his wife, Susan Garrett Baker, have eight children.

Bush's view of Baker

In announcing the Baker appointment, Mr. Bush said at his post-election news conference that he had spoken with Secretary Shultz about his choice and that Mr. Shultz endorsed it with enthusiasm. After praising Mr. Shultz's record, the President-elect said:

"I first persuaded Jim Baker to leave Houston and come to Washington many years ago in the Ford administration, when he first came up to the Commerce Department. And since then he has distinguished himself in every position that he has held in the Reagan administration. He set a new standard of excellence in his four-year tenure as White House chief of staff, and then over three years as Secretary of the Treasury and that experience—his seven and a half years as a member of the National Security Council, his proven skills as a negotiator and the personal respect in which he is held—will allow him again to demonstrate the highest standards of performance as our next Secretary of State. He has big shoes to fill but will get the job done.... In these coming months, Jim Baker will not only be prepared for his responsibilities but he'll also serve as an adviser to me on key aspects of the transition."

Shultz's view of Baker

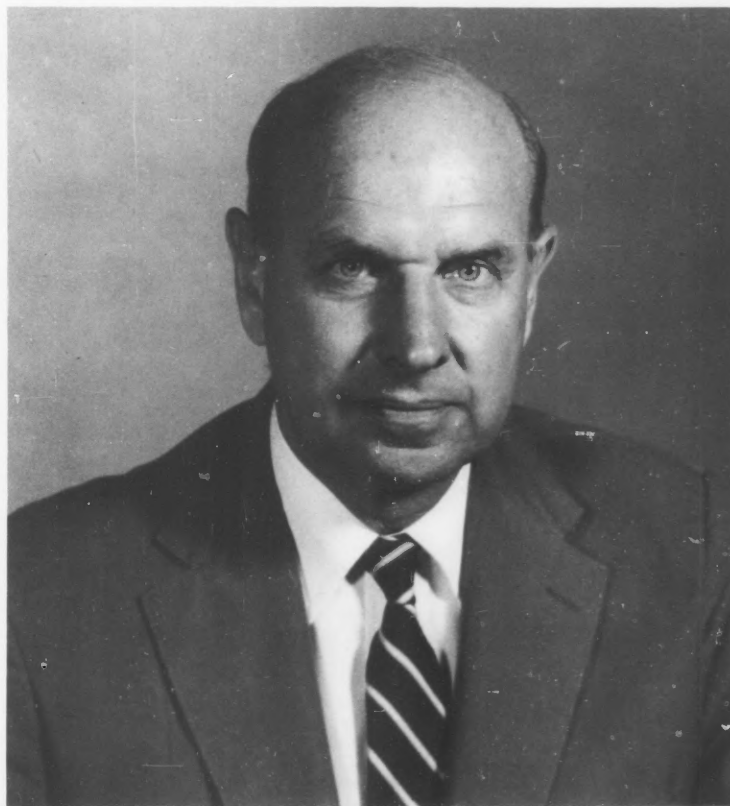
In a statement of his own to the press, Mr. Shultz described Mr. Baker "as an old friend, and a man I have long admired and worked with closely and intensively. [He] is intimately familiar with foreign policy issues. He has the confidence of leaders all around the world who know him through his outstanding performance as Secretary of the Treasury. As a former chief of staff in the White House he knows our system of government like the back of his hand, and has the admiration and confidence of the Congress. Most importantly, Jim Baker has immersed himself in the politics of our democracy and knows the needs and aspira-

tions of the American people.

"His close, warm and productive relationship with President-elect Bush makes him just the guy to serve as the President's senior foreign policy adviser, and as chief spokesman for the President and for our nation's interests in the new and bright era we have entered." □

Pickering is Bush choice for ambassador to UN

In a December 6 news conference at which he gave protracted praise to the Foreign Service, President-elect Bush announced his selection of Thomas R. Pickering, who holds the rank of career ambassador—highest in the Senior Foreign



Thomas R. Pickering



Service—as envoy to the United Nations. With Senate confirmation required, Mr. Pickering, who has been ambassador to Israel since 1985, would succeed Vernon A. Walters in New York.

Mr. Bush described the UN assignment as “the foremost diplomatic appointment that I have to make.” But he added that Mr. Pickering and William Webster, who will continue as head of the Central Intelligence Agency, will not have cabinet rank, though they would attend National Security Council and cabinet meetings “as they impact on their fields of interest.”

Importance of UN post

Recalling the UN ambassadorship as “another post that I know well, that I remember fondly,” the President-elect, who had himself served in New York earlier in his career, and also as the nation’s intelligence chief, said:

“Recent events have made (it) increasingly important. I believe I know the limitations of the UN. But I also know of its tremendous potential. And so it’s only fitting that my choice for UN ambassador should be an individual with truly excep-

tional experience. Thomas Pickering, the current U.S. ambassador in Israel, has given a lifetime of service to this nation. He served as ambassador to El Salvador, to Nigeria, Jordan in the past, and as assistant secretary of state for oceans and environment and scientific affairs.

“I have a high regard for our nation’s Foreign Service. I’ve worked with Foreign Service officers when I headed the mission in China and at the United Nations as well and as Vice President. And Tom Pickering is one of our outstanding public servants and very, very top Foreign Service officers. His expertise will serve our nation well at the United Nations and I am delighted that he has agreed to take this post. It symbolizes the importance I place on the United Nations as well as on the Foreign Service.”

‘Orderly flow’ of policy-making

On the subject of cabinet rank, President-elect Bush said:

“There is no point in the United Nations ambassador sitting around, as I did for a while, talking about ag policy. If there’s an N.S.C. meeting or a Cabinet meeting that impacts on the mission at the United Nations, Ambassador Pickering will be at the table.

“I like this, because I want to have an orderly flow in foreign policy-making. And the ambassador should report, in my view, to the President through the Secretary of State. Bill Webster now is operating in our administration, President Reagan’s and mine, in this manner. I think it’s working effectively. And he will be included in those meetings that affect where we have to make a decision based on intelligence.

“Bill and I are in total accord that [he] should be not in the policy business but in the intelligence business. And these lines can be very, very clear. He’s in policy when a covert operation is found and he must manage that. But I think that this arrangement is the best in terms of good government.”

Pickering’s career

Mr. Pickering has held the rank of career ambassador since September 1984. He joined the Service in 1959.

He was born in Orange, N.J., on November 5, 1931. He received a bachelor’s from Bowdoin in 1953; a master’s from the Fletcher School of Law and Diplomacy in 1954; and a second master’s from the University of Melbourne in Australia in 1956. He attended George Washington in 1961. He was commissioned an officer in the Naval Reserve in 1956. After complet-

ing three years of active duty, he joined the Foreign Service as a foreign affairs officer, and was assigned to the Arms Control and Disarmament Agency.

In 1961 he became a political adviser to the U.S. delegation to the 18-nation disarmament conference in Geneva, serving in that capacity until 1964. He then was consul in Zanzibar, 1965–67. He later held assignments as deputy chief of mission in Dar es Salaam, 1967–69; deputy director of the Bureau of Politico-Military Affairs, 1969–73; and special assistant to the Secretary and executive secretary of the Department, 1973.

He was ambassador to Jordan, 1974; assistant secretary for oceans and international environmental and scientific affairs, 1978–81; ambassador to Nigeria, 1981–83, and to El Salvador, 1983–85. He then was tapped for the post in Tel Aviv.

He is a member of the Council on Foreign Relations, Phi Beta Kappa and the International Institute for Strategic Studies. He has also served on the Board of the Foreign Service.

Mr. Pickering received senior performance pay awards in 1982, 1983 and 1985. He has won the Presidential Distinguished Service Award. His foreign languages are French, Spanish, Swahili/Kiswahili and Arabic. He is married to Alice J. Stover Pickering; they have two children. □

5 get recess appointments from President Reagan

President Reagan on November 22 gave recess appointments to ambassadors to Denmark, India, Israel and Oman, as well as to Sonia Landau as coordinator for international communications and information policy. The envoys are:

—*Denmark*—Keith Lapham Brown, Denver businessman, and a former ambassador to Lesotho, 1982–83, to succeed Terence A. Todman.

—*India*—John Randolph Hubbard, president emeritus and professor of history at the University of Southern California, to replace John Gunther Dean.

—*Israel*—William Andreas Brown, since 1985 ambassador to Thailand and a former principal deputy assistant secretary for East Asian and Pacific Affairs, to succeed Thomas R. Pickering.

—*Oman*—Richard Wood Boehm, diplomat-in-residence and visiting professor at Howard since last year, and a former ambassador to Cyprus, to replace G. Cranwell Montgomery. ■

Computers at State

Survey reveals 'some rather unexpected facts'

Users, unite! You have nothing to lose but dead time

BY BRUCE MORRISON AND
ROBERT RICHARD DOWNES

Mr. Morrison is in the Information Systems Office of the Bureau of Administration and Information Management. Mr. Downes is assigned to the Office of Development Finance in the Bureau of Economic and Business Affairs.

ONE OF THE MOST IMPRESSIVE developments of the last decade at State has been the proliferation of personal computers. Many of us are first introduced to PCs when we begin a new assignment or when the computer is delivered to our offices. Its immediate relevance or usefulness for our daily activities isn't always apparent. But when given the foothold, the computers always prove themselves.

This article is an overview of the wide variety of ways they're used at State, and of some of the problems users have with them. We also discuss the plans of various bureaus and offices to further exploit the potential of the PCs.

Only last August, to examine how State was responding to the new opportunities, the PC Users Group, an informal organization of Department employees dedicated to the promotion of PCs here, circulated a questionnaire to users to see what equipment was available, how it was used and what plans there were for using small computers, including laptops. Offices in 10 Department bureaus responded. The survey revealed some predictable—but also some rather unexpected—facts about PC use.

'Wouldn't it be nice ...'

As you might expect, State uses its small computers for many of the same functions that private industry does. Among the most common applications here are word processing, graphics production and database and financial spreadsheet manipulation. A number of offices have used PCs to answer one of the most commonly-heard questions in information management: "Wouldn't it be nice if we could track ...". For example, the Bureau of Economic and Business Affairs uses its PCs to track export licenses and U.S. votes in the multilateral development banks. The Bureau of International Organization Affairs tracks UN voting. And the Bureau of Administration's



In the Information Technical Center, seated: Robert Downes and Corazon S. Foley. Standing, from left: Bruce Morrison, Guy Cavallo,

Carol Becker, Ron Ferris, deputy assistant secretary Day Mount, Jack Sheerin. (Photo by Ann Thomas)

Classification/Declassification Center keeps tabs on Freedom of Information Act requests.

Another area involves communications. The Bureau of Inter-American Affairs moves data from telegraphic format to its Lotus spreadsheets. The economic bureau uses PCs to exchange information with the Departments of Defense and Commerce, the Office of the U.S. Trade Representative and a National Institutes, of Health economic database. Practitioners of the dismal science even have an electronic bulletin board for the latest economic news. Just as the Department's word processing capacities are expanding by the linking of various bureaus together, the advent and wide use of PCs and modems to link these systems hold both great prospects and dangers. Computer communications is an area of particular importance, given the sensitive nature of many of the Department's activities. Computer security will be a growing concern as the use of PCs expands.

Modeling and forecasting, less common personal computer applications, also have gained a toehold at State. The Bureau of Personnel uses its PCs to develop long-range manpower plans, to project promotion numbers and to model other management

issues. The economic bureau, as well as offices in the geographic bureaus that are responsible for regional economic affairs, uses PCs to monitor and forecast economic trends within countries.

Desktop and graphics

Closely tied to modeling, forecasting and word processing is the use of PCs for desktop publishing and graphic production. This is an area swiftly growing both in popularity and in the demand for its products. However, it's also an area where many users indicated that lack of funding for plotters and better-quality printers are a major constraint. The Bureau of Intelligence and Research uses a desktop package to produce the Secretary's morning summary. Almost all of the geographic bureaus routinely include PC-produced graphic summaries for Department principals, with other briefing materials. This use of PCs should grow at an even faster rate in the future as small computers become faster and able to store and handle larger amounts of data, including more sophisticated graphics software packages.

State's personal computers also perform functions that, though similar to some commercial applications, you're not likely

Where to go for help

The Information Technology Center was founded by the Information Systems Office in 1985 to assist employees who utilize personal computers. Services of the center are available to any employee requesting assistance.

The principal mission of the center is to facilitate the effective use of computer technology, to increase personal and organizational productivity; to promote end-user self-sufficiency in the application of office automation technology; and to serve as a focal point for sharing information among users in the community. It provides general technical consultation and guidance, including demonstrations, as well as application support and hotline telephone assistance. It provides an opportunity to examine and test computers and software in advance of procurement decisions. It also provides computer-based and videotape training.

The center is in Room 12B61 (Main State). It's open from 9 a.m. to 4:30 p.m., Monday through Friday. No appointment is necessary, but appointments will be made at your convenience. Call 647-4672. □

to read about in popular PC magazines. The Bureau of Intelligence and Research uses PCs to draw maps. The Office of Foreign Buildings' PC version of the real estate management system helps manage the Department's overseas real estate—our chanceries and other embassy buildings. The Office of Medical Services' personal computers maintain a parasitology database. The Bureau of Administration's non-expendable property application lets even the smallest post keep its inventory—from silverware to desks—up to date with a barcode reader that tallies data as quickly as supermarket checkers.

Perhaps the Department's most unique application is the Foreign Service Institute's use of the multilingual workstation that's able to handle 27 foreign languages concurrently. These workstations could allow the officer in Washington or in the field to draft in English and one or more other languages at the same time. State's training arm has also created a touch-screen program that simulates an embassy reception, to teach fledgling diplomats how better to remember names and faces.

Although there is a staggeringly diverse array of personal computer applications within the Department, most users encounter similar problems. Almost every office cited the need for more training, or

complained about its expense. The best training, of course, comes through use, i.e., hands-on experience. It's also important for the Department to continue to expand its PC training, both for new employees and to retrain existing personnel. This can be accomplished through outside training courses such as those provided by the U.S. General Services Administration, formalized training such as that available through the Foreign Service Institute and less formal, though just as rigorous, in-house training programs such as the economic bureau's current system.

Succinct plan

As impressive as the Department's current PC usage is, most offices feel they have just begun to exploit the potential. Their plans can be summarized in one word: more. Practically all of them plan to expand the number of PCs. A key to satisfying this goal is not simply funding, but also the procurement procedures and guidelines. The Bureau of Administration's Information Systems Office approves the Department's PC buys. Its goal is to ensure that the purchases represent the most efficient and effective use of U.S. funds. To satisfy this goal, the Department adopted a policy that stressed standardization, and that largely restricted the Department's purchases to Wangs and IBMs. This was an attempt to capture economies of scale in purchases, training, maintenance and support, and to ensure that most of the Department's computers could talk to each other. However, many of the Department users have complained about serious difficulties with having the two different types of computers interface or exchange data with each other.

The standardization policy is now over four years old, and the PC market has evolved dramatically since its adoption. The Information Systems Office is now preparing a new policy designed to provide users with more flexibility in their choice of computers, but also requiring them to develop well-thought-out plans of future applications, as well as for current PC needs. To support this, the Department is also expanding the services of its Information Technology Center (detailed in the accompanying box), to help users both choose and utilize a wider array of equipment.

In addition to the numerous PC applications already in place, many offices are planning even more innovative ways to utilize PCs. State is an organization that runs on words. So, not surprisingly, many offices hope to enhance their prose and

graphics with plotters and high-quality laser printers. The peripatetic Office of the Inspector General wants to improve productivity by equipping its inspection teams with laptop computers. The economic bureau is considering a PC center for employees who need computers only occasionally. Personnel is developing models that allow management to view the future personnel makeup of the Foreign Service, under different assumptions about entry and exit levels. Medical Services is developing a medical supply and inventory system for overseas health units. The Foreign Buildings Office plans a major computer-assisted design and engineering systems capability in the near future, starting at the PC level. And nearly everyone envisions increasing the use of networks to link all these islands of computing in the Department.

The century to come

Even considering the rapid developments in technology, the Foreign Service of the early 21st century still will likely resemble the Foreign Service and Civil Service of today. It will be less a "Buck Rogers" outfit, with technology solving most day-to-day problems, than one that continues to consist of good people doing good jobs, using the tools available to them to handle the various challenges confronting them. The computer, especially the PC, will be just one tool in this process. In fact, with the acceleration of changes in the PC area, many of the things thought not possible until well into the next century, such as storage and use of vast amounts of data in relatively small portable units, may be readily available before the end of the 1990s. The most important part of this process is that PC users within the Department continue to encourage PC use and to share information on innovative solutions developed by individual offices to solve the day-to-day problems faced by Foreign Service and Civil Service officers.

In support of the efforts by State to prepare for diplomacy in the next century, the PC Users Group will sponsor a morning seminar at the Department, in February, to explore in detail the ideas discussed above, as well as other topics, such as security considerations for PCs. In addition, the group plans a series of monthly talks to address other areas of interest to users. The group welcomes suggestions for discussions and offers of participation. If you're interested, please contact the authors, Mr. Downes at 647-9476 or Mr. Morrison at 647-0745. ■

People at State

Two wise guys

Here's what they know

SOME PEOPLE think they know all the answers. Department employees Chuck Forrest and Mark Lowenthal seem to know all the questions.

As contestants on "Jeopardy," a TV game show where participants supply the questions to answers in various categories, Mr. Lowenthal has won \$149,901 and Mr. Forrest \$172,800. Both were chosen to participate after they answered advertisements, took a written test and showed their mettle in a mock game. Contestants on the show can win a maximum of five games; then they return for a "Tournament of Champions." Mr. Lowenthal and Mr. Forrest each won five games, then the tournament prize of \$100,000.

"Chuck Forrest is like the Babe Ruth or Lou Gehrig of 'Jeopardy,'" says Mr. Lowenthal, who is acting deputy assistant secretary for functional analysis, Bureau of Intelligence and Research. "He holds the record for the most money won in five games—\$72,800. When I was in Los Angeles for the show, everyone was very impressed when I said I had met him. He's a 'Jeopardy' legend."

Mr. Forrest, who is about to begin his first Foreign Service assignment in Riyadh, as a political officer, was a law student at Michigan State when he first appeared on the show in 1985 and in the tournament the following year. Winning all of his games by substantial margins, he prepared himself mostly by reading. He recalls: "Reading helped me feel confident. Memorizing, though, never does me any good. I had a list of the movie 'Oscar' winners, but I never did memorize them. I just read without actually trying to memorize facts."

Another method

Mr. Lowenthal, who won \$49,001 last January in his first five games and claimed the \$100,000 prize in October, did memorize lists of information. He says: "Doing well requires an ability to recall quickly specific bits of information in various categories. So before playing, I made up lists to memorize: composers of operas, facts about presidents and vice presidents, elections, sports, records, the top music hits. For the tournament, I studied about an hour a night, four to five nights a week, for a month. This is serious money. The difference between winning \$100,000 and taking home \$1,000 for losing is worth the studying."



Mark Lowenthal, seated, and Chuck Forrest. (Photo by Ann Thomas)

One 'answer' was 'the real name for shoulder blade,' and I knew the question—'What is a scapula?'—through studying."

The categories used during the games are not known in advance. As you play the game, you supply the questions to answers in one of several categories that appear on a large board. "My favorite categories were geography, presidents and the Civil War," says Mr. Forrest. "I stayed away from football categories and TV trivia."

Mr. Lowenthal avoided TV trivia, too. He explains: "In that category, they might provide an answer like 'the family that lived at 1313 Mockingbird Lane, Mockingbird Heights.' You can't study for that. You either know it's the 'Herman Munster' family or you don't. I was good in history, geography, government and current events. I'm not strong in sports. Except for baseball, I'd be in trouble."

Oklahoma mafia

"One of the categories in one of my games was Indians," Mr. Forrest recalls. "The 'answer' I got was 'two of the five civilized American Indian tribes.' The question I gave was 'What are the Choctaw and Chickasaw tribes?' You would know that only if your grandparents live in Tahlequah, Okla., where mine live. So a lot of your success comes from luck with categories."

Both men agree that timing is one of the most important aspects of playing the game well. After the moderator reads the "answer," the first of the three contestants

to press a buzzer gets to provide the "question." Mr. Lowenthal says: "You can't hit the buzzer until the moderator has finished reading the last syllable. If you do, it won't ring—it will delay and then buzz. In that interval, the other contestants can ring their own buzzers, so timing is important. They do give you a few practice rounds, so you can get used to hitting the buzzer. Chuck and I both practiced at home on delaying our hitting of the buzzer."

Mr. Forrest says: "Playing the game is totally different than what you see in your living room. You're tense, the lights are bright, the set is made of cardboard and you realize what a phony world TV is. It seems a lot more glamorous when you're watching it on TV."

Spending the winnings

Mr. Forrest has spent part of his winnings on his law school bills, overseas travel and the purchase of a Mazda automobile. "But I'm keeping most of it," he says. "Some of my law school classmates owe thousands of dollars in loans. They have no choice but to go to work for a law firm right away and make \$70,000. The money means that I can work for the Government. I might not have come to work for the Government without it."

Mr. Lowenthal, who hasn't received his tournament winnings yet, says: "My wife and I haven't decided what to do with it." You don't really expect to win that much."

Rush Holt: 'has-been'

Rush Holt, another analyst in the Bureau of Intelligence and Research, won \$5,500 on "Jeopardy" in the mid-1970s. The show then was taken off the air before it returned recently. Mr. Holt says: "Unlike Mark, I didn't study at all. I did it on a lark. There was a daytime show and a nighttime show at the time. I won \$5,500 in four games on the daytime show, then was invited to the nighttime show. I won a Chevy Caprice car. Of course, the value of money is about one-tenth of what it was then; I like to remind Mark of that, and tell him that if I'd appeared today I might have won more than he."

Mr. Lowenthal and Mr. Forrest are now working on a book of "things you need to know to compete on 'Jeopardy,'" according to Mr. Lowenthal. He says: "We think there's a market for it." ■

News Highlights

'Excellent management' is seen at 5 posts

The Office of the Inspector General has cited five overseas posts—Lagos, Amman, Dhaka, Reykjavik and Wellington—for "excellent management." Inspectors selected the 5 from the 95 posts evaluated during fiscal year 1989 for policy implementation, resource management, effectiveness of internal controls, and overall management and leadership by chiefs of missions and principal officers.

The commendations went to Ambassadors Princeton N. Lyman in Lagos, Roscoe S. Suddarth in Amman, Willard A. DePree in Dhaka, L. Nicholas Ruwe in Reykjavik and Paul M. Cleveland in Wellington.

Lagos was cited for its quality of leadership and improved morale. In a letter to Ambassador Lyman, Secretary Shultz praised him for "informed, thoughtful and concerned leadership . . . provided to a large and complex mission in a difficult policy and physical environment."

Amman was commended for "timely, informed participation in the formulation of U.S. policy toward a range of extremely complex and critical regional issues." Inspectors said they were impressed with the leadership skills of the embassy officials and their ability to maintain U.S. influence at a time of curtailed economic and military assistance to Jordan.

The mission at Dhaka received praise for its "well-focused, achievable, accountable and specific" goals and workplan, in which all mission members, including junior officers, participated. Timely report-

Secure your office space, State employees are told

Employees were reminded in a November 14 Department Notice that they are responsible for the protection of classified information in their office spaces. Persons not authorized access to classified information may not be left unattended in areas where they might have deliberate or casual access; they must be escorted, the notice said.

It added that employees must take security measures when persons not authorized access to classified information, such as visitors, the car force and maintenance personnel, are in the office, even though they are under escort. These measures include covering up classified material and not having classified discussions. □

ing and excellent contacts cultivated by staff members were other reasons cited for Dhaka's recognition.

Reykjavik was noted for its attention to mission goals, which were said to be "succinctly articulated, clearly stated and realistically keyed to important American security interests in the North Atlantic." The post also received praise for "exceptionally high staff morale, especially considering the adverse physical conditions of this subarctic region."

Inspectors said they were impressed with the manner in which the Wellington mission played a "key role in the formulation and implementation of a complex two-pronged U.S. foreign policy." They noted that "the superior leadership and management style (exemplified at the embassy) has inspired both new and veteran officers on the staff." □

Speaker calls for more attention to waste, fraud

Deputy inspector general Anthony C.E. Quainton called for greater awareness of waste and fraud in the Department and the Foreign Service as he led a discussion at the Foreign Service Club on November 14.

Speaking to members of the American Foreign Service Association, he said: "Higher standards of accountability are needed. Our inspectors now return to posts sooner, in six or nine months instead of three to four years as in the past. We look into allegations of wrongdoing coming from the public, Government and others, but we don't want to encourage frivolous whistleblowing. Our teams try to come to some determination as quickly as possible."

Mr. Quainton noted that "some 70% of our citizens view integrity in government as a problem. The Department also has an integrity problem." He cited some recent cases, one involving some \$250,000 missing from a cashier's office; also "10 to 12 major thefts" at cashiers' offices at overseas posts; several officers involved in varying investigations; and a few senior officials abusing travel authority and the use of cars. He did not mention names.

He said one embassy spent money for a fitness center, though the funds were specified for other uses. He added that some employees have an "entitlement mentality," believing they are entitled to whatever they can get "by bending rules." He said some administrators exaggerate hardships at post in order to obtain greater allowances for the employees. And he said some employees use office phones to make

personal calls.

The speaker also called for greater emphasis on management skills for Foreign Service officers. □

New Pacific embassy: Western Samoa

The Department has opened an embassy in Apia, Western Samoa, with Foreign Service officer William P. Francisco III as chargé d'affaires. Ambassador Paul Cleveland, residing in Wellington, continues to be accredited to the Western

Senior Seminar members again work with U.S. poor

For the second year, in what is planned as a permanent addition to the program, Senior Seminar members spent the three days before Thanksgiving doing volunteer work in the community. Their jobs included:

—Distributing Thanksgiving food baskets to poor people at Salvation Army and other food pantry operations.

—Doing housekeeping, clerical work and odd jobs at homeless shelters, such as one run by the Community for Creative Non-Violence in downtown Washington.

—Preparing food and washing dishes at church-related soup kitchens in Alexandria, Silver Spring and elsewhere.

—Assisting medical personnel at a free clinic for Hispanic immigrants and other poor people in the Adams-Morgan area.

—Serving "meals on wheels" to elderly and disabled people in suburban Maryland.

—Assisting in senior citizens and child care centers in the District.

—Working with disadvantaged youth at the D.C. Metropolitan Boys and Girls Club and with psychologically disturbed teenagers at a suburban facility.

All this activity was part of the seminar's study unit on "The Underclass in America," during which members read background material, toured the Kenilworth-Parkside public housing project and heard from speakers such as Leon Dash of the Washington Post and Dr. Douglas Glasgow of the Urban League. The Foreign Service Institute said the concept behind the Thanksgiving week of work was not only charitable but also educational: to help seminar members learn firsthand about U.S. socio-economic problems, and to broaden their horizons through experiences in unfamiliar areas of American society. □

Samoa government.

Embassy Apia will regularly issue official and diplomatic nonimmigrant visas, and other nonimmigrant visas in emergencies only. Routine nonimmigrant adjudication, as well as immigrant visa and passport cases for residents of Western Samoa, will be handled by Consulate Auckland. Other American citizen services will be provided by Apia. □

John B. Brennan saves a life in Osaka



OSAKA, Japan—John B. Brennan with reporters, on the bridge where he jumped. Boat dock in background is the one he swam to.

When Foreign Service officer John B. Brennan joined his car pool in Osaka, western Japan—a city noted for its bridges (808 of them, in fact)—for the daily one-hour ride to work, on the morning of November 4, he was not expecting to jump (but he did jump) off one of the bridges to save a man's life.

Mr. Brennan's car pool was nearing the consulate general office building at 8:40 a.m. when a member, Jean Sera, the consul general's secretary, spotted a man walking on the edge of the Hoko-Nagashi Bridge. As their car waited for a red light, Ms. Sera saw the man fall into the river.

She ran to a nearby police station to get assistance, while political/economic secretary Linda Walker parked the car. When Ms. Sera returned from the police station, Mr. Brennan was nowhere to be found. "All I saw were his clothes on the sidewalk," she said, "and I looked in the river and there was John, pulling the man through the water."

Because the river embankment is surrounded by 20-foot stone walls, Mr. Brennan had to swim with the man to a nearby dock, used for commuter boats. "I was getting pretty tired toward the end," said Mr. Brennan, "and when I got out, I was cold!"

The Japanese newspapers later provided all the details. On this coldest morning of the fall to date, Mr. Brennan had dived 20 feet into the water, which was 10 feet deep at that point and a chilling 59 degrees. The boat dock near Osaka City Hall, to which Mr. Brennan pulled the man, was 200 feet away. The 48-year-old Japanese man whose life Mr. Brennan saved had been drinking, leading to his fall from the bridge and his inability to swim.

After a 30-minute hot shower at the

consulate general and two cups of coffee to warm up, Mr. Brennan returned to the site to receive a certificate of appreciation from the Osaka police. They were surrounded by dozens of reporters and television cameras. The incident made national news in Japan and was carried in the United States by the Associated Press.

The Japanese newspapers were effusive in their praise of Mr. Brennan. The Mainichi Shimbun said: "The vice consul actions showed the spirit of American humanism." Said Mr. Brennan: "I only did what was natural." The people of Osaka do not think so, however, and letters of appreciation and flowers from admirers still are coming in to him.

Mr. Brennan, a native of New Jersey, joined the Foreign Service in 1985, following graduate study in Chinese literature at Washington University. His first assignment was as a consular officer at the embassy in Beijing. After a year of Japanese language training at State's Yokohama field school, he transferred in July to Osaka, where he serves as chief of the American citizens services unit.

—JOHN R. MALOTT □



LA PAZ, Bolivia—At an altitude of 17,490 feet, atop Mt. Chacaltaya in the Andes, Ambassador Robert Gelbard administers

reenlistment oath to Charles Price, detachment commander, Marine security guards.

'Career fair' at State for job applicants

The Department held a "career fair" to attract applicants for Civil and Foreign Service jobs, November 18-19. More than 7,000 persons came to the first-time event at the 23rd Street entrance. A total of 2,847 handed in completed applications.

Director general George S. Vest, in a memorandum to Secretary Shultz, described the fair as a success. "The main purpose," he wrote, "was to attract clerical applicants, but we used this opportunity to advertise all Foreign Service and Civil Service opportunities. While the final proof of success will be in the numbers hired, the crowds were a dramatic demonstration of the Department's prestige as an organization many wish to join."

Department officials including Deputy Secretary John C. Whitehead visited the fair. Between 70 and 80 employees, some on loan from other bureaus, and volunteers, helped the Office of Recruitment, Examination and Employment to plan and staff the fair.

With the help of the U.S. Office of Personnel Management, the Department gave entry-level clerical examinations to 198 persons on the spot. Sixty-six passed the test, just under the 40% pass-rate that is normal in the Washington area. Other applications are being processed. Clerical and typing tests are also being scheduled for those who could not be accommodated during the fair.

Applicants for Civil Service jobs pre-

dominated. They sought positions in accounting and fiscal analysis; in clerical support; as computer, contract or procurement specialists; and as specialists in other fields. Those seeking jobs in the Foreign Service applied in the categories of communications, financial management, general services and building maintenance, personnel and secretarial work.

The Department has sent letters to all

who registered, thanking them for showing up and telling them where to send applications for vacancies. Personnel officials hope to make the fair an annual event. □

Embassy closes for winter

The U.S. embassy in Ulaanbaatar, Mongolia, has ceased operations for the winter. It will reopen in April. ■



Applicants line up to register at the "career fair." (Photo by Eddie Anderson)



Part of the crowd at the "career fair." (Photo by Ann Thomas)

Honors and Awards

Foley, Gillespie share equal employment award

Corazon Sandoval Foley, a regional analyst in the Bureau of Intelligence and Research, and Stephanie A. Gillespie, a personnel management officer in the Office of Foreign Service Career Development and Assignments, are co-winners of the Department's 1988 Equal Employment Opportunity Award. Each was presented \$2,500 and a certificate signed by Secretary Shultz. Deputy Secretary John C. Whitehead made the presentations in the Dean Acheson Auditorium on December 7.

Ms. Foley was honored for her dedication "in the promotion of universal equality in society" and for enhancing "employment equity in the workplace." Ms. Gillespie was cited for "tireless efforts to enhance Foreign Service career opportunities for women and minorities" and for counseling Foreign Service officers on career progression.

Ten other State employees, organizations and bureaus were honored by Clarence E. Hodges, deputy assistant secretary for equal employment opportunity and civil rights, for "significant achievements in the furtherance of total equity in the Department":

—Carole Jackson, economic officer, Economic and Business Affairs, "for professional assistance provided to the Office of Equal Employment Opportunity and Civil Rights" during compilation of a special report on sexual harassment."

—Otto J. Reich, ambassador to Venezuela, "as outstanding principal officer and for service in the development of excellence in others and in support of job equality."

—Eugene Scassa, executive director,

Bureau of Inter-American Affairs, "for vigorous efforts and accomplishments in promoting equal employment opportunity principles."

—Sanford Watzman, editor, "for imaginative use of STATE magazine as an instrument to communicate the Department's equal employment principles and policies."

—Diane J. Weston, editorial analyst, Office of Opinion Analysis and Plans, Bureau of Public Affairs, "as outstanding EEO liaison officer and for leadership in counseling Department management in support of equal employment opportunities at State."

—Laverne White, educational allowances analyst, Allowances Staff, Bureau of Administration and Information Management, "for the outstanding manner in which you performed your collateral duty as equal employment opportunity counselor in conflict resolution."

The four entities cited were the Women's Action Organization, Thursday Luncheon Club, Bureau of Public Affairs and the Dependent Employee Advisory Board at Embassy Cairo.

Mr. Whitehead himself was given a surprise award, an engraved plaque, by Mr. Hodges for his leadership and support during the past three years.

The ceremony featured musical selections performed by the "Ambassadors of Song" and remarks by Mr. Whitehead and Mr. Hodges, who said the Department has made progress in achieving its goal of equal opportunity, "but we still have a way to go."

Ms. Foley joined the Foreign Service in 1978. She has served in Leningrad and in

the Bureau of Intelligence and Research. She was assigned as a regional economist in 1981. She is now a Civil Service employee.

Ms. Gillespie, also a Civil Service employee, joined the Department in 1979. She has held personal assignments in the Bureaus of Administration, Consular Affairs, East Asian and Pacific Affairs, and Personnel. She has served in Monrovia.

Mr. Hodges was chairman of the selection panel, which included Steven Saboe, Office of the Under Secretary for Security Assistance, Science and Technology; Lorraine Huddleston, Bureau of Administration and Information Management; Eva Kim, Office of the Under Secretary for Political Affairs; Sharon Bisdee, Presidential Appointments Staff, Bureau of Personnel; and Joseph Cuadrado, Bureau of European and Canadian Affairs. □

Matheson, Verville win \$20,000 awards



Mr. Matheson



Ms. Verville

Two Department deputy legal advisers, Michael J. Matheson and Elizabeth G. Verville, were presented \$20,000 Presidential Distinguished Rank Awards by President Reagan, at a White House ceremony honoring top awardees for 1988 in the Senior Executive Service.

In a related action, 11 State members of the Senior Executive Service received \$10,000 Presidential Meritorious Rank Awards at a Department ceremony. Also honored were 30 members of the service who received performance pay awards, each ranging from \$5,000 to \$9,000, for the rating period 1987-88. Ten others, also in the Senior Executive Service, received salary-level increases.

Mr. Matheson joined the Office of the Legal Adviser as a legal assistant in 1967. He then held assignments as an attorney-adviser. He became a deputy legal adviser in 1983. Ms. Verville joined the office in 1969 as an attorney-adviser. She was named an assistant legal adviser in 1979 and a deputy legal adviser the following year.

The others are listed on Page 46. □



Winners of equal employment awards, from left, first row: Jean Pedersen, Diane Weston, Corazon Sandoval Foley, Deputy Secretary John C. Whitehead, Stephanie Gillespie. Sec-

ond row: Eugene Scassa, George High Sr., Kathryn Clark-Bourne, Charles Hughes, Elizabeth Howard, Sanford Watzman. (Photo by Ann Thomas)

HONORS AND AWARDS



Mr. Swain



Mr. Pingree



Ms. Williams

Swain is winner of \$5,000 communicator award

Levia Franklin Swain Jr., communications electronics officer at Embassy New Delhi, is the winner of the Thomas Morrison Communicator Award for 1988. He will receive \$5,000 and a certificate. Michael H. Pingree, communications officer at Embassy Vientiane, and Sandra L. Williams, systems administrator at the Bonn automated exchange, were named joint runners-up. The selection committee recommended that the latter two be given Meritorious Honor Awards, with a step pay increase and certificates.

Fifteen other communicators, as well as the communications program staff at Embassy La Paz, were nominated for the annual award. The 15 were Jack A. Blair, Office of Communications; Michael C. Bowcutt, Kinshasa; Joseph Deroche, Cairo; Edward J. Ferry, Foreign Buildings Office; James Fletcher, Bangkok; Thomas R. Holbrook, Maseru; Charles P. Huseman, Bonn; Howard L. Keegan, Abu Dhabi; Robert Mansfield, Buenos Aires; George L. McCumber, Helsinki; Michael Monday, Damascus; Edward M. Smith, Bandar Seri Begawan; J. Michael Suddath, Port-au-Prince; James K. Tucker, Praia; and Robert R. Walker, Frankfurt.

Mr. Swain, a member of the Karachi regional office for the Near Eastern and South Asia area, played a leading role in "keeping the Kabul embassy functioning during this past year," his nomination said. Beginning in December 1987, authorities in Kabul have refused to issue new permanent or temporary-duty visas to employees at the U.S. embassy there. Mr. Swain was the only American employee who received a permanent visa to visit that capital.

"Because of his exclusive access," his nomination pointed out, "he not only was critical in obtaining communications

installations and repairs, but he was the only available substitute when the communications program officer (at this no-dependent post) visited his family in the United States." During his frequent visits to Kabul, Mr. Swain ordered all the required materials, assisted the communications program officer in setting up a storage facility for spare communications equipment and helped solve many technical problems.

Mr. Swain performed, his superiors said, "far beyond the normal call of duty, such as repair of the embassy's telephone and intra-city radio system. In addition, in the absence of the communications program officer, he was responsible for the processing of all messages, pouch operations and communications functions. Without any formal training, he was thrust into being a full-time communicator, a radio and telephone repairman and an instructor in electronic

operations. While doing all this, he maintained contact with his home post and resolved a number of problems for other posts in the area."

Mr. Pingree, in Laos, was singled out for "manifold contributions to the post's communications" and "embassy morale and the welfare of the local community."

Ms. Williams, the other runner-up, has served as acting chief of the automated exchange, and as manager of other systems at the Bonn embassy. She established a library to assist in the training of communicators and has completed several correspondence courses. "Her managerial skills are extensive," her nomination said.

Mr. Swain joined the Foreign Service in 1979. He held assignments in the Office of Communications and at Karachi, Rome and Vienna before he was posted to New Delhi in 1986.

Mr. Pingree entered the Service in 1968. He served in Madrid, Rangoon, Mogadishu, Brussels, Colombo, Algiers, Jakarta and Beijing before he was assigned to Vientiane in 1986. He was support communications officer in the Bureau of African Affairs in 1981.

Ms. Williams, who joined the Service in 1972, has held assignments in Kathmandu, Mexico City, Bucharest, Bangkok, Port Louis, Vienna, and in the Bureau of African Affairs' Office of the Executive Director. She was posted to Bonn in 1986.

The Morrison award is named for the first communicator in the Foreign Service. □



ST. GEORGE'S, Grenada—Budget and fiscal technician *Rawle Ferguson*, left, and assistant general services officer *Sherry-Ann Palmer*,

right, receive meritorious step pay increase certificates from chargé d'affaires *James Ford Cooper*.



R. Marie Bland, left, and Helen Ewell.
(Photo by Robert E. Kaiser)

3 win awards for work with outside groups

Three persons—R. Marie Bland, conference officer in Public Affairs' Washington Programs Division; Richard C. Hagan, a retired Foreign Service officer; and Helen Ewell of the Andrews Air Force Base Officers' Wives Club—are the winners of the Loy W. Henderson-Joseph C. Satterthwaite Citations for 1988.

They were given presentations by director general George S. Vest, for their assistance to the public, their contributions to the Foreign Affairs Seminar Program and for lectures on foreign policy to outside organizations. Their names have been engraved on a plaque in the Foreign Service Club.

Ms. Bland, a Civil Service employee, joined the Department in 1965 and has held assignments as information officer and public affairs specialist. She has won many honors, including the Department's Superior and Meritorious Honor Awards.

Mr. Hagan, a former college professor and lawyer, held assignments with the U.S. high commissioner for Germany and later in the Bureau of International Organization Affairs. He was deputy secretary general of the second and third international atomic energy meetings in Geneva, and secretary



Richard C. Hagan

general of the "Water for Peace" international conference in Washington. While at State, he attained the rank of major general in the Reserves, in the Air Force judge advocate general's office.

He was unable to accept the award in person.

Ms. Ewell has been active in arranging

programs on foreign affairs at Andrews. She has brought classes of officers and their spouses to the Department for briefings. She is the wife of Colonel George Ewell. □

Marines in Yemen: No. 1

For the second year in a row the Marines at Sanaa, Yemen, have been chosen as the No. 1 detachment out of 23 in Company B, the company responsible for embassy security in the Middle East and North Africa. This is an impressive achievement in itself, the post asserted, but was made even more difficult due to the fact that, during the year, the detachment had a new detachment commander and three new marines arrived at post. □

Award for Safety Office

The Department's Safety Office, headed by Stephen Urman, has received an award from the Metropolitan Washington Federal Safety and Health Council, for the support and assistance the office rendered during the 1988 program year. ■



ASUNCION, Paraguay—At awards ceremony, left to right, front row: Julio Braga, Beatriz Schaerer, Nimia Gadea, Ambassador Timothy L. Towell, Amos Damian Mendieta, Ramon Urdapilleta, Graciela Courcelles, Graciela Radice, Felicita Centurion. Back

row: Victor Gimenez, Jose Ramos, Carlos Alvarez (partially hidden), Bartolome Merelles, Melanio Machuca, Carlos Ramirez, Mariano R. Fernandez, Modesto Valdez, Pedro Mareco, Silvio Nery Cristaldo, Cesar Martinez Russo, Pedro Collante.



MANAMA, Bahrain—At safe-driving award ceremony, left to right: Zahid H. Khan, Andrew Askland, Jassim Marhoon, Sam H.

Zakhem (ambassador), Mohammad Ishtihar, Shabbir Ahmed, Ebrahim Hassan Ebrahim, John F. Burgess.

STATE magazine wins award

STATE editor Sanford Watzman's word portrait of Juan Robinson (cover story, October) has won him a silver bowl in a Government-wide competition and the "best feature story" award of the Combined Federal Campaign. The cover photograph was taken by the State Department's Robert E. Kaiser. □

Life in the Foreign Service

A nostalgic return to Naples and southern Italy

'How can I forget an office with a view of both Capri and the volcano?'

BY MARY ANN SINGLAUB

The author is assigned to the Bureau of Intelligence and Research.

LAST SUMMER I had an adventure in southern Italy, the "Mezzogiorno," which includes the poorer regions of Italy. The trip literally fell into my lap: a good friend of mine, Frank Yindra, was sent in August on a job-related trip to the Mediterranean, ending up in Naples. He was encouraged to take annual leave on his way home, and he invited me to meet him in that city, to act as his interpreter and tour guide in southern Italy. He knew of my love for Italy, that I've been studying Italian since 1974 and that my first Foreign Service tour was at the consulate general in Naples.

When I discovered that my sister would be in Messina, Sicily, with her family at that time, my decision was made. A late-August rendezvous with family and friends in Naples, Rome and Messina sounded like a lively end to an otherwise uneventful summer. Since I was to take over responsibility in my bureau as analyst for Italy, the Vatican and Malta, I was authorized per diem for two days' consultations in Rome.

The trip in some respects lasted forever; in another sense it went very fast. My first day was spent in consultations at our embassy in Rome, where the people in the political section filled me in on the current Italian scene. Steve Engelken, a veteran there, gave me a particularly helpful overview. I also had a great visit with Rachel Campbell, a consul in Rome, with whom I had worked in Naples, and her husband, Bob Espinosa. His niece and a friend were visiting the same time I was, so we four women walked all over downtown Rome on Saturday, shopping before the stores closed and visiting the Trevi fountain, Colosseum and Forum, all within walkable distance from my hotel and the embassy.

Never the same?

The next day I took a train to meet Frank in Naples. It's true that it's never the same when you return to a former (especially your first) post. But how can I forget an office with a view of both the island of Capri and the volcano on Mt. Vesuvius on a clear day? When I served in Naples during the winter of 1981-82, I saw snow on the peak of Vesuvius several



The author, arriving at Capri.

times. And how many people realize there's decent alpine skiing within two hours' drive from the city, in the Apennines? The hydrofoils to the islands of Capri and Ischia and to the Amalfi coast depart from a marina 200 meters from the consulate.

Via Caracciolo, from right outside the door of the consulate, provides a nice jog or walk through a park called the Villa Comunale, running along the Bay of Naples, where you can watch fishermen bring in their catch, lovers schmooze, children play ball and (unfortunately), on occasion, drug addicts shooting up. When I lived in Naples, I pampered myself with a massage once or twice a week given by a professional masseuse in a big old building at the other end of the park, to which my Foreign Service national friends sometimes accompanied me on our evening jog. Two of those friends, Mimmo Addezio and Mario Sorvillo, still work there, and we drove up to Posillipo one day during this visit.

When we arrived this summer, some Neapolitan friends were kind enough to provide us with a midnight tour of "Naples by night," including a stop at a bar and by the "villetta" in Posillipo, where I had lived. I loved that small villa, which had a garden with all types of fruit trees, a sweet German shepherd named "Blitz" who belonged to the owners of the villa, and a private descent to the cliffs of the Bay of Naples that was typical of the Posillipo section of the city. I hosted a few garden parties in that backyard, and I remember having breakfast on the patio even in February.

How to cope

During our trip, everything that could go wrong did—in a sort of Italian version of "Murphy's law"—but when that happens in Italy, the locals shrug their shoulders and say, "ma ...?" ("but ... what can we do?"). The theme of our trip through southern Italy became "guasto," or broken, kaput; so many things were. If things weren't broken, people were on strike: the train conductors, air traffic controllers, news media, post office, telephone operators, garbage collectors, hotel clerks, busboys—you name it, they went on strike. This was fine and no problem if you didn't really need to get something done, or go somewhere with a deadline; if you did you were disappointed 9 times out of 10. So to me, the trick was to sit back, relax and assume that nothing would function as scheduled, and this is the way to live longer and more happily in Italy.

I had some interesting discussions with my former Foreign Service national colleagues in all sections of the consulate, and heard the latest office gossip on outgoing and incoming Americans. General services officer Alberto Del Grosso and commercial assistant Cristiano Sartorio gave me particularly good insights into life in Naples and at the consulate these days. I met some of the "new" American officers, and received a short briefing from acting consul general Ann Campbell, who had spent an earlier tour in Naples.

I chatted with the Passports and Citizenship/American Citizens Services officer who was in my former job, John Arndt. He was enjoying his tour, and he has that same great view out the window. Strangely enough, one of our most complicated cases of U.S. citizenship conferred to an illegitimate child had just been (happily) resolved after some six years, and Joanna de Luca showed me a memo I had written back in 1982, on which the final decision was based. It was good to see my Foreign Service national friends in the section: Joanna, Carla Chimirri, Peppino Conte, Aldo Porreca—all holding down the fort.

View from the train

Frank and I made sure to buy first-class reserved seats on the train to Sicily and back. As we searched the southern suburbs of Naples for the ruins of Pompeii from the rapidly-moving train, Frank

observed that the only way you can tell the ruins from the buildings people live in is that the ruins don't have laundry hanging out the window and off the balconies. Frank developed a genuine "European look" of hanging out the train window, elbows down, holding the fingers of one hand up in the questioning expression of "ma, che fai?" or "hey, what are you doing?"

One of the tiring things about a vacation in southern Italy is that constantly you must be vigilant about your belongings, in order not to be robbed in a lax moment. This is partially my own paranoia, but it is assisted mostly on the countless times I assisted American citizens during my tour in Naples.

In Messina we found an interesting development which apparently exists all over Italy due to the frequency of bank robberies. In the national bank, we discovered we had to take off anything we were wearing which contained metal (keys, umbrella, belt, guns, knives, etc.) and leave these items in a small locker outside the revolving door entrance to the bank. We then had to take the nonmetallic key to our locker, the bare travelers checks, passport and wallet from, in our case, our fanny packs, and then enter the revolving door into the bank.

When we first tried to enter, a taped voice had boomed out from a loudspeaker above us (in Italian): "Please retreat and put all your metal possessions in a locker and try again." After the initial shock, we complied, and I asked the bank teller how long this system had been in place. A few years, he replied. (In Rome I was told that this is the system in all big banks in the major cities.)

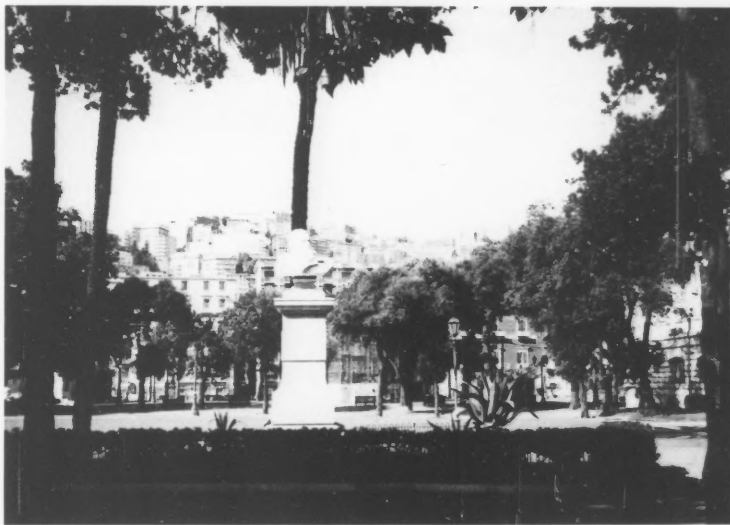
Back in Rome

When Frank and I returned to Rome, my Roman friend, Tina Guidi, picked us up at the main train station and whisked us home to some fresh pasta cooked by Bruno, her husband of 30-some years. They were very hospitable, and Bruno still speaks quite good English from his years in Atlanta, Ga., with IBM, where I first met the whole family and tutored their daughter in English. We've remained good friends since that time in 1977, and I've visited them in their former residence in Monza, near Milan, several times.

Bruno Guidi and I had some interesting political discussions the next day, after we put Frank on his plane back to Washington, and I was amazed at how complicated Italian politics are. His son, a hairdresser, had angered Bruno when he didn't know that the PCI (the Communist party in Italy)



A view from the train between Naples and Messina.



Villa Comunale, outside the consulate in Naples.

wasn't a part of the five-party governing coalition. Bruno yelled at him: "In che mondo vivi?" ("What world do you live in?"). Bruno and I talked about the history of Italian democracy, and he gave me some of his own views on East-West relations.

Frank and I had been treated during our last evening at the Guidis to our last

insalata caprese. When Frank started to put vinegar on his portion, we all gasped, startling him. He smiled and said he *likes* vinegar on his mozzarella and tomatoes. So we agreed that, if that's what he likes, as long as he knows that it's not proper . . .

All this just goes to show you that, when in Rome, you don't really have to do what the Romans do, as long as you realize what the response may be! ■

Education and Training

New campus construction: Shultz at the core-borer

Completion would come in 1992

PRELIMINARIES to construction of the National Foreign Affairs Training Center, projected successor to the 41-year-old Foreign Service Institute, got under way on November 29 with Secretary Shultz starting an apparatus that took soil samples as a prelude to laying of the foundation. Actual construction at Arlington Hall, Va., is about a year away, with completion scheduled for 1992.

A new 400,000-square-foot structure will house elements of the institute plus a training facility for the Bureau of Diplomatic Security. Mr. Shultz intended his presence to signify his commitment to the project, which he has nursed along during his tenure because of the high value he has assigned to training of foreign affairs professionals.

Estimated cost of the project that will provide a campus setting for the institute is \$70 million, but this initial investment is expected to be recovered in eight years, the Department says, because rental payments for classrooms in Rosslyn, Va., and other places would be obviated.

Resulting from the construction will be a series of interconnected buildings that will provide homes for the language, area studies and professional studies schools. They will also contain eating facilities and a library.

The principal existing building on the

—(Continued on next page)



Secretary Shultz, right, at the core-borer. (Photo by Robert E. Kaiser)



Reviewing concept design for Foreign Affairs Training Center, from left: architect Alan Greenburger; Brandon Grove, Foreign Service

Institute director; architect Randy Vosback; Secretary Shultz, Under Secretary Ronald I. Spiers.

Schedule of courses at the Foreign Service Institute

Program	Feb.	Mar.	Apr.	Length
Area studies				
Africa, sub-Saharan	—	20	—	2 weeks
East Asia	—	—	3	2 weeks
Latin America	—	20	—	2 weeks
Near East and North Africa	—	—	3	2 weeks
China	—	6	—	2 weeks
South Asia	—	—	3	2 weeks
Southeast Asia	—	—	3	2 weeks
USSR/eastern Europe	—	—	3	2 weeks
Western Europe	—	20	—	2 weeks
Language and advanced area courses				
Afrikaans	6	—	—	23 weeks
Amharic	6	—	—	23 weeks
Arabic (Egyptian and modern standard)	6	—	—	23 weeks
Arabic (formal spoken and modern standard)	6	—	—	23 weeks
Arabic (North African and modern standard)	6	—	—	23 weeks
Bengali	6	—	—	23 weeks
Bulgarian	6	—	—	23 weeks
Burmese	6	—	—	23 weeks
Chinese (Cantonese)	6	—	—	23 weeks
Chinese (Standard)	6	—	—	23 weeks
Czech	6	—	—	23 weeks
Danish	6	—	—	23 weeks
Dutch	6	—	—	23 weeks

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site, now occupied by the Army, will be renovated and become the headquarters of the Center for the Study of Foreign Affairs, the Overseas Briefing Center, the Senior Seminar and the Association for Diplomatic Studies. The latter is a nonprofit organization that works for enhancement of foreign affairs training and greater public understanding of diplomatic history. □

Advanced word processing courses are scheduled

Advanced word processing courses are being offered at the Foreign Service Institute beginning in January. Acceptance requires completion of the two-day basic Wang word processing course or equivalent experience. Other prerequisites apply in some cases. The courses are:

Advanced word processing, January 10-12 and February 14-16. Covers under-scoring, boldface, hyphenation, formatting, paragraph-numbering, footnoting, pagination, deleting and moving columns and using the system calculator.

Glossary, January 24, February 22.

Decision processing, January 25 and February 23.

Advanced WP +, January 26 and March 24. Prerequisite: Basic WP +.

For information, call the institute, 875-5370 or 875-7325, or your bureau training officer. □

For supervisors of Civil Service employees

A two-day employee relations seminar, developed to inform managers and supervisors how to deal with Civil Service performance and conduct problems, leave issues and grievance matters, has been scheduled for January 26-27, March 23-24, May 11-12, July 27-28 and September 28-29.

A Department Notice of December 9 said: "As managers and supervisors you need to be aware of your rights and responsibilities and those of your employees in the areas of performance appraisal, leave administration, employee conduct and grievance matters. You should also be aware of the various Department and external resources available to assist you in the appropriate handling of employee relations matters."

If you are interested in attending, notify your bureau executive office. For information, contact D. Stewart, 647-7238. □

—(Continued from preceding page)

Program	Feb.	Mar.	Apr.	Length
Finnish	6	—	—	23 weeks
French	6	6	3	24 weeks
German	6	—	3	24 weeks
Greek	6	—	—	23 weeks
Hebrew	6	—	—	23 weeks
Hindi	6	—	—	23 weeks
Hungarian	6	—	—	23 weeks
Icelandic	6	—	—	23 weeks
Indonesian	6	—	—	23 weeks
Italian	6	—	3	24 weeks
Japanese	6	—	—	23 weeks
Korean	6	—	—	23 weeks
Lao	6	—	—	23 weeks
Malay	6	—	—	23 weeks
Nepali	6	—	—	23 weeks
Norwegian	6	—	—	23 weeks
Persian (Dari and Farsi)	6	—	—	23 weeks
Pilipino *	6	—	—	23 weeks
Polish	6	—	—	23 weeks
Portuguese	6	—	3	24 weeks
Romanian	6	—	—	23 weeks
Russian	6	—	—	23 weeks
Serbo-Croatian	6	—	—	23 weeks
Sinhala	6	—	—	23 weeks
Spanish	6	6	3	24 weeks
Swahili	6	—	—	23 weeks
Swedish	6	—	—	23 weeks
Thai	6	—	—	23 weeks
Turkish	6	—	—	23 weeks
Ukrainian	6	—	—	23 weeks
Urdu	6	—	—	23 weeks
Familiarization and short-term (FAST) courses				
Arabic (Egyptian)	6	—	—	6 weeks
Arabic (formal spoken)	6	—	—	6 weeks
Bengali	6	—	—	6 weeks
Bulgarian	—	6	—	6 weeks
Chinese	6	—	—	6 weeks
Czech	—	6	—	6 weeks
French (metropolitan)	6	6	3	8 weeks
French (sub-Saharan)	6	6	3	8 weeks
German	—	6	—	8 weeks
Hindi	6	—	—	6 weeks
Hungarian	—	6	—	6 weeks
Icelandic	6	—	—	6 weeks
Italian	6	—	3	6 weeks
Japanese	6	—	—	6 weeks
Polish	—	6	—	6 weeks
Portuguese (Latin America)	6	—	3	8 weeks
Portuguese (Europe)	6	—	3	8 weeks
Romanian	—	6	—	6 weeks
Russian	—	6	—	6 weeks
Serbo-Croatian	—	6	—	6 weeks
Spanish	6	6	3	8 weeks
Thai	6	—	—	6 weeks
Early-morning language classes*				
Arabic	27	—	—	16 weeks
Chinese	27	—	—	16 weeks
French	27	—	—	16 weeks
German	27	—	—	16 weeks
Italian	27	—	—	16 weeks
Portuguese	27	—	—	16 weeks
Russian	27	—	—	16 weeks

—(Continued on next page)

EDUCATION AND TRAINING

—(Continued from preceding page)

Program	Feb.	Mar.	Apr.	Length
Spanish	27	—	—	16 weeks
<i>*See Department Notice for application and details.</i>				
Administrative training				
Budget and financial management	6	6	3	27 days
*General services operations	3	—	3	8 weeks
	13	13	10	8 weeks
	21	20	17	8 weeks
	27	27	24	8 weeks
Personnel management training	27	—	17	5 weeks
U.S. disbursing officer	13	—	10	3 weeks
<i>*Weekly enrollment. Registration required.</i>				
Overseas Briefing Center				
American studies, cross-cultural adaptation	6	—	—	2 weeks
Community skills	—	—	3	5 days
Going overseas	—	11	22	4 hours
	—	15	22	4 hours
Regulations, allowances and finances	22	—	12	3 days
Coping with violence abroad	13	6	3	2 days
	—	20	24	2 days
Consular training				
ConGen Rosslyn basic consular course	<i>Pre-registration required for:</i>			26 days
Consular functional intensive	Continuous enrollment:			3 weeks
Consular orientation program	Continuous enrollment:			6 days
Immigration law and visa operations	Correspondence course			
Nationality law and consular procedure	Correspondence course			
Overseas citizens services	Correspondence course			
Passport examiners	Correspondence course			
Executive development				
Executive media training	8	—	12	1 day
Executive seminar: making meetings work	—	*	—	9 days
Executive seminar: performance management	27	—	—	9 days
Foreign affairs leadership seminar	—	—	16	11 days
Program director management seminar	—	—	12	3 days
Washington tradecraft	20	27	—	10 days
<i>*To be announced</i>				
Political training				
Executive-congressional relations	—	—	17	1 week
Foreign affairs interdepartmental seminar	—	13	—	2 weeks
Intelligence and foreign policy	—	6	—	1 week
Multilateral diplomacy	—	27	—	1 week
Political tradecraft	6	—	24	3 weeks
Orientation				
Orientation for Department officers	7	—	18	2 days
Orientation for Foreign Service officers	21	—	—	9 weeks
Orientation for Foreign Service specialists	6	13	—	1 week
Orientation for Soviet and East European posts	8	—	19	8 days
	22	—	—	8 days
Communication courses				
Advanced word processing	7	—	18	3 days
Advanced WP Plus	—	24	—	2 days
Decision processing	23	—	—	1 day
Supervisory studies seminar	—	8	—	2 days
Supervision for experienced employees	8	15	—	3 days
Written communication	—	—	17	40 hours
Information resource management				
Systems specialist training	—	6	—	12 weeks
Systems operations training	—	6	10	4 weeks □

Start the day with Arabic

The Foreign Service Institute will offer early-morning language classes in Arabic, Chinese, French, German, Italian, Japanese, Portuguese, Russian and Spanish, February 27–June 16, 7:30 to 8:40 a.m. ■

Peter Jensen's post puzzle

Class trip

You are the community liaison officer at post. The embassy and the American school are planning a field trip for the fourth- and fifth-grade students to the National Botanical Gardens. Fifty students will take part.

Twenty-six of these students are boys. Thirty are fourth-graders. The proportion of fourth-grade boys to fourth-grade girls is the same as fifth-grade girls to fifth-grade boys.

On the day of the trip, the principal calls you and says: "We're using our bus for the trip to the gardens. But we have a slight change in plans. We're sending the fifth-grade boys and one teacher to the National Military Museum. Can the embassy provide a van and driver for them?"

You check with the motorpool. The supervisor says: "I have two vans available today. How many passengers are there?"

What do you tell him?

(Solution on Page 62)

Barney Lester's quiz

Presidential transitions

This is the season of the interregnum, when at times Department officers have been called on to serve as acting secretary of state. Following are the last five transitions where this occurred. Who were the acting secretaries?

1. Truman-Eisenhower.
2. Eisenhower-Kennedy.
3. Johnson-Nixon.
4. Ford-Carter.
5. Carter-Reagan.

(Answers on Page 62)

Map unit has moved

The map annex of the Bureau of Intelligence and Research has moved to 480 Spring Park Place, Herndon, Va. □

'Yellow' journalism

The tabloid-size Munich Bulletin, at 8-1/2 by 5-1/2 inches the most compact of the post newsletters, has shifted from blue to yellow paper. □

Life in the Foreign Service

As easy as 1, 2, 3?

No, a few digits more

By KRISTEN SKIPPER AND
MARY PENDLETON

Ms. Skipper keeps counting as a general services officer. Ms. Pendleton as the administrative officer.

AT EMBASSY BUCHAREST, we administrative section people were about to be evicted from our warehouse facility, which was scheduled for demolition as part of the massive modernization of the Romanian capital. So, unable to locate a suitable replacement facility, we decided to build our own. Easy as 1, 2, 3—right? Just order a prefabricated building from Bonn, pour a cement foundation and follow the

directions (the old “Tab A” to “Slot B” routine)!

Fine. The warehouse was ordered in 1985 through State’s Regional Procurement Services Office in Bonn. The ingredients arrived during the summer of 1986—just a pile of metal sheeting, foam insulation and miscellaneous nuts and bolts. Received: “One warehouse, in pieces.” But were all the pieces really there? Hard to tell with no packing list and no instructions!

While impatiently awaiting the packing list, we turned our attention to laying a foundation. A Romanian enterprise low-bid the project, contracts were signed and we urged them to pour away. We urged them

again and again, until it seemed that the three ingredients (men, mixer, cement) weren’t destined for assembly in the same place at the same time. Once, when there was both mixer and men, cement was suddenly not available, until some judiciously applied encouragement diverted the cement from someone else’s project in our direction.

What’s the rush?

And so a foundation was created, but not without a few embarrassing moments. We still remember (with pain!) the morning we took the inspectors to view progress. They found five men at the site, asleep in the warm spring sunshine.

By the summer of 1987, there was still no packing list, and no apparent interest on the part of the manufacturer in providing one. The people in Bonn collared a company technician and booted him down to Bucharest. Bad news! Some windows and many nuts and bolts were missing; some skylights were cracked. O.K., get replacements. Our Bonn colleagues, patient and helpful to the end, said they’d try, but easier said than done when a company declares bankruptcy.

Replacements were ordered or said to be ordered numerous times. Cable after cable assured us that a construction crew and the missing parts were being dispatched immediately, but we were skeptical. Winter was nigh and only the foolish attempt cross-country travel over unplowed roads. The senior general services officer, Merritt Brown, watched the foundation fill with water, then ice. He suggested we forget about the warehouse and open an ice-skating rink for the embassy children.

At last!

Then spring arrived last year and, with it, renewed hope. Eventually, a construction team materialized and assembled the building in record time. Some of the missing parts were still missing, and the cracked skylights received a coating of superglue but, with the wrecking ball literally poised to strike, the move could wait no longer.

As winter approaches once again, we are wondering now how effective windows of plastic sheeting will be against the snow. But we finally have our warehouse. And it was as easy as 1, 2, 3 (years, that is!). ■



At warehouse dedication, Ambassador Roger Kirk and Kristin Skipper.

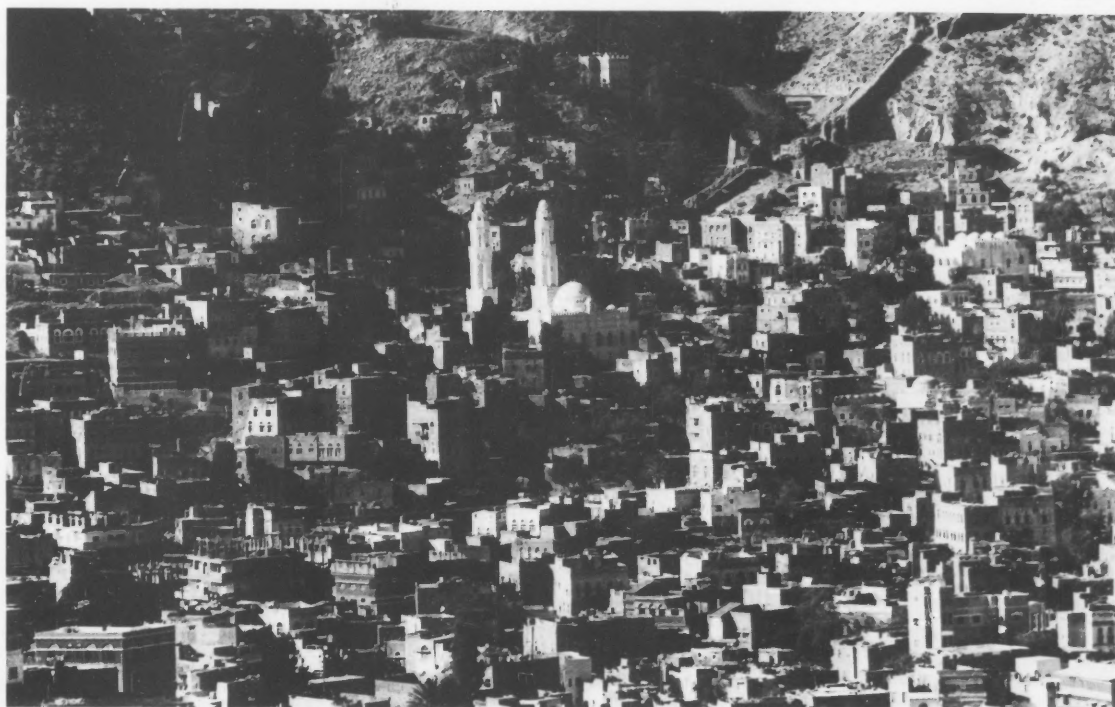
Best Photos of 1988

HERE'S ANOTHER LOOK (no charge) at all that you saw in STATE last year and have wanted to see again. May the harvest for 1989 be as bountiful.

FEBRUARY—In Domazlice, Czechoslovakia, at a World War II commemorative ceremony, Army attaché *Noel Doyle* and U.S. Army veteran *Joseph Steakley* mingle with the citizenry. (Photo by *Pamela Kiehl*)



FEBRUARY—*Anne Boyle* of Minneapolis enjoying Morocco, shortly before she was injured in an automobile accident that resulted in assistance to her from the consulate general in Tangier and thanks to Secretary Shultz from her family.



MARCH—Taiz, a city in the mountains of southern Yemen.



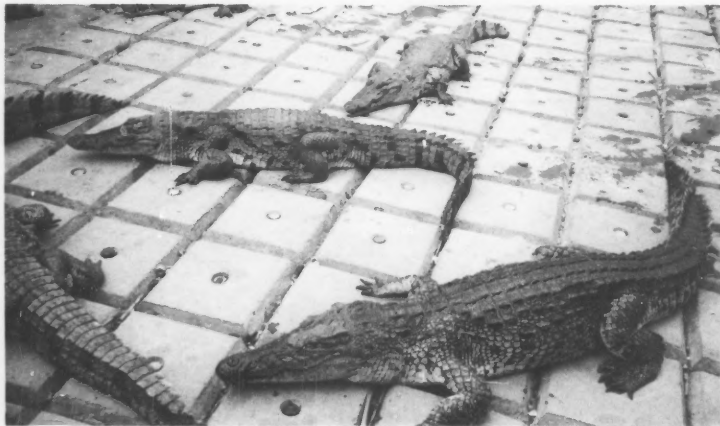
APRIL—Former Foreign Service officer *John J. Hurley*, left, now a Catholic priest, officiates at memorial service for the late Ambassador *Walter J. Stoessel Jr.* (Photo by *Morton Broffman*)



MAY—A fisherman in Assinie, a coastal town in Cote d'Ivoire. (Photo by John Heffern)



APRIL—In Bucharest, Romania, consul general Virginia Young and Don Young take in the sights at Bran Castle.



MAY—Crocodiles guard the presidential palace at Yamoussoukro, Cote d'Ivoire. (Photo by Chris Fitzgerald)



MAY—A park on the outskirts of Abidjan, Cote d'Ivoire. (Photo by Pamela Benson)



MAY—Communications officer Roger Cohen with friend Booba in Abidjan, Cote d'Ivoire.



JUNE—President Reagan sends his greetings on Foreign Service Day. (White House photo by Bill Fitz-Patrick)

JULY—The Lincoln Room at refurbished Blair House. (Photo by Erik Kvalsvik)



OCTOBER—The Department's *Juan Robinson* tells why he gives to the Combined Federal Campaign. (Photo by Robert E. Kaiser)



AUGUST-SEPTEMBER—Touring a former slave house on Goree Island, Senegal: *Vivian Harvey* and her children, *Ronda*, left, and *Linette*.



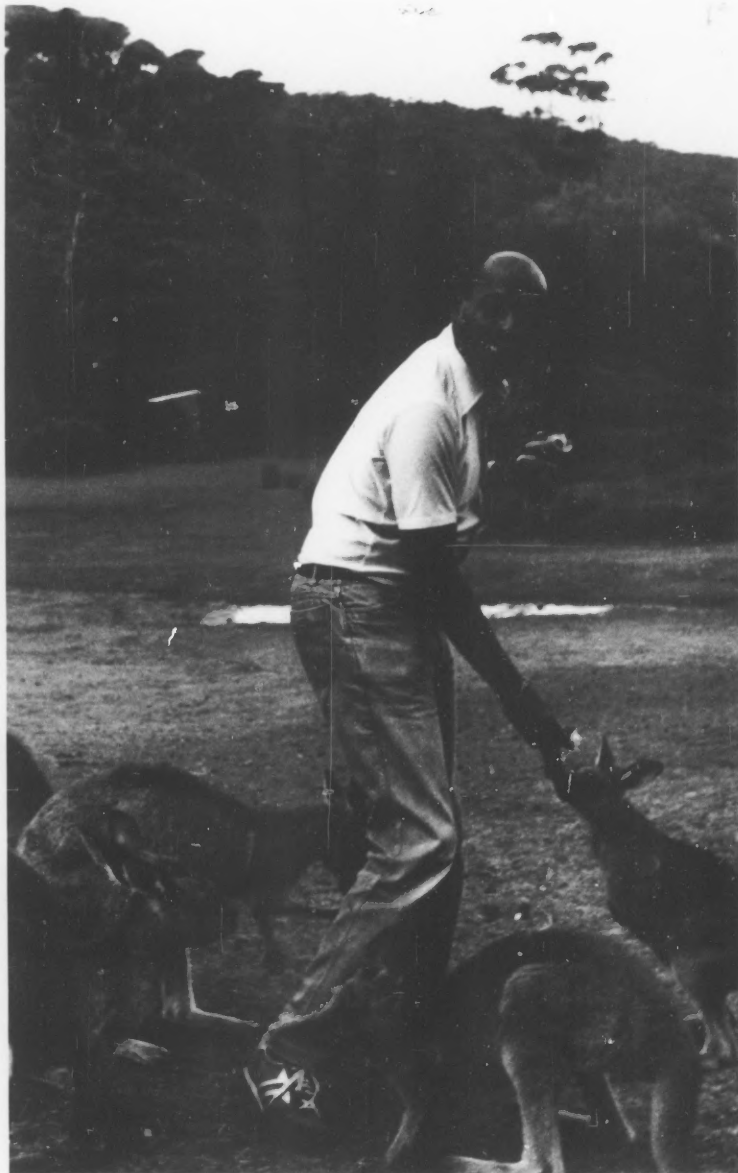
OCTOBER—The U.S. Coast Guard tallship *Eagle* in the harbor at Sydney, Australia. On the pier is the Sydney opera house.



OCTOBER—Mother and son in the Foreign Service are *Ruth* and *Larry Rossin*.



OCTOBER—*Mary Lange* finds a friend at a wildlife park in Sydney, Australia.



OCTOBER—With the kangaroos in Sydney, Australia, is administrative officer *Franklin D. English*.



DECEMBER—In Rangoon, Burma, at party at the ambassador's residence. With the elephant, from left: *Cathy Hall, Narda Grey, Chris Szymanski (adult), Veronica Thompson, Christopher Hourigan, Jason Facundus, Caitlin Fredenburg, three unidentified children, J.J. Riggan.* ■



NOVEMBER—Riding the school bus in Kingston, Jamaica, front row, from left: *Ian Geisler, Elizabeth Owens, Stuart and Thomas Whitaker, Joy Colden.*

NOVEMBER—Foreign Service national *Juan Irigoyen* of Embassy La Paz was 1 of 12 given the Presidential Award for Outstanding Federal Employees with Disabilities by President Reagan. (Photo by *Robert E. Kaiser*)



Ask Dr. Goff



Q.

CENTRAL AFRICA

We are assigned to a country where there is a high incidence of tuberculosis. How can I protect my family from becoming infected?

A.

Tuberculosis isn't a highly infectious disease. Usually, it requires prolonged close contact with an infectious tuberculosis case for transmission to occur. Your greatest risk of exposure comes from within the household, through your domestic help. In countries where tuberculosis is endemic, medical screening of domestic help (medical examination and chest X-ray) is important. This should be performed as soon as possible upon hiring. Should a domestic employee become ill (cough, fever, lethargy, etc.) while in your employ, he or she should be sent to a reliable doctor. If tuberculosis is diagnosed, you should contact your health unit or regional medical officer. Testing of family members will be done to assure tuberculosis infection hasn't occurred.

Q.

CENTRAL AMERICA

I have a young child at home who will put anything in his mouth. Could you provide me with a list of household plants that are not poisonous?

A.

Many household plants can be toxic if eaten, and some can cause skin or eye irritation. Children are the most frequent victims. Safe household plants are: African violet (*Faintpaulia ionantha*), begonia (*Begonia semperflorens*), Boston fern (*Nephrolepis exaltata bostoniensis*), coleus (*Coleus blumei*), jade plant (*Crassula argentea*), mother-in-law's tongue (*Sansevieria trifasciata*), rubber plant (*Ficus elastica*), spider plant (*Plectranthus australis*), wandering jew (*tradescantia*

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

fluminensis, Zebrina pendula), and Swedish ivy (*Plectranthus australis*). If your child should consume an unfamiliar plant, contact your doctor or health unit immediately.

Q.

EUROPE

During the winter months I feel like my skin and nasal passages are all dried out. Any good suggestions?

A.

Low humidity can be the cause of a number of uncomfortable symptoms. During the winter months, the artificial heating in our homes and at work dries out the air. As a result of this, drying of nasal mucous membranes occurs, which often results in nosebleeds and dry, irritated throats. People will complain that they have "had a cold all winter," when in reality they're experiencing nasal congestion due to swollen membranes caused by low humidity. Skin can feel dry and itchy, as can the eyes and scalp. The most direct treatment of symptoms caused by dryness is to increase the moisture in the air. This can be achieved by using a room humidifier, furnace humidifier or vaporizer. A hygrometer can measure the humidity level, which should be maintained in the range of 30-45%. The humidifier will probably not be adequate to relieve dry itchy skin. For this, I recommend measures including taking fewer baths and avoiding the use of antiseptic-type soaps that can exacerbate skin dryness. Application of an oil while the skin is still wet is also recommended.

Q.

WASHINGTON

Since returning from overseas I've been struck with not only the size of our country, but also the size of many of our countrymen. How often is obesity attributable to illness beyond the control of the individual, and how often is it a result of overeating and lack of exercise?

A.

The question of overweight was recently addressed in "The Surgeon General's Report on Nutrition and Health," published in 1988. It was reported that more than a quarter of American adults (approximately 34 million) aged 20 to 74 years of age are overweight. "Obesity is a risk factor for coronary heart disease, high blood pressure,

diabetes and possibly some types of cancer as well as other chronic diseases," the report said. Obesity is rarely "beyond the control of the individual." There is a tendency for some people to become overweight due to genetic makeup, but this is only one factor. Food intake and exercise play the key roles in reducing and controlling weight. For overweight Americans, the goal should be to restrict caloric intake and increase caloric expenditure. This means significantly reducing our intake of fat, sugars and alcohol, and increasing our physical exercise. Physical activity (20 minutes of sustained exercise three times a week) is very important in weight reduction efforts. "Fat America" is a serious concern. There's no question that Americans need to be more aware of the relationship of diet and exercise on weight control.

Q.

WASHINGTON

I will be traveling to a high-altitude post on temporary duty. Is there a medication I can take before going, to prevent feeling sick from the altitude?

A.

Generally, sickness due to high altitude is rarely a problem below 8,000 feet, but is usually seen above 10,000 feet. There are different degrees of altitude sickness. The most common form is an acute illness that's self-limited and not life-threatening. It occurs in people who haven't acclimated to the high altitude. Signs and symptoms of this usually appear within four to six hours after arrival, and include headache, fatigue and nausea. The disorder is treated by descent to a lower altitude, or the use of oxygen. In addition, a diuretic called Diamox (acetazolamide) may be helpful. Some doctors may prescribe Diamox for those traveling to high altitudes for prevention of symptoms. This is begun before departure and taken for the first two or three days. (It cannot be taken during pregnancy). Other recommendations include eating lightly the first few days, taking aspirin or Tylenol for headache, avoiding the use of alcohol and tobacco and taking it easy. If you have a cold or other respiratory infection, it's best to delay travel to a high altitude. There's a more severe form of altitude sickness, with symptoms that include cough, difficulty in breathing, coughing up pink sputum and confusion. This is a serious medical problem and requires immediate medical assistance as well as return to a lower altitude. ■

Department Operations

On serving in the oceans bureau

The range of issues is great, officer says

BY RICHARD J. SMITH

THE BUREAU of Oceans and International Environmental and Scientific Affairs has gotten mixed reviews over the 15 years since it was established. One of the latest, as reported by Philip Shabecoff in the New York Times, depicted the bureau as "a little-known, neglected and in some respects unloved backwater . . . imposed on an unrepentant State Department by the Congress in 1974."

Be that as it may, I myself wasn't feeling neglected or unloved when John Negroponte asked me more than three years ago to be the principal deputy assistant secretary here. On the contrary, it was clear to me that developments in science and technology and global environmental issues were having a critical and increasing impact on international relations, and that the bureau was positioned to be at the vanguard of a new foreign policy thrust. From outer space to acid rain, from nuclear nonproliferation to the law of the sea, I have come to see us as developing a unique mix of diplomatic skills and expertise in specialized fields.

We have the most extensive domestic constituencies of any bureau in the Department, because we deal with "quality of life" issues, e.g., health, pollution, population, tropical forests, the protection of wildlife. (For example, we were deeply involved in backstopping the well-publicized rescue of the two whales trapped in the ice north of Alaska.) Also a factor is the commercial impact of many of our issues, such as fish allocations, nuclear energy and the effect of science and technology on competitiveness. Environmental groups, chemical manufacturers, the fishing industry, satellite manufacturers—all pay close attention to what we do.

And these issues are moving toward the top of America's international agenda. More and more, the popular press reports about garbage barges on journeys to nowhere, pollution on our shores, airborne emissions that pose fundamental threats to the global environment, and costly requirements of "big science" that cry out for international cooperation and cost-sharing.

Prolific on treaties

From the time I joined the bureau, it has played a central role in the negotiation of more than 30 important international



The author, left, as chief U.S. negotiator at space station talks in the Loy Henderson Conference Room. With him are Margaret

Finarelli of the National Aeronautics and Space Administration and Reinhard Loosch, chief European negotiator.

agreements, including several signed at the Moscow summit in May. One of the accomplishments has been the negotiation of the Montreal protocol dealing with chemicals which deplete the ozone layer and increase our exposure to damaging ultra-violet radiation. For the first time, the international community of nations jointly recognized and acted to deal with a looming global environmental threat before it had become an immediate crisis. Under that agreement, industrialized and developing nations agreed to cut in half their production and consumption of chlorofluorocarbons, and undertook to consider further reductions if indicated by subsequent scientific assessments. Further, the agreement was achieved with the United States playing a strong leadership role, with then-deputy assistant secretary Richard Bendick heading our negotiating team.

The bureau has also been a principal player in working with the National Aeronautics and Space Administration to put together the largest cooperative international venture in history—"Space Station Freedom." After nearly three years of intense and complex negotiations, for which I served as chief U.S. negotiator, Secretary Shultz signed on September 29 an inter-governmental agreement on space station cooperation with Japan, Canada and nine member states of the European Space

Agency. Thus, the space futures of the United States and its friends and allies have been closely and constructively linked for at least the next 30 years.

Calming the south seas

Several years ago our relations with the island states of the South Pacific were at a low point. Our conflicting views over jurisdiction with regard to broad-ranging fisheries, such as tuna, which traverse the exclusive economic zones of many countries, had led to sharp confrontations between the United States and those nations. U.S. tuna vessels were being seized and the United States was accused of pirating fisheries resources. The Soviets for the first time were making headway with their overtures for closer relations with key states in the area. But negotiations led by bureau deputy assistant secretary Ed Wolfe have now achieved a tuna agreement with 15 South Pacific states which has been a critical factor in turning that situation around and sharply improving our relations in that region.

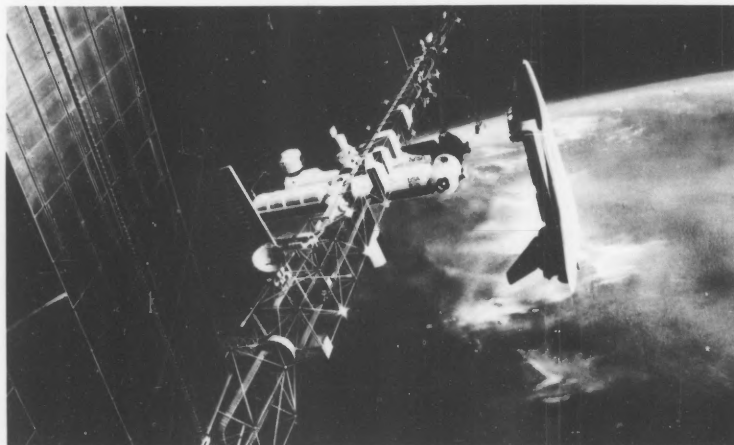
Tucker Scully, who heads our Office of Marine Science and Polar Affairs, completed over seven years of negotiation a landmark agreement assuring that mineral resource development in the Antarctic will take place in an environmentally responsible

manner. Moreover, our deputy for science, Peter de Vos, was the negotiator of a new agreement with Japan which provides for expanded access for U.S. scientists and puts our overall science and technology relationship with Japan on a more balanced and mutually beneficial basis.

The bureau headed a Department crisis management operation for the first time when I led the working group which responded to the Chernobyl nuclear accident. Subsequently, we played a major part in the effort that led to the prompt adoption of international conventions on notification and provision of assistance in the event of a nuclear accident.

A sub-cone for the Service

One of my primary goals has been to establish science as a more central part of the work of the Department. As a major step in this direction, the bureau has spearheaded the creation of a science and technology sub-cone. Its establishment should lead to expanded promotion, training and assignment prospects for Foreign Service officers who choose to devote a substan-



Artist's conception of the projected space station Freedom. (Photo courtesy of National Aeronautics and Space Administration)

tial portion of their careers to work in science and technology jobs both in the Department and at missions with science

officer positions. This is expected to result in a structure for science and technology activities within the Department that would combine institutional stability and continuity with the flexibility to make effective use of individuals from the science agencies and the private sector on temporary assignments.

As Secretary Shultz has expressed it in a cable to all posts: "The revolution in communications, energy, environmental sciences and other aspects of science and technology has made the Foreign Service science officer's role increasingly essential, and imparted an importance to science and technology considerations in foreign affairs undreamed of a generation ago." I believe we have demonstrated that Foreign Service officers can acquire scientific knowledge and awareness which, when combined with diplomatic skills, allow them to advance U.S. interests in this area.

The Department in fact has a responsibility to provide leadership both internationally and within the U.S. Government in this area, buttressed by 1979 legislation which directs the Secretary of State to coordinate and oversee our international science and technology activities. In my opinion, we have established a pattern of success in doing so, and I am confident that this pattern will continue. We are experiencing more than just another "up" in a series of ups and downs in the bureau's fortunes. Senator Clairborne Pell's vision when he pressed for the establishment of the bureau is now clear to all. ■



And in addition, in real life, President Reagan telephoned his congratulations to the creator of the above cartoon, Carl Stoiber of the State Department. Remarking that someone had relayed the cartoon to him, the President told Mr. Stoiber that he, too, has

doodled at meetings but that his creations were not in Mr. Stoiber's class. Mr. Stoiber is in the Office of Nonproliferation and Export Policy, Bureau of Oceans and International Environmental and Scientific Affairs.

Foreign Service Families

Nationals' disaster fund gets Tokyo, Geneva boost

The local employees association in Tokyo has contributed \$3,129 and the U.S. mission in Geneva more than \$2,000 for the Foreign Service nationals left homeless or who are suffering from the loss of personal possessions as a result of the natural disasters in Khartoum, Dhaka and Kingston.

In Geneva, Ambassador Joseph Carlton Petrone hosted a reception for the benefit of the fund. He recalled that the flooding in Khartoum had left some 160 local employees homeless; that "nearly all" of the 442 local employees in Dhaka suffered great losses as a result of the floods and that during Hurricane Gilbert's sweep through the Caribbean, the U.S. ambassador in Jamaica had reported that many local employees worked valiantly to protect U.S. property—often at the expense of their personal interests.

The Marine contingent in Geneva donated the profits from its Halloween party. The ambassador also received a check from Anita Cramer on behalf of Geneva's Foreign Service national employees, and many personal contributions from individual Americans. □

Disabled children's parents organize

A network has been formed in Washington to offer parent-to-parent support to Foreign Service families with disabled children. The intention is for families to share their experiences and to help each other in their search for community services in the United States and overseas. For information, call Wendell Morse (647-8408), Monika Dietrich (647-1643) or Kay Eakin (647-3178). □

Scholarship applications are due February 15

February 15 is the deadline for applications for merit awards and scholarships offered by the American Foreign Service Association, in cooperation with the Association of American Foreign Service Women. All the awards are for the academic year 1989-90. The \$500 merit awards, for high school seniors, are based on academic excellence; financial aid grants, based on need, range from \$200 to \$2,000 each.

Dependent youths of career Foreign Service personnel are eligible. Membership in either organization is not required. Completed applications should be sent to Cristin

Springet, scholarship programs administrator, 2101 E Street N.W., Washington, D.C. 20017; (202) 338-4045. □

Caring for the elderly

The Family Liaison Office, the Womens Action Organization and the Office of Equal Employment Opportunity and Civil Rights are co-sponsoring a program on caring for elderly parents, on Thursday, January 26, from noon to 1 p.m. in the East Auditorium. The program will focus on resources available to assist the elderly and those who are caring for them.

The program is open to all employees. For information, contact Michael Ann Dean, 647-1076. □

Teens go 'Awal'

Forty Foreign Service teenagers flocked to the recent sixth annual "get-away" of their organization, Around the World in a Lifetime (AWAL), at Treetop House, Coolfont, W. Va. Membership is open to all junior and senior high school students from the foreign affairs agencies. For information, contact Nancy Forbord, 875-5349, or Kay Eakin, 647-1076. ■



NAHA, Okinawa—Consul general *Karl Spence Richardson*, on performing in a

Kabuki play to benefit charities. With him is his teacher, *Minosuke Wakayanagi*.

Diplo-Croctic No. 50

BY CAROL BECKER
Office of Foreign Buildings Operations

DIRECTIONS

To solve this puzzle, write the words that you can guess from the definitions in the numbered blanks provided, and then transfer the letters to the corresponding numbered squares in the diagram. Working back and forth, a quotation will appear in the diagram reading left to right. When all the words have been filled in, the author and title of the book from which the quote was taken will appear as the first letter of each word reading down. The solution will be published in next month's STATE magazine. ("Diplo-Croctic No. 49" appeared in November; the solution was in the December STATE.)

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

CLUES	WORDS	CLUES	WORDS
A. Imaginative comparison	68 167 152 221 43 98	O. "... the ____ was made for man, and not man for the ____" (Mark, 2:27)	183 17 134 113 72 3 75
B. With Word H, Brahms composition	222 121 112 202 205 161	P. "I want that glib and ____ art, to speak and purpose not" (King Lear, I, i)	50 165 217 18
C. With Word H, Beethoven composition	26 7 174 197 225 105	Q. See Word M	25 70 106 99 140 157 16 19 220
D. "Chords that _____ sweetest pleasure" (Robert Burns)	51 215 184 78 142 83 203	R. Clandestine	141 102 55 111 60 132 82 147
E. Capable of being uttered	185 211 9 124 56 179 38	S. Paris-born cellist	47 64 86 29 45 182
F. "A ship's upon the sea in the heel of a ____ Trade" (Kipling)	30 21 95 170 109 192 163 81 150	T. Short form for business organizations providing public services	84 146 94 178 114 103 71 44 212
G. Rossini cantata (one word)	15 162 36 101 1 129 97 216 108 23 58	U. Mozart opera	133 76 37 223 194 65 166 173 115 131
H. See Words B and C	219 22 148 63 190 116 49 208	V. Early Christian saint martyred by her pagan father	175 90 122 164 193 20 117
I. "... and ____ her colors to the mast" (Scott)	196 39 144 73 160 12	W. Ecstatic	176 79 46 159 145 33 85 104 186
J. Stravinsky ballet	62 177 59 135 213 93 74 130 195 13	X. Retrospective (one word)	11 209 153 187 31 42 155 120 32 168 210
K. Humperdinck masterpiece (one word)	53 151 206 28 96 138 180 6 201 125 156 66 40 189 14	Y. Rimsky-Korsakov opera	137 200 119 8 92 89 224 27
L. Member of a Sioux tribe	54 127 198 87	Z. "... the Lord of Heaven fixes the solemn ____ of Heaven" (Euripides, Hippolytus)	199 77 188 5 143
M. With Word Q, Stravinsky opus	118 172 158 139 214 35 126 204 110	a. Zeppelin, for example	24 57 4 107 181 80 48
N. Typical of a simoleon	69 61 128 41 2 191	b. Schumann work (one word)	67 169 10 218 171 154 88 123 91 136 100 34 207 52 149

The Art Beat

Art in Embassies Program had a bountiful year

Gifts valued at more than \$800,000 are announced

GIFTS OF OIL PAINTINGS, prints, sculpture and furniture for U.S. embassies around the world, totaling \$861,885 during the past year, were announced on November 29 at a farewell dinner honoring Secretary and Mrs. Shultz. The event, sponsored by the Friends of Art and Preservation in Embassies, was held in the Benjamin Franklin State Dining Room. President and Mrs. Reagan hosted a White House reception prior to the dinner, to thank the donors.

The art group gave Mr. and Mrs. Shultz a copy of "America in Poetry," a collection of poems by American poets, illustrated by American artists. In addition, the Friends gave Mr. Shultz a large lithograph by American artist Jasper Johns, depicting the American flag. The artwork, together with a plaque honoring the Secretary and Mrs. Shultz, will be displayed in Spaso House, the residence of the American ambassador to the Soviet Union.

The Friends work closely with State's Art in Embassies Program. The former was established in October 1986 as a nonprofit foundation. It assists the Department, especially the Foreign Buildings Office, in its programs designed to exhibit and preserve fine and decorative art, including furniture, in chanceries, ambassadorial residences and deputy-chief-of-mission residences.

Some embassy beneficiaries

"During the past two years, we have made great progress through the support and contributions of our members," Lee Kimche McGrath, director of the Art in Embassies Program, reported. "We are

refurbishing the public rooms of the embassy residence in Beijing. We have provided funds to complete the presidential suite in Paris, and also to complete the furnishings in the main reception area in London. The Friends have contributed American paintings and decorative art to the U.S. embassies in Paris, Vienna and Valleta."

Friends chairwoman Leonore Annenberg also reviewed the Friends' donations. One of the organization's accomplishments during the past year, she said, was obtaining the services of Sotheby's, the London auction house, on a public service basis at no cost to the Department, to provide inventories, evaluations and reports on the condition of the furnishings in U.S. embassies in Prague, London and Paris. Arrangements have been competed for similar work for the embassies in Rome, Brussels, Vienna, The Hague, Buenos Aires and Madrid.

The Friends are refurbishing the embassy residence in Beijing. Robert Ellsworth, an expert on Chinese and antique furniture, donated his services to design the interiors of the residence. The Friends gave paintings and furnishings, totaling more than \$275,000, for the Beijing project during the past year.

Generosity of the Lauders

A former ambassador to Austria, Ronald S. Lauder, and his wife, Jo Carol Lauder, a member of the Friends Design Council, contributed a large collection of American furniture, lamps, ceramics and other items, to help furnish the embassy in Vienna. The donations are valued at more

than \$433,000. The Lauders also gave a collection of Americana, including four large American antique quilts, maple beds with handmade bedspreads, an American camelback sofa and a wing chair, carpeting and draperies, valued at more than \$16,320, for the ambassador's residence.

Some of the other gifts are earmarked for specific embassies or ambassadorial residences. Others will go into the general collection, for placement in embassies after consulting the donors. Ambassadors may also select the works for display abroad.

Major donations to the programs include library paneling for the residence of the ambassador to the United Nations, the gift of Leonard Andrews, valued at \$70,000; a \$50,000 stainless steel sculpture, "Quest," donated by John Safer; two oversized marble garden sculptures, by Thomas Janusz and Silvie Davenport, valued at \$30,000 each; two bronze sculptures, "Signing of the Constitution," by Dennis Smith, each valued at more than \$19,000, donated by the Alexander Hamilton Life Insurance Co. of America; and a mixed media artwork, "Punjab Hills," by Terrence La Noue, the gift of Mr. and Mrs. Graham Gund through the Gund Art Foundation. It is valued at \$27,500. The American Arts Foundation gave a \$16,500 oil on masonite, "Study for Homage to the Square," by Josef Albers, and a \$12,000 untitled watercolor.

Some other donors

Other donations came from the Atlantic Richfield Co., which gave artworks by Ed Kerns, Roland Peterson, Thomas Stokes and Peter Vought. Bill Blass gave bolts of fabric for custommade tablecloths and napkins for the embassy residence in Beijing. Charles Cowles donated "Elijah," an acrylic on canvas. Jim Dine donated his etching, "Swaying in Florida Night." The Fischbach Gallery gave lithographs and posters by P.S. Gordon, Nancy Hagin, Elizabeth Osborne, Ray Ciarrochi, Alice D. Brown, Warren Brandy and P.S. Gordon.

Terrence Fox gave "Indian Canoeing on the River," by Alexander West, an oil on canvas, circa 1860, and nine other 19th-century paintings. Susan Gurrentz gave three of her watercolors and pastels. Mr. and Mrs. Noel Levine donated a sculpture by William King. Other donors were Bev-



At art-in-embassies dinner, from left: Henry J. Smith, Wendy Luers, Secretary Shultz, Leonore Annenberg, Lee Kimche McGrath,

Daniel J. Terra, Judith Terra. (Photo by Ann Thomas)

erly Lohman Morsey, who contributed "Fantasy on Bamboo Tray," a painting by Beverly Lohman, and Mr. and Mrs. William A. Nitze, four prints by Barry Nelson. The Mobil Oil Corp. gave 13 bicentennial prints.

The ambassador to the United Kingdom, Charles Price II, and his wife gave a sculpture, "Barbara Hutton," by Antonio Berti. Jerome Zipkin donated two Sheffield sterling candelabras for the embassy residence in Beijing.

Preservation program

Both the Arts in Embassies Program

and the Friends helped in the conservation and preservation of decorative arts during the past year. These included, for example, the restoration of British dining room furniture, dated 1788, in Vienna. Art experts believe this is only one of two sets of its kind in the world. The arts program and the Friends also assisted in preparing the publication, "Care and Conservation of Embassy Furnishings and Art," by the Smithsonian Institution's Conservation Department. It was distributed to all U.S. embassies abroad.

The gala was underwritten by Henry J. Smith, president of Clark/Bardes, Inc., a

Dallas consulting firm. The ambassador-at-large for cultural affairs, Daniel J. Terra, honorary chairman of the Friends group, was honorary chairman of the dinner. Mrs. Betsy Bloomingdale of the Friends' national committee was chairwoman for the White House reception.

Donors may make tax-deductible contributions to the program. Inquiries should be addressed to Ms. Annenberg or Mrs. William H. Luers, Friends of Art and Preservation in Embassies, 2420 K Street N.W., Washington, D.C. 20037; telephone (202) 337-2525.

—BARNETT B. LESTER □

Gala dinner honors the Shultzes

John Hancock desk is purchased

CIVIC AND BUSINESS leaders and members of the Department's Fine Arts Committee honored Secretary and Mrs. Shultz for their support of remodeling and refurbishing of the Diplomatic Reception Rooms, at a gala dinner there on November 21. The diners contributed some \$275,000 to purchase for the Americana Project a museum-quality Chippendale mahogany secretary desk, with bombé base, made circa 1760-80, which once belonged to the family of John Hancock, president of the Continental Congress during the American Revolution and the first signer of the Declaration of Independence. The gift, valued at \$750,000, is on view in the John Quincy Adams State Drawing Room on the eighth floor, as part of the Department's permanent collection.

Deputy Secretary John C. Whitehead was co-host of the formal dinner, along with members of the committee headed by curator Clement E. Conger. "All recent Secretaries have supported the architectural transformation of the rooms," Mr. Conger told the guests, "but none so assiduously as Secretary Shultz. He moved out of his office suite on the seventh floor so it could be done at the same time as the Benjamin Franklin State Dining Room on the floor above. We did both simultaneously at a cost of \$5.75 million in contributed funds. We were a million in debt by the finish. We finally paid it off."

Secretary's 'hero'

Mr. Shultz, himself a contributor to the restoration project, said with a smile: "I never mind hearing a little building noise, because it means that somewhere there is a man with a hammer getting something constructive done." He added: "I have been all

over the world and in the ministries, of course, there are many settings that are breath-taking, but none better than what we have right here in this building." He thanked the donors for their assistance over the years, recalling how the Diplomatic Reception Rooms have impressed foreign dignitaries with examples of American culture and traditions.

During his six-year tenure at State, the Fine Arts Committee has raised \$15,058,185 and obtained 243 gifts of furniture and art. Mr. Whitehead credited Mr. Shultz with providing "much of the leadership and enthusiasm" to the Americana Project.

The evening event was underwritten by Mrs. Thomas Lyle Williams of Thomasville, Ga., a longtime member of the committee. Mrs. Mildred Mottahedeh, president of a china company, contributed porcelain plates depicting the American eagle, as souvenirs for the guests, who included former Secretary and Mrs. Edmund S. Muskie and several former and present cabinet members. Following the dinner, they toured the rooms to view the extensive collection of antique furnishings, now valued at more than \$35 million.

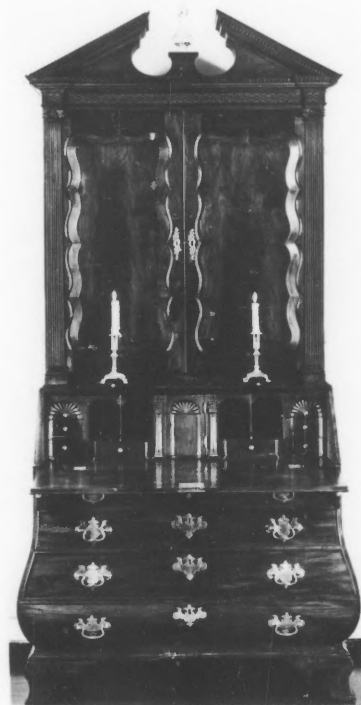
Next project

"Our next project will be remodeling and refurbishing the deputy secretary's suite on the seventh floor, to conform with the architecture and furnishings in the Secretary's suite," Mr. Conger said. "Work is expected to begin soon."

Contributions to the Americana Project are tax-deductible. Inquiries should be directed to Mr. Conger as chairman of the committee, Room 8213, Department of

State, Washington, D.C. 20520; telephone (202) 647-1990.

—BARNETT B. LESTER ■



The John Hancock Chippendale bombé secretary desk in the John Quincy Adams State Drawing Room. It has been lent by the Dietrich American Foundation, Inc. (Diplomatic Reception Rooms photo).

U.S. and Foreign Commercial Service

Where wine began

In Egypt, believe it or not

BY SUSAN BROOKS GAYNOR

IT WAS an early-September morning, and with my husband, Frederic Gaynor, commercial counselor at the U.S. embassy in Cairo, I was looking out on the sun-kissed vines of the Gianaclis Vineyard. Located among lush irrigation canals and fertile fields about 70 kilometers south of Alexandria in the Nile Delta, this is the second largest vineyard in the world. Imagine ... those famous wine-growing areas of France, Germany, Italy and California are actually made up of innumerable, small vineyards. But Gianaclis covers 15,000 flourishing acres.

Egypt being predominantly Moslem, it's perhaps difficult to think of it as a wine-making country, but in fact Egyptian vineyards date back some 6,000 years, and Egypt was the first country ever to produce wine. Inscriptions in tombs and temples commemorate the gathering and treading of grapes; jugs of wine were often buried with the dead, and petrified seeds have also been found.

Today, the wine industry is run by the public-sector Egyptian Vineyards Co., which produces about 1 million liters of wines and spirits annually, mainly from grapes but also from sugar cane (for rum). When the Gianaclis Vineyard can't meet the demand for grapes, the winery turns to the small, private vineyards (which aren't allowed to make wine) throughout the luscious delta.

The Egyptian Vineyards Co. must satisfy the local wine market, which is growing by about 3% annually, before it may export—a side of the business it is looking to expand beyond its current markets. Included within the company are three distilleries producing brandies, anisette, ouzo, ferro-china and the rum. A lightly-sparkling grape juice is also made at the winery.

For our visit to the winery, we were hosted by Raouf Aboukela, who heads its operation; Alexander Kondilios, the wine expert who has been working there more than 30 years; and Ahmed Raffat, the general manager. We saw the wine being pressed, stored and aged, and bottled, corked and labeled. Every step of the way, sophisticated processing equipment was used and the highest standards maintained.

Then we were invited to taste the wine. Along with our Foreign Commercial Service colleagues from Alexandria—commer-



Alex Kondilios displays four of the nine wines produced from the rich soil and sun-drenched

skies of the Nile Delta.

cial specialists Victor Massad, John Abdel Nour and Heba Abdel Aziz—we enjoyed sweet and savory nibbles with different wines at a long wooden table: four whites, a rose, then four reds:

—Gianaclis Village: delightful ice-cold on hot summer days.

—Cru des Ptolemees: dry, with a delicate bouquet.

—Nefertiti: agreeably semisweet, with a light Muscat bouquet.

—Reine Cleopatra: a sweet dessert wine.

—Rubis d'Egypte: a fairly standard dry rose, a regular favorite of ours, and remarkably improved from being saved the jostling road journey to Cairo.

—Omar Khayyam: the standard dry red, comparable to an inexpensive French table wine.

—Chateau Gianaclis: dry, soft, dark red, reminiscent of a Bordeaux.

—Pharaons: full-bodied, with a pleasing bouquet.

—Vin de messe: a sweet dessert wine. In a Cairo restaurant, local wine sells for the equivalent of about \$4 a bottle,

while imported wine, by no means of outstanding quality, goes for some \$22 a bottle. So most people here, ourselves included, have had quite an exposure to the local wine. Yet what we tasted was far superior to the often indifferent wine we usually drink here. Same bottle, same label, same year. Egyptian Vineyards really makes a decent wine, so why aren't we getting it in Cairo? The sad response has to do with transportation and storage. It gets bumped about in high temperatures during the two-to-three-hour drive, and then stored upright so the cork dries out. We asked Mr. Aboukela if he was doing anything to resolve this problem. Unfortunately, his hands are full producing the wine and exporting what he can, and funds to improve the situation are scarce.

So for now we thank Mr. Aboukela and his staff for their generous hospitality, and the many others who have given of their time as we try to visit every corner of this ancient, modern, complex and continually fascinating country, and enjoy the fruits of Egypt wherever and however we find them. ■

Post of the Month: Ponta Delgada

THIS NORTH ATLANTIC consular district comprises all nine islands of the Azores, between 800 to 1,300 miles west of Lisbon, Portugal. U.S. Foreign Service people there are featured as part of STATE's continuing series.



An ox team on São Miguel.



A view of the island of Graciosa.



A view of the island of São Jorge.



The consulate on Avenida Infante Dom Henrique.



Foreign Service national employee *Joao Alberto Medeiros* with principal officer *Curtis*

Stewart, right, in front of U.S. Richmond K. *Turner*.



Administrative assistant *Luis Joao Medeiros*.



A view of the island of Faial.



Horses of the annual Cavilhadas of São Pedro, on São Miguel.



Romeiros, males who visit churches and shrines during a religious procession of over 100 miles around the island of São Miguel.



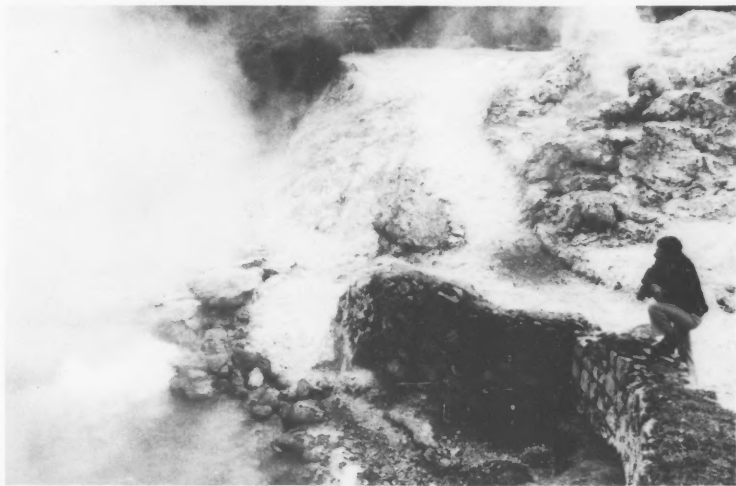
Plowing on the island of Corvo.



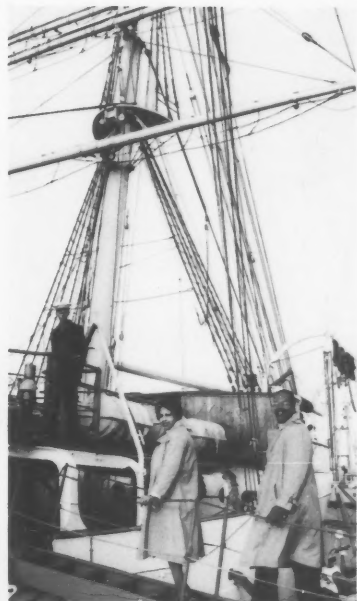
A windmill grinds cornmeal on Corvo, smallest island in the consular district.



Tanya Bishop on her way to the top of Pico da Vara, highest point on São Miguel.



Lisbon labor attaché Martin Brennan at hot springs on São Miguel.



Vice consul Rhonda Ferguson-Augustus and husband Bill Augustus board ship for a reception.



Raquel Melo blows out candles on a birthday cake. In background are Curtis Stewart, Graciete Oliveira and Joao Alberto Medeiros.

POST OF THE MONTH: PONTA DELGADA



A pasture above Sete Cidades, one of three large volcanic lakes on São Miguel.



Folk-dancing in the street.



A convent, lit for the Santo Cristo festival.



Edward Rowell, ambassador to Portugal, with Portuguese Air Force brigadier general Mario Cortesão and U.S. Air Force Brigadier Gen-

eral James McCombs, at a ground-breaking ceremony on Terceira Island. (U.S. Air Force photograph)



Fishing boats in the harbor.



Participating in a procession on São Miguel are principal officer Curtis Stewart and retired Foreign Service national employee Victor Cruz (in background).



Principal officer Curtis Stewart, right, with Foreign Service national employees Daniel

Melo, left, and Jacinto Ferreira. ■

Personnel: Civil Service

Promotions

GM-13

Fulwider, Sharon K., Diplomatic Security, Investigations Division, Applicant Section
Haidet, Terree Alan, Intelligence and Research, Office of Terrorism and Narcotics Analysis
Lenet, Jan E., European and Canadian Affairs, Office of Executive Director
Long, Michelle S., Bureau of Personnel, Employee Relations
Smith, Mary Katherine, Bureau of Personnel, Civil Service Career Development and Assignments

GM-14

Andrews, Julie R., Office of Protocol, Visits Division
Harris, Robert K., Office of Legal Adviser, Inter-American Affairs
Parrish, Dawn M., Office of Comptroller, Systems Development and Maintenance

GM-15

Grummon, Stephen Ray, Office of Ambassador-at-Large for Counter-Terrorism
Handley, Jr., Frank Gray, International Organization Affairs, Technical Specialized Agencies
Jakub, Michael A., Office of Ambassador-at-Large for Counter-Terrorism
Patierno, Donald F., Office of Management Operations

GS-3

Collins, Nina M., Passport Operations
Dones, Felicia M., Miami Passport Agency
Fitchett, Jasmine N., Bureau of Personnel, Employment Division
Rogers, Aquilla L., Bureau of Personnel, Employee Relations
Wills, Wanda A., Passport Operations

GS-4

Allard, David J., Boston Passport Agency
Buckner, Ellen M., Intelligence and Research, Office of Intelligence Support
Catlett, Mia A., Bureau of Personnel, Office of Management
Lee, Kau Y., Northeast Passport Processing Center
Murray, Tery R., Seattle Passport Agency
Rosofsky, Sidney, Northeast Pass-

Selections under State's Merit Promotion Program

The following persons have been selected under the Merit Promotion Program for the positions indicated:

Selectee	Announcement No.	Position title	Series/grade	Bureau or office
Isaac Mason	88-486	Motor vehicle operator	WG-5703-6	Diplomatic Courier Service
Carla Miller	88-1020	Cash clerk	GS-530-5	Chicago Passport Agency
Troy McCoy	88-1067	Computer specialist	GS-334-7	Office of Supply, Transportation and Procurement
Florence Fultz	88-1095	Regional director	GM-340-13	Miami Passport Agency
Inez Proctor	88-1124	Computer specialist	GS-334-11	Foreign Affairs Data Processing Center
Melvin Clark	88-1161	Supervisory archives specialist	GS-1421-10	Foreign Affairs Information Management Center
Virginia Finley	88-1199	Conference assistant (steno)	GS-303-8	Office of International Conference Administration
Terry Davis	88-1207	Personnel assistant	GS-203-7	Bureau of Personnel, Office of Management
Mary Kirk	88-1219	Public affairs specialist	GM-1035-13	Bureau of Public Affairs
Eunhee Arvizu	88-1304	Secretary (typing)	GS-318-6	East Asian and Pacific Affairs, Human Resources Unit
Cathy Bing	88-1307	Secretary (typing)	GS-318-5	Near Eastern and South Asian Affairs, Office of Pakistan, Afghanistan and Bangladesh
Deborah Wade	88-1308	Secretary (typing)	GS-318-5	Diplomatic Security, Threat Analysis Division
Frances Archie	88-1336	Secretary (typing)	GS-318-7	Office of Legal Adviser, Office of Oceans, International Environmental and Scientific Affairs
Ellen McDuffy	88-1337	Secretary (typing)	GS-318-7	Office of Legal Adviser, Office of International Claims and Investment Disputes □
port Processing Center				
Wells, Tiffany D. , Bureau of Public Affairs, Public Information Division		Perry Jr., Wayne A. , Boston Passport Agency		Robinson, Alisa M. , Office of Northern European Affairs
Whitten, Gloria J. , Seattle Passport Agency		Rappaport, Michele Allyn , Office of Legislative and Intergovernmental Affairs		Singh, Harjit , Office of Communications, Automated Reproduction and Collating
GS-5		Thurston, Cordelia , Bureau of Personnel, Office of Management		Smith, Anna M. , Office of Communications, Automated Reproduction and Collating
Dorman, Shawn , Office of Soviet Union Affairs, Bilateral Relations		Williams, Carolyn E. , Foreign Service Institute, Language Studies		Ward, Robert C. , Executive Secretariat
Gambrill, Paula Marcella , Consular Affairs, Manual Records		Williams, Iris D. , Foreign Affairs Data Processing Center		Williams, Paula Ann , Consular Affairs, Public Affairs Staff
Leigh, Myrtle Bernice , Consular Affairs, Automated Records		GS-6		GS-7
Middleton, Adrienne R. , European and Canadian Affairs, Office of European Security and Political Affairs, Political Affairs		Burruss, Julia Mae , Office of Geographer		Abood, Diane Lynn , Intelligence and Research, Office of Intelligence Resources, Collection Guidance Center
Pacheco, Glenn Joseph , Boston Passport Agency		McCormick, Lawrence , Foreign Affairs Data Processing Center		Aleshire, Marilyn E. , Miami Passport Agency
		Petty, Earnestine , Philadelphia Passport Agency		Bachrach, Bronwyn R. , Office of

- Legislative and Intergovernmental Affairs
- Briscoe, Shirley Ann**, Office of Legal Adviser, Management
- Cannetti, Domenica M.G.**, Diplomatic Security, Procedural Security Division
- Daniel, Adrian**, Executive Secretariat
- Dao, Lan-Anh**, Office of the Comptroller, Domestic Accounting
- Dennis, Charity C.**, Bureau of Public Affairs, Special Projects
- Goodrich, Rosann Juliet**, San Francisco Passport Agency
- Grasty, Eleanor L.**, Office of Brazilian Affairs
- Green, Diane Goode**, Diplomatic Security, Employee Section
- James, Judy M.**, Diplomatic Security, Information Systems Security
- Johnson, Nellie M.**, Office of Communications, Communications Analysis
- Mavritte, Donna Maria**, Office of Public Building Projects and Real Property
- Person, Karl R.**, Passport Operations, Official Travel Branch
- Phillips, Rosamary**, Foreign Affairs Information Management Center, Telecommunications Indexing
- Rosenstein, Yoshino Erica**, Office of Supply, Transport and Procurement, Small Purchasing Section
- Smith, William Armand**, Intelligence and Research, General Services
- Stockton, Karen J.**, Bureau of Administration, User Support Staff
- Thounhurst, Deborah L.**, Office of Legal Adviser, Management
- Turley Jr., William A.**, Bureau of Personnel, Office of Management
- Walker, Howard L.**, Office of Comptroller, Central Claims Division, Cashier
- Wilson, Ruth Ellen**, International Organization Affairs, Technical Specialized Agencies
- GS-8**
- Bartee, Patricia A.**, Intelligence and Research, Office of Analysis for Western Europe and Canada
- Brown, Sandra H.**, Office of Legal Adviser, Consular Affairs
- DuBose, Steven D.**, Foreign Affairs Data Processing Center
- Sheler, Armenta V.**, Intelligence and Research, Office of Intelligence Support
- Williams, Martha O.**, Office of Communications, Message Preparation and Cryptographic Section
- GS-9**
- Arnett, Barbara A.**, Office of Communications, Message Preparation and Cryptographic Section
- Arroyo, Jose L.**, Office of Communications, Maintenance and Logistics Division
- DeGennaro, Marie E.**, Inter-American Affairs, Office of Executive Director
- Dixon, James**, Foreign Affairs Data Processing Center
- Johnson, Etheleen Rice**, Office of Comptroller, Office of Executive Director
- Keeling, Gail E.**, Intelligence and Research, Office of Intelligence Liaison
- McBrayer, Regina C.**, Bureau of Administration, Graphic Services
- Noyer, Barbara J.**, Bureau of Public Affairs, Public Information Division
- Rosenberg, Faye Lynn**, Passport Operations, Special Assistance Branch
- Rudd, Cheryl**, Economic and Business Affairs, Office of Executive Director
- GS-10**
- Grier, Mary E.**, Consular Affairs, General Services
- GS-11**
- Alfaro, Loretta A.**, Consular Affairs, Research and Liaison
- Bagatelas, Paul Theodore**, Economic and Business Affairs, Food Policy Division
- Brown, Vivian Barnes**, Consular Affairs, Coordination Division
- Chechele, Robert J.**, Office of Communications, Communications Center
- Cook, Terence L.**, Executive Secretariat
- Hanfin, Janet Lyon**, Oceans and International Environmental and Scientific Affairs, Office of Executive Director
- Ivie, Ellen C.**, Office of U.S. Ambassador to United Nations
- Quick, Tilman**, Intelligence and Research, Documents Control
- Scholl, Margaret Burnett**, Consular Affairs, Telephone Inquiries
- Stevens Jr., Phillip H.**, Foreign Affairs Data Processing Center
- Affairs Data Processing Center
- Tracy, Mary**, Office of Foreign Service National Personnel
- Wood, Harlee E.**, Executive Secretariat
- GS-12**
- Cope, Nancy V.**, Bureau of Public Affairs, Media and Principals Division
- Dobbs, Jesse**, Office of Under Secretary for Management, Administrative Services
- Fountain, Dorothy B.**, Oceans and International Environmental and Scientific Affairs
- Koniuszkow, Elizabeth**, Foreign Service Institute, Budget and Management Office
- Meehan, Sheila M.**, New York Passport Agency
- Saboe, Cynthia Mae**, Office of Policy, Plans and Management
- White, Paulette Vera**, Office of Foreign Buildings, Acquisitions Division
- Winner, Andrew C.**, Politico-Military Affairs, Security Analysis
- GS-13**
- Clarke, Jimmy Nolan**, Office of Communications, Technical Controls
- Cook, John F.**, Consular Affairs, Systems Applications
- Liebner, Frank A.**, Office of Foreign Buildings
- Marty, Joseph H.**, Politico-Military Affairs, Office of Strategic Nuclear Policy
- Appointments**
- Anderson, Donna J.**, Bureau of Personnel, Pre-Assignment Training
- Andrews, George R.**, Classification/Declassification Center
- Biggers, Ursula**, International Organization Affairs, Policy Planning
- Bimmer, Patricia Marie**, Bonn
- Bishop, Michelle L.**, Intelligence and Research, Office of Executive Director
- Campbell, John W.**, Diplomatic Security, Emergency Plans and Exercises
- Clare III, Daniel H.**, International Communications and Information Policy
- Coe, Robert P.**, Bureau of Public Affairs, Office of Public Diplomacy
- Colaianni, Margaret A.**, Office of Supply, Transport and Procurement, General Acquisitions
- Conner, Virginia L.**, Office of Overseas Schools
- Daher, Nazih Y.**, Foreign Service Institute, Language Studies
- Dzik, John J.**, Office of Inspector General, Office of Audits
- Eickman, Diane E.**, Office of Inspector General, Office of Audits
- Eklund, Jon E.**, Refugee Programs
- Ellis, Sue A.**, Office of Inspector General, Office of Investigations
- Ely-Raphel, Nancy Halliday**, Office of Legal Adviser, Nuclear Affairs
- Esarey, Gary R.**, Foreign Service Institute, Language Studies
- Falzone, James R.**, European and Canadian Affairs, Post Management Branch
- Flood, Patrick J.**, Refugee Programs, Office of Executive Director
- Flowers, Nora Lea**, Foreign Service Institute, Overseas Briefing Center
- Fritter, Cynthia Arlene**, Diplomatic Security, Investigations Division, Information Security
- Garza, Thomas J.**, Foreign Service Institute, Language Studies
- Gross, Noel L.**, International Organization Affairs
- Hamilton, Jean J.**, Bureau of Administration, General Services
- Harp, Chadwick A.**, Intelligence and Research, Office of Executive Director
- Hernandez, Awilda**, International Organization Affairs, Economic and Social Affairs
- Hewitt Jr., Ashley C.**, Classification/Declassification Center
- Hines, Richard**, Inter-American Affairs, Office of Executive Director
- Horse, John E.**, Diplomatic Mail and Pouch Division
- Jepson, Mary Ann C.**, Office of Supply, Transport and Procurement, Supply Division
- Johnson Jr., Leon M.**, Inter-American Affairs, Office of Executive Director
- Jones Jr., David Allen**, Office of Legal Adviser, Near Eastern and South Asia Affairs
- Jones, Samuel**, Diplomatic Mail and Pouch Division
- Jordan, Martin J.**, Office of Inspector General, Office of Audits
- Kim, Ui Sun**, Office of Comptroller, Pre-Assignment Training
- Kloewer, Susanne**, Office of Legal Adviser, International Claims

PERSONNEL: CIVIL SERVICE

- and Investment Disputes
Knepper, William E., Classification/Declassification Center
Koenig, Amy Hecker, Office of Protocol, Visits Division
Kopperl, Brian M. O., Intelligence and Research, Office of Executive Director
Levitch, Mark Jason, Intelligence and Research, Current Intelligence Staff
Long, Paul Dean, African Affairs, Office of Executive Director
Lynch, James J., Bureau of Personnel, Pre-Assignment Training
Marshall, Charles T., International Communications and Information Policy
McBroom, Ann M., Office of Comptroller, Consolidated American Payroll Division
McCall, Sherrod B., Intelligence and Research
McCune, James N., Office of Supply, Transport and Procurement, General Acquisitions
Montville, Joseph V., Foreign Service Institute, Center for Study of Foreign Affairs.
Organski, Abramo Fimo K., Policy Planning Staff
Otto, Allan W., Consular Affairs, Office of Executive Director
Padelford Jr., Edward A., Classification/Declassification Center
Papaefthemiou, Achilles, Foreign Service Institute, Language Studies
Penny, Helene C., Office of Eastern European Affairs
Petric, Stella L., Office of Inspector General
Previti, Barbara J., Foreign Affairs Information Management Center
Quinn, Edward M., Inter-American Affairs, Office of Executive Director
Rhames, Ronald, Consular Affairs, Automated Records
Rinaldi, Salvatore J., Office of Overseas Schools
Robinson, Mary Eleanor, Office of Western European Affairs
Rosenberg, Alison Podell, African Affairs, Office of Assistant Secretary
Roy, Carlene A., Office of Egyptian Affairs
Scallon, Quinn M., Inter-American Affairs, Office of Executive Director
Schlesinger, Abhaya, African Affairs, Office of Executive Director
Schneier, Arthur, International Organization Affairs
Scott, Teresa M., Diplomatic Security, Physical Security Division
Seabron, Kiviette R., Diplomatic Security, Personnel Investigations
Shaft, Norman T., Classification/Declassification Center
Shaw, Shawn R., International Organization Affairs, Communication Section
Skinner, Richard L., Office of Inspector General
Spezzano, John V., Office of Comptroller, Pre-Assignment Training
Starks-Smith, Andrea D., Bureau of Personnel, Retirement
Stout, Irene E., European and Canadian Affairs, Office of Executive Director
Taylor, Russell E., Bureau of Personnel, Recruitment
Taylor, Virginia L., Bureau of Administration, Personnel Management Division
Trzeciak, Adam R., Office of Inspector General, Office of Audits
Ulsh, Jack L., Foreign Service Institute, Language Studies
Valanos, Vicky E., Diplomatic Security, Threat Analysis
Vanavech, Sawangwong, Foreign Service Institute, Language Studies
Walker, Alfreida, Economic and Business Affairs, Special Trade Activities
Walker, Gloria J., Office of Legal Adviser, Oceans, International Environmental and Scientific Affairs
Wallace, Anthony H., Classification/Declassification Center
Wallace, Florella, Office of Comptroller, Consolidated American Payroll Division
Ward, Grace M., Foreign Affairs Data Processing Center
White, John F., Office of Inspector General, Office of Audits
Wilcox, David E., Office of Inspector General, Office of Audits
Young Jr., John S., Consular Affairs, General Services
Pacific Affairs to Bureau of Personnel, Employee Relations
Bullock, Tabitha N., Bureau of Personnel, Pre-Assignment Training to Consular Affairs, Coordination Division
Burke, Patricia C., Inter-American Affairs, Office of Executive Director to Diplomatic Security, Personnel Management
Clark, Debra, Oceans and International Environmental and Scientific Affairs, Office of International Health Policy to Oceans and International Environmental and Scientific Affairs, Office of Advanced Technology
Corbett, Curtis, Bureau of Administration, Claims Staff to Office of Comptroller, Vendor Claims
Cornio, Jacqueline, Bureau of Personnel, Examination Division to Office of Eastern European Affairs
Covington, Senetra M., Economic and Business Affairs, East-West Trade to Economic and Business Affairs, Monetary Affairs
Dees, Gertrude F., Near Eastern and South Asian Affairs to Bureau of Administration, Building Management
Hester, Frances J., Consular Affairs, General Services to Equal Employment Opportunity and Civil Rights
Hillman, Lisa L., Bureau of Personnel, Pre-Assignment Training to International Organization Affairs, Administrative Services
Holdforth, James E., African Affairs to Legislative and Intergovernmental Affairs
Hughes, Dawn L., Oceans and International Environmental and Scientific Affairs, Office of Ecology and Natural Resources to Diplomatic Security, Counterintelligence
Johnson, Carolyn D., Diplomatic Security, Countermeasures to Economic and Business Affairs, East-West Trade
Lanham, Nadia Marie, Office of Central American Affairs to Politico-Military Affairs, Office of International Security Policy
Marshall, Sheila E., Foreign Affairs Information Management Center to Bureau of Administration, Personnel Management Division
Mattox, Robert W., Bureau of Administration Systems Design and Programming to Foreign Affairs Data Processing Center
Mazon, Wendy E., Bureau of Personnel, Pre-Assignment Training to Consular Affairs, Citizens Consular Services, East Asia and Pacific
Moody, Kathleen, International Organization Affairs, International Institutions Policy to African Affairs, Office of Regional Affairs
Oldenburg, M. Joann, Intelligence and Research, Middle American-Caribbean Division to Intelligence and Research, Strategic Forces Analysis
Pagal, Bernadette Marie, Foreign Service Institute to Diplomatic Courier Service
Peterson, Janie A., Bureau of Administration, Personnel Management Division to Office of Inspector General, Office of Policy, Plans and Management
Pollard, Barbara A., Human Rights and Humanitarian Affairs to East Asian and Pacific Affairs
Price, Stephen O., Office of Comptroller, Budget and Financial Systems to Office of the Comptroller, Office of Executive Director
Ratliff, Delores B., European and Canadian Affairs, Public Affairs to European and Canadian Affairs, Regional Economic Affairs
Rowe, Norma Page, Foreign Service Institute, Office of Registrar to Foreign Service Institute, Economic and Commercial Training
Smith, Yvonne E., Office of Under Secretary for Management, Financial Management to Office of Foreign Missions
Spiegel, Lonni Hope, Office of Comptroller, Banking and Foreign Currency to Office of Comptroller, Budget and Financial Systems
Staples, David A., Bureau of Personnel, Pre-Assignment Training to Near Eastern and South Asian Affairs
Stevenson, Barbara K., European and Canadian Affairs, Office of Executive Director to European and Canadian Affairs, Southern European Affairs
Stewart, Dana S., Foreign Service Institute, Professional Studies to Foreign Service Institute, Management and Administration

Reassignments

- Beasley, John A.**, Office of Comptroller, General Accounting and Reports to Office of Comptroller Domestic Accounting
Bell, Susan Jane, Office of Legal Adviser, East Asian and

tive Services
Trotter, Paul J., Office of Comptroller, Annuity Payments to European and Canadian Affairs, Office of Executive Director
Washington, Valerie J., Bureau of Personnel, Pre-Assignment Training to Office of Historian
White, Lavaya L., Classification/Declassification Center to African Affairs

Resignations

Abo, Masao, Los Angeles Passport Agency
Alston, Doris I., Bureau of Administration, General Services, Photographic Section
Andrews, Nicholas G., Classification/Declassification Center
Bethune, Timothy, Office of Supply, Transport and Procurement, Transportation Division
Blake, Kathleen Patricia, Office of Central European Affairs
Boykin, Irish Y., Bureau of Public Affairs, Special Projects
Burlin, Ann N., Bureau of Administration, Systems Design and Programming
Clopton, Betty Jean, Chicago Passport Agency
Daniels, Venus S., New Orleans Passport Agency
Di Benedetto, Isabella M., Consular Affairs, Automated Records
Goodsell, Mercedes, New York Passport Agency
Greenhouse, Gail M., New Orleans Passport Agency
Hamilton, Corrinthia M., Consular Affairs, Automated Records
Han, Grace, Classification/Declassification Center
Keys, Maude V., Allowances Staff
Kuprevicz, Olga, Office of Communications, Training Division
Langford, Nancy Gail, Diplomatic Security, Emergency Action Planning
Leonard, Patricia A., Houston Passport Agency
Marcus, Jerome M., Office of Legal Adviser, Special Functional Problems, Near Eastern and South Asia Affairs
Martin, Barbara A., Intelligence and Research, Office of Intelligence Resources
Mullin, John J., Classification/Declassification Center
Perdue, Melissa J., International Organization Affairs, Political Affairs
Randolph III, Thompson E., Consular Affairs, Office of

Executive Director
Relph Jr., James F., Classification/Declassification Center
Revell, Robin T., Consular Affairs, Automated Records
Roberts, Catherine R., Office of Comptroller, Domestic Accounting
Robertson, William Bernard, African Affairs, Office of Assistant Secretary
Robinson, Jeanette, San Francisco Passport Agency
Seitz, Kathleen K., Office of Comptroller, Automation and Communications
Stephens, Sabiha M., Inter-American Affairs, Southern Cone Affairs
Teufel, Hugo, Intelligence and Research, Office of Executive Director
Valentino, Christopher B., Intelligence and Research, Soviet Union and East Europe
Visan, Petra, Northeast Passport Processing Center
Waqar, Abida S., Foreign Service Institute, Language Studies
Washington, De Shawn L., Northeast Passport Processing Center
Wheless, Robert S., Los Angeles Passport Agency
Williams, Janice C., Office of Comptroller, Consolidated American Payroll
Williams, Thomas Edward, Classification/Declassification Center
Wolf, Daniel, Office of Legal Adviser, Near Eastern and South Asia Affairs
Yeargins, Glenda T., Office of Passport Operations

Retirements

Barnett, Wanda L., Diplomatic Security, Investigations Division, Employee Section
Bradley, Patricia L., Office of Passport Operations
Gugliotta, Carmelo, Office of Facilities Management and Support Services, Building Management Operations Division
Heinaru, Ilmar, Bureau of Public Affairs, Washington Programs □

Retirement shift

All functions relating to the retirement of Civil Service employees of the Department have become the responsibility of the Foreign Service Retirement Division in Room 1251. □

Report on Thrift Savings Plan investments

The following is distributed by the Thrift Investment Board to provide Thrift Savings Plan participants with information on the performance of the three investment funds. The three are the G Fund (Government Securities Investment Fund), the C Fund (Common Stock Index Investment Fund) and the F Fund (Fixed Income Index Investment Fund).

The G invests in special securities issued by the U.S. Treasury. Employees under the Federal Employees Retirement System and the Foreign Service Pension System may also invest part of their own contributions in the C and F. The C is an index fund invested in virtually all of the common stocks included in the Standard and Poor's 500 Stock Index. The F is a bond index fund invested primarily in intermediate and long-term U.S. Treasury, federally-sponsored agency, and corporate notes and bonds.

The G Fund. The G Fund returns presented above represent

monthly returns, including the daily compounding of interest less accrued administrative expenses. The G Fund rates announced monthly (e.g., 8.875% for October 1988) by the Thrift Investment Board represent the statutory interest rates (expressed on a per annum basis) applicable to G Fund investments made during the specified month, without adjustment for administrative expenses, compounding or the allocation of earnings to the accounts of Thrift Savings Plan participants.

The C and F Funds. The C and F Fund returns, like the G Fund returns, are shown on a net basis, i.e., after deductions for accrued administrative expenses, the investment manager's (Wells Fargo) trading costs, and accrued investment manager fees. The C Fund has underperformed the Wells Fargo (Wells) Equity Index Fund for January-September 1988. This is primarily because the C Fund did not participate in the strong 4.22% return for the Wells Fund in January. The C Fund began in January 1988, and the first C Fund investment in the Wells Equity Index Fund did not occur until January

As of October 18, the 1988 C, F and G Fund monthly returns below represent the actual total rates of return used in the monthly allocation of earnings to individual accounts of participants in the Thrift Saving Plan.¹

Month	Wells Fargo equity fund*		Wells Fargo bond fund**		G fund
	C fund***	F fund	Fund	G fund	
January	(.20%)*	4.22%	(.06%)	3.47%	.69%
February	4.82%	4.67%	.81%	1.13%	.62%
March	(3.47%)	(3.01%)	(.80%)	(1.01%)	.66%
April	.73%	1.03%	(.46%)	(.59%)	.68%
May	1.42%	.76%	(.63%)	(.68%)	.71%
June	4.08%	4.62%	1.97%	2.26%	.72%
July	(.24%)	(.42%)	(.49%)	(.55%)	.72%
August	(2.74%)	(3.29%)	.33%	.27%	.76%
September	4.12%	4.22%	2.07%	2.23%	.76%
9 months					
Period	8.49%	13.09%	2.72%	6.62%	6.49%
Annualized	11.45%	17.78%	3.64%	8.90%	8.72% □

1. The C Fund (Common Stock Index Investment Fund), F Fund (Fixed Income Investment Fund) and G Fund (Government Securities Investment Fund) were established by the Federal Retirement Thrift Investment Board as part of the Thrift Savings Fund for Federal employees, pursuant to the Federal Employees' Retirement System Act of 1986. The G Fund commenced operations on April 1, 1987, and the C and F on January 1, 1988.

*Tracks the S&P 500 index.

**Tracks the Shearson Lehman Hutton government/corporate bond index.

***Numbers in () are negative.

PERSONNEL: CIVIL SERVICE

29, 1988. In addition, the Wells returns are *time-weighted*: they assume a constant dollar balance throughout the January–September period. The C Fund *monthly* returns are *dollar-weighted*: they reflect total dollar earnings on the changing balances invested during the period.

The F Fund has underperformed the Wells Bond Index Fund from January–September 1988 primarily because the F Fund did not participate in the strong 3.47% return for the Wells Fund in January. The first F Fund investment in the Bond Index Fund occurred on January 29, 1988. Like the Wells Equity Index Fund, the Wells Bond Index Fund returns are *time-weighted*, while the F Fund monthly returns are *dollar-weighted*.

Over time, as the C and F Fund balances grow, contributions to the two Funds in any given month will be a smaller portion of the fund balances, and the C and F Fund monthly and periodic returns should generally track more closely the corresponding Wells Equity Index Fund and Bond Index Fund returns, respectively.

The calculations of the year-to-date C, F and G Fund returns assume an unchanging balance (time-weighting) from month to month. As discussed above, no time-weighted measure can accurately portray the dollar earnings when the account balance is changing throughout the period measured. The annualized rates of return are arithmetical projections for a full year based on the partial year actual results and should not be interpreted as a prediction or estimate of the full year's results.

The Thrift Investment Board has issued several handouts on investment and administration of the funds. For additional information, contact your bureau executive office or the Office of Employee Relations, Retirement Division. □

Senior Executive Service pay awards \$10,000 presidential rank awards

(See Page 12)

Clarke, Richard A.
Crook, John R.
Curl, Richard E.
Harris, George S.
Kefauver, Barry J.
Kozak, Michael G.
Linnemann, Joseph H.

Norton, Patrick M.
Shane, Jeffrey N.
Thessin, James H.
Timbie, James P. □

\$5,000 to \$9,000 performance awards

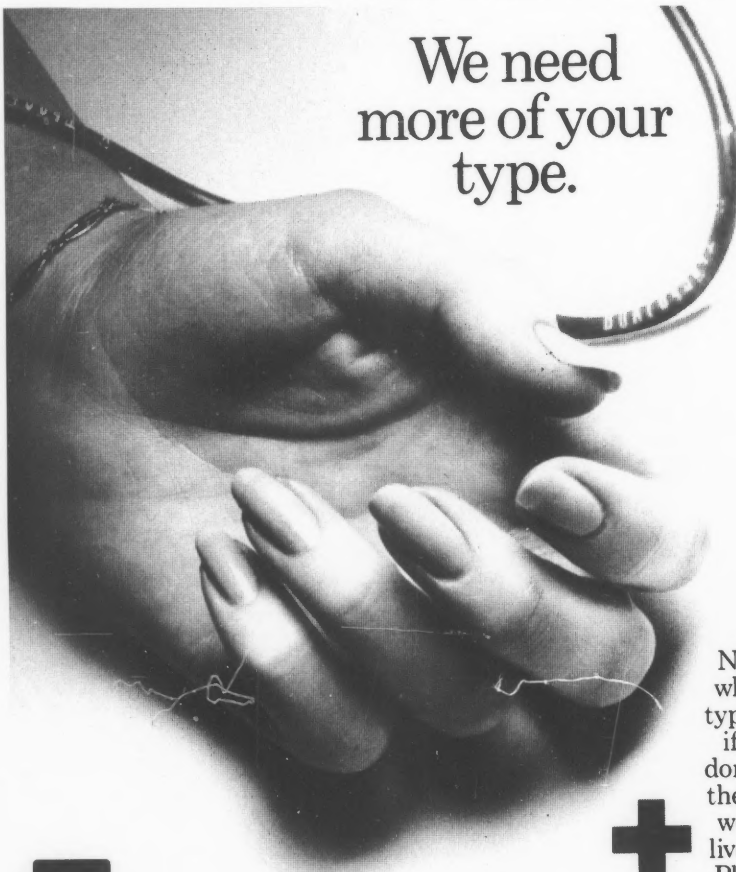
Beers, R. Rand
Bettauer, Ronald J.
Borek, Ted A.
Byerly, John R.
Camp, William L.
Colson, David A.
Cummings, Edward R.
Einaudi, Luigi R.
Fazio, Vincent J.
Feldman, Roger B.

Hunter, Kenneth
Jenkins, Jack D.
Keefer, Elizabeth J.
Kreczko, Alan J.
McGoldrick, Frederick
Lowenthal, Mark M.
McGruder, L. John Jr.
McLeod, Mary E.
Nygard, Richard C.
Peay, T. Michael
Prochnik, Martin
Rashkow, Bruce C.
Rosenstock, Robert B.
Selby, Jamison M.
Slany, William Z.
Snead, Lawrence L.
Sprott, John T.

Stratford, Richard J.
Wheeler, N. Ralph, Jr.
Wiant, Jon A. □

Salary Increases

Beers, R. Rand
Dobriansky, Paula
Hunter, Kenneth
Keefer, Elizabeth J.
Kreczko, Alan J.
Lowenthal, Mark M.
Nitze, William
Starek III, Roscoe B.
Wiant, Jon A.
Wolfe, Edward E. ■



We need
more of your
type.

No matter
what blood
type you are,
if you're a
donor, you're
the type this
world can't
live without.
Please give.



American Red Cross



Personnel: Foreign Service

Appointments

Adams, Kevin P., Bonn
Alcocer, Debra S., Frankfurt
Amburn-Lijek, Cora K., Warsaw
Baker, Tamara Lyn, Paramaribo
Barrett, Leslie T., Sao Paulo
Beardsley, Mary Ann, Jeddah
Belkis, Grymes, Leningrad
Benson, Dorothy A., Cairo
Christenson, E. Denise, Canberra
Combs, John E., Bureau of Personnel
Conway, Giselle L., Quito
Coor, Joan S., Monterey
Copenhaver, Barry F., Bonn
Cornelle Jr., Emile, Bureau of Personnel
Cram, Margit, Nairobi
Cutts, Georgie Arlene, Manama
Davids, Deborah L., Brussels
Davis, Mary A., London
DeGrands, Charles E., Paris
Dross, Nadine P., Adana
Erlandsen, Susan M., Warsaw
Fox, Stephen R., Shenyang
Geis, Carmen Herrera, Buenos Aires
Giebler, Roberta Ann, Athens
Greco, Patricia M., Stockholm
Griffin, James M., Office of the Under Secretary for Security Assistance, Science and Technology
Handley, Ingrid E., Sofia
Hanson, Jacqueline L., Vienna
Harris, Cynthia A., Brussels
Harvey, Robert C., Bureau of Personnel
Hauger, Jay Douglass, Sanaa
Hlavacek, Melody Lynn, Brazzaville
Hobbie, Mary Lee, Nassau
Hoof, Caroline, Paris
Hoover, Kathyrine S., Paris
Hoskins, Barton W., Bureau of Personnel
Houser, Nancy Garesche, Athens, Greece
Humbard, Tonya D., Paris
Jenkins, Tjuana C., Bern
Jenks, Darrell Allan, Shanghai
Jensen, Judith M., Lima
Johnsen, Julian Schalatter, Santiago
Jones, Carl F., Bucharest
Joynier, Patricia A., The Hague
Kimble, Nuria C., Bureau of Personnel
King, Clara L., Istanbul
Kolstad, Janice Sue, Bogota
Lander, Carmen L., Rabat
Leighton Jr., Henry A., Bureau of Personnel
Lincoln Jr., Philip Thomas, Sydney
Lope De Haro, Louis, Santo Domingo
Lucas, Georgia H., Bamako

Lynch, Linda R., Santiago
MacKenzie, Jean S., Chiang Mai
Mayer, Alice Lemoine, Bonn
McDonald, Kathleen Ann, Bonn
McFadyen, Linda P., Amman
Meininger, Laurie Jeanne, Majuro
Michel, Tracy K., Rio de Janeiro
Mirabal, Celia M., San Jose
Morin, M. Rose, Wellington
Muratti, Socorro J., Caracas
Neely, May Young Huang, Guangzhou
Neuser, Pamela Ann, Abidjan
Nicholas, Robert A., Bureau of Personnel
Oly, Shelley A., Karachi
Pettit, Carolyn, Nicosia
Pettit, Nancy Bikoff, Office of Soviet Union Affairs, Bilateral Relations
Piipponen, Jaana K., Johannesburg
Rikard, Peggy A., Mogadishu
Rivera, Milagros M., Santo Domingo
Rocha, Christin A., Brussels
Rollman, Georgianne P., London
Rowland, Hye Cha, Cairo
Sedlak, Lynn Marie, Seoul
Sewell, Gary B. M., Bangkok
Shea-O'Connor, Stephanie A., London
Silva, Annette C., Madrid
Theilmann, Pamela, Moscow
Thomas, Aissa S., Bamako
Thomas, Mary Lynn, Mogadishu
Tilbury, Kathleen A., Cairo
Tinstman, Christine F., Addis Ababa
Titone, Angela K., Bonn
Toro de Segura, Frances, Manama
Tueller, Denece G., Amman
Vajay, Gyorgy, Rio de Janeiro
Viera, Mary Eva, Colombo
Viss, Joanne G., Jakarta
Wallace, Jennifer Ann, Moscow
Wong, Cheryl Lynn, Moscow
Ybarra, Maria Elena, Rio de Janeiro
Young, Cheryl, Mexico City
Zincke, Melissa J., Bonn

Transfers

Aceto, Paul Vincent, Seoul to Rome
Anania, Jay N., Jordan to Havana
Baker II, Darryll P., Inter-American Affairs to Paramaribo
Barnes, Shirley Elizabeth, Office of Under Secretary for Management to Office of Management Operations
Barrett, Christopher B., Germany to Diplomatic Mail and Pouch Division
Bart, Anthony, Zaire to Moscow
Beer, Richard C., Barbados to

Refugee Programs
Bell, Larry N., Germany to Bangkok
Benker, Robert Edwin, Diplomatic Security, Resource Management to Diplomatic Security, Physical Security
Bennett, John D., Zaire to African Affairs
Benson, Edward L., Germany to Karachi
Beveridge, Lillian V., Office of Near Eastern and South Asian Affairs, Office of Executive Director to Near Eastern and South Asian Affairs, Office of Assistant Secretary
Bezner, Mark Jeffrey, Sudan to Sapporo
Bollmann, Elizabeth B., Foreign Service Institute, Language Training to Paris
Bradshaw, Alvin R., Panama to Inter-American Affairs, Office of Executive Director
Bradshaw, John Christopher, Venezuela to Sao Paulo
Brant, Ernest B., Peru to Port-au-Prince
Bray, Steven B., Diplomatic Security, Overseas Operations to Foreign Service Institute, Language Training
Brisbon, Brenda C., Canada to Bureau of Personnel
Brooks, Larry R., Office of Communications to Madras
Brown, Constance J., Tanzania to African Affairs
Brown, Herbert R., Mali to Bujumbura
Browne, Lilia Leano, China to Hong Kong
Buck, Ralph M., Bolivia to Sao Paulo
Bullen, Mady E. B., Barbados to Monrovia
Burgess, Denise Naomi, Mexico to Executive Secretariat
Burns, Brian K., Diplomatic Security, Philadelphia Field Office to Diplomatic Security, Secretary's Detail
Burrell, William J., Rabat to Jakarta
Calvillo, Dona D., Brazil to Inter-American Affairs, Office of Executive Director
Carson, Michael J., Greece to Office of Communications, Plans, Programs and Facilities
Carter, Susan S., Thailand to Washington Regional Diplomatic Courier Division
Carver, Margaret A., African Affairs, Office of Executive Director to Lusaka
Chambers, Robert G., China to

Manila
Chase, Charles R., Oman to Diplomatic Security, Dignitary Protection
Chisholm, Kathleen, International Organization Affairs to Inter-American Affairs, Office of Executive Director
Christensen, Katherine, Sweden to Belize City
Chudzik, Joseph M., Hong Kong to Dhaka
Cleverley, J. Michael, United Kingdom to National Defense University
Cole, Marcia Elizabeth, Indonesia to Paris
Considine, Michael Gregory, Belgium to Conakry
Cook, Gary Lee, Office of Communications, Communications

Senior Seminar assignments

Assignments of the 1988 Senior Seminar graduates have been completed:
Charles R. Baquet III, principal officer, Cape Town
Felix S. Bloch, director, Office of Regional Political-Economic Affairs, Bureau of European and Canadian Affairs
William R. Brew, director, Office of Food Policy and Programs, Bureau of Economic and Business Affairs
Richard E. Combs Jr., senior adviser on Capitol Hill for Soviet and East European Affairs, Commission on Security and Cooperation in Europe
Stephen P. Dawkins, political adviser, U.S. Air Force Southern Command, Naples
David J. Dunford, deputy chief of mission, Riyadh
Adolph E. Eisner, deputy chief of mission, Quito
Ann L. Hollick, director, Office of Energy-Consumer Affairs, Bureau of Economic and Business Affairs
Patricia A. Langford, deputy chief of mission, Santo Domingo
David H. Small, assistant legal adviser for oceans, international environmental and scientific affairs, Office of the Legal Adviser
William H. Twaddell, ambassador to Mauritania
Douglas K. Watson, deputy chief of mission, Port-au-Prince □

PERSONNEL: FOREIGN SERVICE

Center to Office of Communications, Foreign Operations
Corry, Francis B., Intelligence and Research, Law Enforcement and Counter-Intelligence Coordination Division to Intelligence and Research, Office of Intelligence Coordination
Countryman Jr., Harold S., Dip-

lomatic Security, Washington Field Office to Manila
Cox, Barbara F., Italy to European and Canadian Affairs
Cox, Florine B., Sierra Leone to Office of Communications
Culpepper, Frances R., Refugee Programs to Bamako
Cussatt, Helen F., New Zealand to

East Asian and Pacific Affairs
DeLawie, Vonda Kimble, Intelligence and Research, Office of Intelligence Support to Inter-American Affairs, Caribbean Affairs
Demos, Ellen Gay, Canberra to Port Moresby
Dempsey, Gerard M., Dhaka to

Diplomatic Security, Physical Security
Dibble, Elizabeth Link, Trade Negotiations to Bureau of Personnel
Dimmitt, David M., Diplomatic Security, Security Support Team to New Delhi
Downs Jr., Richard C., Diplo-



FOREIGN SERVICE INSTITUTE—Secretarial graduates, rear, left to right: *Linda Adams* (Khartoum); *Carol Garcia* (Cairo). Fourth row: *Anna Thomas* (Sofia); *Barbara Brenner*

(Rome); *Kevin Cain* (Addis Ababa). Third row: *Susan Edwards* (Tokyo); *Sandra Koblenz* (Port-au-Prince); *Linda Semere* (Athens); *Susan Mischler* (Managua); *Vivian Kilgore* (Brazilia).

Second row: *Jackie Cutright* (Nicaragua); *Carol Emery* (Brussels); *Marilyn Martz* (Brazil). First row: *Renee Gaiti* (Rome); *Teresa Chupp* (Monrovia); *Nancy Hiner* (Linha); *Ruth Rossin* (Oslo).

Front: *Beverly Krause* (Prague); *Maria Jesus King* (trainer). (photo by *Lloyd McKenzie*, Foreign Service Institute)

- matic Security, Secretary's Detail to Diplomatic Security, Physical Security
- Downward, John H.**, Diplomatic Security, New York Field Office to Diplomatic Security, Counterintelligence Staff
- Draper, Morris**, Office of Under Secretary for Management to Bureau of Personnel, Examination Division
- Duncan, Leo A.**, Office of Communications, Foreign Operations to Office of Communications, Plans, Programs and Facilities
- Edensword, Jon G.**, Bureau of Personnel to Mexico City
- Elbinger, Lewis Keith**, Saudi Arabia to Khartoum
- Ellington, Herman**, Sierra Leone to Monterrey
- Emerine, Franklin D.**, Indonesia to Santiago
- Escudero, Stanley T.**, New Delhi to Politico-Military Affairs
- Evans, Ann M.**, Moscow to Calgary
- Foster, Harold David**, Foreign Service Institute to Dakar
- Frank, Ralph**, Nepal to Bureau of Administration
- Frechette, Myles R. Rene**, Inter-American Affairs to Sao Paulo
- Gallagher, William W.**, Osaka-Kobe to Office of Foreign Buildings, Construction Management Division, East Asian and Pacific
- Gfoeller, Michael**, Saudi Arabia to Manama
- Gildner, Page W.**, India to Near Eastern and South Asian Affairs
- Glassman, Jeffrey M.**, Soviet Union to Nuclear Risk Reduction Center
- Goldschmidt, Michael A.**, Bureau of Administration, User Support Staff to Intelligence and Research, Middle American-Caribbean Division
- Greenhill, Zachary R.**, Panama to Inter-American Affairs
- Hartley II, John J.**, Zambia to Foreign Service Institute, University Training
- Hartley, Charles E.**, Diplomatic Security, Washington Field Office to Diplomatic Security, Counterintelligence
- Hayashida, Robert Y.**, Bureau of Public Affairs, Policy Studies to Bureau of Personnel
- Heimgartner, Maryann L.**, Saudi Arabia to Muscat
- Heintzman, Christopher A.**, Zambia to Pretoria
- Henderson, Mahlon**, Foreign Service Institute, Language Training to Ponta Delgada
- Hill, Barbara J.**, Switzerland to Refugee Programs
- Hill, Christopher Robert**, Korea to Foreign Service Institute, University Training
- Hill, Leonard A.**, Vientiane to Toronto
- Hoefler, Marjorie T.**, Dominican Republic to Bureau of Personnel, European Assignments
- Holland, John E.**, Panama to Diplomatic Security, Development and Instruction Branch
- Hudicek, Jacqueline A.**, Switzerland to European and Canadian Affairs
- Inwold, Dorothy S.**, Singapore to Executive Secretariat
- Irwin, Jeffrey C.**, Bangladesh to Near Eastern and South Asian Affairs
- Jefferson, Ulysees**, Foreign Service Institute to Office of Communications, Plans, Programs and Facilities
- Johnson, Gilbert Matthew**, Economic and Business Affairs, Food Policy and Programs to Rio de Janeiro
- Kates, Ronald L.**, International Organization Affairs, Office of Development Assistance to International Organization Affairs, Office of International Economic Policy
- Keil, Charles F.**, Ecuador to National Defense University
- Kemp, Larae Washington**, Foreign Service Institute to Moscow
- Kitchen, R. David**, Foreign Service Institute, Language Training to European and Canadian Affairs
- Korcak, Jerome M.**, Philippines to Mexico City
- Kozak, Larry Joseph**, Ghana to Foreign Service Institute
- Kozlowski, Joseph J.**, Germany to Office of Supply, Transport and Procurement, Motor Vehicle Branch
- Kunstadter Jr., John W.**, International Organization Affairs to Near Eastern and South Asian Affairs
- L'Hommedieu, Noelle**, European and Canadian Affairs to Human Rights and Humanitarian Affairs, Office of Multilateral Affairs
- Latimer, Alan Bryan Cedric**, Bureau of Personnel, Assignments to Freetown
- Le Zotte, M. Diane**, International Organization Affairs, Office of Multilateral Policy and Coordination to International Organization Affairs, Office of International Conference Administration
- Lineburger, Edward C.**, Bureau of Administration to Geneva
- Lipman, Miriam H.**, Office of Near Eastern and South Asian Affairs, Office of Executive Director to Moscow
- Lockwood Jr., Walter B.**, Oceans and International Environmental and Scientific Affairs, Office of International Health Policy to Oceans and International Environmental and Scientific Affairs, Office of Ecology and Natural Resources
- Mayhew, Jonathan C.**, Thailand to Soviet Union Affairs
- Mayhew, Philip R.**, Thailand to East Asian and Pacific Affairs
- Mazyck, Dazzie Derlene**, Egypt to Santo Domingo
- McGhee, Janet M.**, European and Canadian Affairs to Panama
- McGrath, Edward Paul**, Diplomatic Security, Washington Field Office to Diplomatic Security, Counterintelligence Staff
- McGuire, Roger A.**, West African Affairs to Bureau of Personnel, Examination Division
- Meehan, Daniel Francis**, Diplomatic Security, New York Field Office to Diplomatic Security, Secretary's Detail
- Meyering, Patrick J.**, Italy to London
- Mills Jr., Ramsey Zack**, Panama to Kinshasa
- Minnies, Malachy Todd**, Canada to Brasilia
- Misciagna, Thomas A.**, Philippines to Office of Communications
- Mithoefer Jr., William C.**, Guinea to International Organization Affairs, Office of Human Rights and Women's Affairs
- Moreno, Luis G.**, Inter-American Affairs, Office of Assistant Secretary to Lima
- Moseley, James R.**, Diplomatic Security, Washington Field Office to Diplomatic Security, Construction Security
- Murphy, Patricia A.**, Bulgaria to European and Canadian Affairs
- Nichol, Donald J.**, Fiji to East Asian and Pacific Affairs
- Nolan, Stephen James**, Inter-American Affairs, Office of Executive Director to Nairobi
- Nuland, Victoria Jane**, Ulaanbaatar to Soviet Union Affairs
- O'Neill, Kevin T.**, Diplomatic Security, Washington Field Office to Diplomatic Security, Construction Security
- Oltyan, Andrew Walter**, Mexico to Office of Mexican Affairs
- Osth, Craig P.**, Venezuela to Brasilia
- Owens, Barbro Appelquist**, Salvador to Foreign Service Institute
- Oxendine, Charles L.**, Tel Aviv to Lagos
- Papendick, Dennis R.**, Hong Kong to East Asian and Pacific Affairs
- Parker, Alan**, Germany to Foreign Service Institute
- Pelphrey, James D.**, Sudan to Diplomatic Security, Counterintelligence Staff
- Peltier, Kenneth N.**, European and Canadian Affairs, Office of Executive Director to Foreign Service Institute
- Pennebaker II, William K.**, Diplomatic Security, Secretary's Detail to Diplomatic Security, San Francisco Field Office
- Perez, Jose A.**, Ireland to Ciudad Juarez
- Perrolle, Pierre M.**, China to Oceans and International Environmental and Scientific Affairs
- Peterson, Richard R.**, Mexico City to Foreign Service Institute
- Pettit, Thomas A.**, Japan to Santo Domingo
- Piazzi, Paula**, United Arab Emirates to Tunis
- Pinon Jr., Guadalupe**, Honduras to Santiago
- Poehlitz, Michael William**, El Salvador to Diplomatic Security, Miami Field Office
- Polson, Russel Dal**, Diplomatic Security, Washington Field Office to Diplomatic Security, Chicago Field Office
- Pressley Jr., Franklin B.**, Office of Communications, Communications Security to Singapore
- Presti, Frank C.**, Near Eastern and South Asian Affairs to Karachi
- Pruitt, Louis H.**, Inter-American Affairs to Office of Inspector General
- Recinos, Helen Greeley**, Guyana to Foreign Service Institute
- Roberts, Jean C.**, Nepal to Beijing
- Roberts, Stuart J.**, Diplomatic Security, Washington Field Office to Diplomatic Security, Counterintelligence
- Robinson, Mary K.**, African

PERSONNEL: FOREIGN SERVICE

Affairs to Brazzaville
Rodriguez, Roberto, Germany to Bangkok
Rolph, Nancy C., Diplomatic Security, Washington Field Office to Diplomatic Security, Secretary's Detail
Root, Lance E., Diplomatic Security, Washington Field Office to Mexico City
Rubino, James R., Germany to Foreign Service Institute
Russell, John Thomas, Bulgaria to Office of Communications
Russell, Louis P., Ghana to Nairobi
Savitz, Philip William, Barbados to Vienna
Scaletta Jr., Thomas F., Intelligence and Research, Office of Intelligence Support to Despatch Agency, Miami
Sears, Douglas Alden, Switzerland to European and Canadian Affairs
Sheppard, Frederick H., Kenya to Bureau of Personnel, Office of Foreign Service Career Development and Assignments
Souza, Terry Ann, Switzerland to Istanbul
Stoiber, Carlton R., Austria to Oceans and International Environmental and Scientific Affairs
Tinney, Melissa S., Diplomatic Security, Washington Field Office to Diplomatic Security, Secretary's Detail
Tomasi, Marie D., Chad to African Affairs
Treger, Herbert L., Junior Officer Corps to Tunis
Twining Jr., Charles H., Burkina Faso to East Asian and Pacific Affairs
Urs, Krishna R., Mexico to Dhaka
Vincent, Andrew L., Niger to Intelligence and Research, Office of Intelligence Support
Wagner, David A., Office of Communications, Radio Support to Office of Communications, Networks Branch
Warpula, Karin L., Career Mobility Program to Pretoria
Weathersby, Barry R., Office of Communications, Training Division to Office of Communications, Maintenance and Logistics Division
Welch, Gretchen Gerwe, Jordan to Near Eastern and South Asian Affairs
Weller, Wesley A., Bureau of Personnel to Diplomatic Security, Los Angeles Field Office
Wills, Charles R., Germany to

Office of Communications, Training
Windmuller, Thomas Stephen, Germany to Economic and Business Affairs, Aviation Programs
Wolff, Hervy D., Office of Korean Affairs to African Affairs
Yeadon, Janice, Egypt to Foreign Service Institute, Professional Studies
Young, John Burton, Diplomatic Security, Boston Field Office to Lima
Young, Johnny, Netherlands to Foreign Service Institute
Zuber, Helen A., African Affairs to Bureau of Personnel

Resignations

Andrews, Marie E., Sofia
Ayuso, Doris, Conakry
Bower, Ronald D., Abu Dhabi
Burkhardt, Ruth M., Bangkok
Burnside, Carroll C., European and Canadian Affairs
Carrick, Susana L., Chiang Mai
Castillo, Guillermo A., Moscow
Chapman, Bruce, Vienna
Davidson, Nancy J., Bangkok
De Prater, Maryellen, Tokyo
Eftimiades, Nicholas, Diplomatic Security, Counterintelligence Staff
Ezzell, Collette A., London
Fennell, Bernard J., Bureau of Personnel
Flaherty, James M., Near Eastern and South Asian Affairs
Gilmore, Christine J., Mogadishu
Haniak, Peter R., Diplomatic Security, Countermeasures Program
Harrington-Aydin, Nusret, Brussels
Hebert, Gabrielle A., Cairo
Hickson, Durwood, Rio de Janeiro
Hillman, Linda J., Cairo
Hukill, Jeanne R., Jerusalem
Huxtable, Margaret Mary, Jakarta
King, David John, Diplomatic Security, Mobile Training
Landry, Bruce Edward, Diplomatic Security, Counterintelligence Staff
Linder, Bruce S., Diplomatic Security, Threat Analysis
Lipnicky, Punjaporn, Bangkok
Longenecker, Jane S., Bureau of Personnel
Mack, Peter A., Beirut
Marciel, Marie Earlyne A., Sao Paulo
Marrow, Jennifer Ann, Freetown
Miga, Pristina V., Beijing
Minshull, Cheryl G., Vienna
Moran, Kathleen M., Rome

Nelson, Judith C., Colombo
Osborne, Andrea Clark, Moscow
Perret, Katherine A., Warsaw
Ralston, Scott E., Guatemala
Rendeiro, Paula, Moscow
Rupli, Ann R., Madagascar
Russell, Wanda J., Sofia
Shellum, Diane I.R., Bonn
Sikes, Judith M., Ankara
Stanford, Deborah D., Abidjan
Taylor, Janine B., Paris
Wagner, Douglas Christian, Riyadh
Wriede-Yeager, Gisela, Guangzhou

Retirements

Coller, Charlotte A., Mexico City
Driscoll IV, Robert S., Politico-Military Affairs, Security Assistance and Sales
Flynn, Audrey R., San Jose
Graham, Richard C., Bridgetown
Hoffman, Margery S., Hong Kong
Janowski, Louis F., Addis Ababa
Johnston, James J., Mogadishu
Kuhr, Bonnie Mae, Near Eastern and South Asian Affairs
Lapinski, Francesca B., Vienna
Long, Paul Dean, African Affairs
Maule, Robert W., Montreal
McMillen, John J., Managua
Mullin, Lillian Peters, Bonn
O'Mahony, Joseph E., Bureau of Personnel, Examination Division
Otto, Allan W., Consular Affairs
Riley, Albert D., Lagos
Woodruff, Arthur H., London □

Foreign Agricultural Service

Promotions Senior Foreign Service (None)

Class 1

Forrest K. Geerken Jr.
Besa L. Kotati
Thomas A. Pomeroy

Class 2

Charles T. Alexander
Gary C. Groves
Debra D. Henke
Susan R. Schayes
Susan Scurlock Theiler
Geoffrey W. Wiggin

Class 3

Ralph W. Dutrow
Holly S. Higgins
Maurice W. House
Gary W. Meyer
Scott R. Reynolds
Philip A. Shull

Class 4

Richard T. Lively
David L. Neubert
Class 6
Darla G. Holyfield
Class 7
Linda W. Baird
Judy L. Sheibal

Presidential awards Distinguished

Rolland E. Anderson

Meritorious

Frank A. Padovano

Senior Foreign Service performance bonus awards

William L. Davis
Charles J. O'Mara
Wayne W. Sharp
Larry F. Thomasson
Bryant H. Wadsworth

Merit class increases

Ann E. Armentrout
Weyland M. Beeghly
Lana S. Bennett
Elizabeth B. Berry
William L. Brant, II
Thomas J. Buhler
Pitamber Devgon
Christopher E. Goldthwait
Laura A. Gabel
Quintin W. Gray
Suzanne K. Hale
Thomas A. Hamby
Michael T. Henny
Lloyd S. Harbert
John T. Hopkins
Kenneth E. Howland
Fred R. Kessel
Kathleen M. Larkin-Soane
Franklin D. Lee
Marvin L. Lehrer

Performance boards

Two Foreign Service performance standards boards have convened in the Department—the first, on November 28, to review generalists in classes FS-2 to FS-4 and the second, on December 6, for specialists in class FS-4.

Marilyn A. Meyers, minister-counselor, heads Board I, which includes as members Richard H. Williams, counselor; Richard L. Baltimore III and E. Heinz Zimmerman, FS-1s. Members of Board II are Ann L. Stanford, John M. White and David P. Borter, all FS-1s. □

Philip A. Letarte
 David J. Mergen
 Richard T. McDonnell
 Eugene P. Philhower
 Frank J. Piason
 Shackford Pitcher
 Edwin H. Porter
 John J. Reddington
 Mary E. Revelt
 Kenneth J. Roberts
 Jamie Rothchild
 Herbert F. Rudd
 Lucille Sargent
 Lyle J. Sebranek
 Mattie R. Sharpless
 Francis J. Tarrant
 John L. Wake
 William W. Westman
 Steven D. Yoder

Retirements

Alexander Bernitz, Copenhagen
 John Montel, The Hague
 Harold Norton, Warsaw □

Reunion: retirees in California

Eighty-one retired Foreign Service persons in northern California met in a reunion at Berkeley on November 16. It was the first such get-together in several years for the group, some members of which met for the first time 29 years ago, becoming the first such group of its kind in the United States.

Jeanne L. Norins of San Francisco reported that Robert L. Yost, retired ambassador, and Perry Shankle, president, American Foreign Service Association, made arrangements for the luncheon. For information on future events, write to 117 Mountain Valley, Oakland, Calif. 94605 or telephone (415) 430-2591. A self-addressed stamped envelope is requested. The next meeting has not yet been scheduled.

The 81 who attended were:

Ahlert, Mary Jo
 Anthony, Mel and Marguerite
 Balashova, Ethel
 Ball, Tom and Ann
 Barnsdale, Bill and Florence
 Beavers, Norma
 Brooks, Mrs. J.C.
 Brushel, Sam and Marge
 Burns, Bob and Ruth
 Calhoun, Arch
 Clift, George and Donna
 Crane, Mr. and Mrs. James
 Donegan, Patsy Lee
 Elting, Howard
 Gamon, Dave and Lois
 Gillett, Janet
 Greengard, Milton and Freda

Harman, Sally
 Hayne, Bill and Elisabeth
 Heck, Cathern
 Herr, Dick and Eugenia
 Heltberg, Arnie
 Kennon, Lawrence
 Krause, Ada
 Lyons, Helen
 MacCormack, Kenneth
 Maleady, Tom
 Miller, Paul
 Morris, Charles
 Moser, Leo and Helen
 Muller, Mrs. Mabel

Munroe, Leslie
 Mustard, Ruthe
 Norins, Jeanne
 Olson, Mr. and Mrs. Lynn
 Radius, Walter
 Reed, Sumner and Nicole
 Roach, Connie
 Sause, Oliver and Mildred
 Sawyer, Geneva
 Selby, Dick and Mary
 Service, Jack and Caroline
 Sestanovich, Steve and Molly
 Sharpe, Bill
 Sherman, Kay

Smith, Glenn and Gloria
 Snyder, Mr. and Mrs. Byron
 Spivack, Herb and Annie
 Starrs, Francis
 Stutesman, John and Margaret
 Suggs, Mr. and Mrs. James
 Thomas, Isabell
 Tinsley, Carolyn
 Wolff, Warren
 Wright, Mrs. Mabel
 Yost, Bob and June
 Emmons, Charles □

Couriers elect Mik Miller

Walter M.K. (Mik) Miller, special assistant to the director of the Diplomatic Courier Service, was elected president of the U.S. Diplomatic Courier Association at the organization's 25th anniversary reunion and dinner at the Fort Myer Officers Club. He succeeds William H. Bruce. Other new officers are Edward Sady, vice president; Betty Daymont, secretary; and John Durbin, treasurer.

A diplomatic courier since 1966, Mr. Miller also received the annual Alda and William Brown Award, which includes a certificate and a U.S. savings bond. Kevin L. Ferguson won the John C. (Jack) Grover Award, established by the organization to memorialize its

New officers, from left: Walter Miller, Ed Sady, Betty Daymont, John Durbin.

founder and former president, and also to cite a traveling courier, "who best carries on the traditions of the Courier Service."

Other award winners included Enedino Muñoz Lazaro, a Foreign Service national employee in Mexico City, who was elected an honorary member for his years of service to the couriers. He was a guest of the association at the banquet. Brenda S. Sprague, deputy assistant secretary for resource management, Bureau of Diplomatic Security, and Gracie Chang, consular section, Embassy Panama, also were named honorary members.

The late Frank J. Nesci, former chief of the courier service, was honored posthumously with the John Jacob Rogers Award, presented to his widow, Joan. She also received Mr. Nesci's courier badge and credentials. The association's Hall of Fame Award was presented to John O. Grimes by his brother, Tom, a former winner. The late

Henry P. Daymont, a past president of the association, also was elected to the Hall of Fame. The award was accepted by his widow, Betty, and their son, Don.

The reunion featured "The Courier Song," composed by Mr. Bruce; banjo selections played by Mr. Miller; a musical tribute to colleagues who had died during the past year, by Tom Masingill; discussions on issues affecting courier operations, led by Ms. Sprague and David W. Smith, information programs officer, Office of Communications; and presentation of certificates of appreciation to William R. Curley, who had more than 42 years' service; former treasurer Richard Thompson, and Mr. Durbin.

To mark the silver anniversary, the couriers offered two door prizes: a free round-trip to Paris, won by Mr. Smith, and a Russian tea cosey, won by Kenneth Cooper. ■



Promotion Statistics

Department's Bureau of Personnel publishes '88 Foreign Service summary

The Bureau of Personnel has prepared the following statistical summary of promotions granted on the basis of recommendations by the 1988 selection boards. The data show the number of members eligible and reviewed for promotion, the number promoted and the rate of promotion (percentage of those eligible who were promoted). Additionally, the data give the average time-in-class and length of service of employees eligible for promotion and those promoted. The data have little significance for competition groups with relatively small numbers or very limited promo-

tional opportunities.

The data are organized mainly by class and primary skill code (i.e., functional field for generalists and occupational category for specialists). Multifunctional promotions of generalists in classes 01, 02 and 03 are shown in a separate line under the functional promotions for these groups. A summary explanation of the groups at each level is provided below; detailed information may be obtained from the 1988 selection board precepts.

Competition groups	Number eligible	Number promoted	% eligibles promoted	Average time-in-class of eligibles	Average time-in-class of promotees	Average length of service eligibles	Average length of service promotees
FEMC to FEMC (classwide competition of all eligible officers)							
Admin. generalist	34	1	2.9	5.7	3.7	23.1	15.9
Consular	10	0	0.0	5.4	0.0	29.8	0.0
Economic	62	0	0.0	6.2	0.0	26.6	0.0
Political	127	3	2.4	5.5	5.6	27.0	25.9
Labor officers	3	0	0.0	4.3	0.0	24.9	0.0
Psychiatrist	1	0	0.0	5.6	0.0	10.5	0.0
Medical officers	13	0	0.0	9.3	0.0	16.9	0.0
TOTALS	250	4	1.6	5.8	5.1	25.9	23.4
GENERALISTS FEOC to FEMC (classwide competition and by cone; individuals in exec. field competed in secondary cone)							
Admin. generalist	40	11	27.5	4.5	4.4	19.5	18.8
Consular	30	3	10.0	3.4	2.6	22.2	20.1
Economic	61	16	26.2	4.7	4.5	23.5	22.6
Political	90	18	20.0	3.7	3.0	24.6	23.1
Labor officers	9	1	11.1	4.4	5.6	25.1	30.4
Science officers	5	2	40.0	7.3	5.5	15.8	16.0
TOTALS	235	51	21.7	4.2	3.9	23.0	21.7
FS-1 to FEOC (competition multifunctional and by cone; individuals in exec. field competed in secondary cone; eligibles include only those requesting threshold review)							
Admin. generalist	82	11	13.4	4.8	4.2	18.6	16.1
Consular	68	7	10.3	4.7	5.2	20.9	17.7
Economic	117	16	13.7	5.1	6.5	19.9	20.0
Political	149	20	13.4	4.3	5.4	19.2	20.2
Labor officers	4	0	0.0	3.1	0.0	23.5	0.0
Science officers	6	0	0.0	4.5	0.0	13.2	0.0
TOTALS	426	54	12.7	4.6	5.5	19.5	19.0
MULTIFUNCTIONAL	426	17	4.0	4.6	5.1	19.5	16.8
FS-2 to FS-1 (competition by cone; and multifunctional competition of all eligible officers)							
Admin. generalist	145	24	16.6	4.1	4.1	14.3	11.3
Consular	160	26	16.2	3.9	4.7	14.9	14.5
Economic	143	23	16.1	5.0	6.4	13.8	14.9
Political	219	36	16.4	4.6	4.4	14.2	12.8
Science officers	3	1	33.3	5.9	4.6	15.2	14.0
TOTALS	670	110	16.4	4.4	4.8	14.3	13.3
MULTIFUNCTIONAL	290	28	9.7	4.6	5.8	14.8	14.4
FS-3 to FS-2 (competition by cone; and multifunctional competition of all eligible officers)							
Admin. generalist	157	34	21.7	3.9	5.0	9.1	10.0
Consular	169	38	22.5	3.9	4.7	10.2	11.0
Economic	123	26	21.1	3.7	4.8	8.4	8.8
Political	215	44	20.5	3.8	4.6	7.8	8.7
Science officers	1	0	0.0	11.2	0.0	14.8	0.0
TOTALS	665	142	21.4	3.8	4.7	8.9	9.6
MULTIFUNCTIONAL	464	27	5.8	3.7	4.8	8.7	9.0
FS-4 to FS-3 (tenured junior officers competed classwide; FP generalists competed by cone or administrative subfunction)							
Admin. generalist	94	34	36.2	3.1	3.7	4.8	6.0
Consular	94	41	43.6	3.2	3.5	4.6	5.0

—(Continued on next page)

Competition groups	Number eligible	Number promoted	% eligibles promoted	Average time-in-class of eligibles	Average time-in-class of promotees	Average length of service eligibles	Average length of service promotees
—(Continued from preceding page)							
Economic	91	30	33.0	2.7	3.3	3.9	4.6
Political	127	59	46.5	3.0	3.3	4.3	4.8
TOTALS	406	164	40.4	3.0	3.5	4.4	5.1

FS-4 to FS-3 (members not in junior officer program)

Consular	2	1	50.0	14.1	13.2	21.5	21.3
TOTALS	2	1	50.0	14.1	13.2	21.5	21.3

SPECIALISTS FEOC to FEMC (competition by occupational category)

Communication spec.	3	0	0.0	5.2	0.0	22.3	0.0
Psychiatrist	1	0	0.0	4.6	0.0	7.5	0.0
Security officer	9	1	11.1	3.9	3.7	18.5	20.3
Security engineer	1	0	0.0	1.6	0.0	13.6	0.0
Audit qual. inspec.	2	0	0.0	8.5	0.0	8.1	0.0
Constr. engineer	2	0	0.0	6.3	0.0	18.1	0.0
Medical officers	10	1	10.0	5.4	9.7	8.7	11.5
Narcotics	1	0	0.0	11.6	0.0	11.2	0.0
TOTALS	29	2	6.9	5.2	6.7	14.0	15.9

FS-1 to FEOC (eligibles include only those requesting threshold review)

Communication spec.	16	1	6.3	4.6	3.6	26.0	21.6
Diplomatic courier	1	1	100.0	7.6	7.6	32.1	32.1
Psychiatrist	2	2	100.0	4.5	4.5	4.1	4.1
Security officer	28	2	7.1	5.0	7.6	15.7	21.0
Security engineer	3	1	33.3	4.6	2.6	14.6	11.3
Audit qual. inspec.	4	0	0.0	6.8	0.0	8.9	0.0
Constr. engineer	4	2	50.0	9.4	8.0	9.5	8.6
Medical officers	7	3	42.9	4.2	4.2	3.8	3.8
TOTALS	65	12	18.5	5.2	5.5	16.0	12.0

FS-2 to FS-1

Finance	26	1	3.8	3.4	4.6	16.0	13.5
Personnel	15	1	6.7	3.7	7.6	20.9	11.7
General services	20	2	10.0	5.8	6.6	15.8	19.4
Systems manager	1	0	0.0	9.7	0.0	13.3	0.0
Communication spec.	27	5	18.5	3.5	5.1	23.6	23.8
Communication elec.	6	1	16.7	5.5	1.6	20.9	26.0
Diplomatic courier	1	1	100.0	5.6	5.6	24.5	24.5
Security officer	89	5	5.6	4.9	7.2	13.2	13.3
Security engineer	26	2	7.7	6.6	5.1	12.8	12.8
Audit qual. inspec.	10	0	0.0	4.6	0.0	5.8	0.0
Constr. engineer	5	2	40.0	1.2	3.0	1.1	2.6
Medical technician	1	0	0.0	2.6	0.0	21.7	0.0
Nursing	3	0	0.0	7.1	0.0	17.3	0.0
Narcotics	2	0	0.0	5.6	0.0	5.4	0.0
TOTALS	232	20	8.6	4.7	5.5	15.1	16.5

FS-3 to FS-2

Finance	17	5	29.4	4.5	3.9	15.5	9.7
Personnel	11	4	36.4	3.3	3.4	11.4	11.5
General services	37	4	10.8	5.5	5.3	15.2	20.4
Communication spec.	38	10	26.3	3.2	3.3	21.9	21.2
Communication elec.	44	2	4.5	4.7	6.1	13.4	15.7
Diplomatic courier	5	2	40.0	5.1	6.9	21.2	22.4
Security officer	109	24	22.0	5.6	6.5	10.0	10.1
Security engineer	8	4	50.0	2.1	2.3	3.7	3.7
Audit qual. inspec.	1	0	0.0	3.7	0.0	3.3	0.0
Constr. engineer	4	2	50.0	0.6	0.8	1.2	2.4
Medical technician	5	0	0.0	4.6	0.0	12.0	0.0
Nursing	16	1	6.3	6.1	14.1	11.6	21.2
Secretaries	9	0	0.0	6.1	0.0	27.1	0.0

—(Continued on next page)

PROMOTION STATISTICS

Competition groups	Number eligible	Number promoted	% eligibles promoted	Average time-in-class of eligibles	Average time-in-class of promotees	Average length of service eligibles	Average length of service promotees
—(Continued from preceding page)							
TOTALS	304	58	19.1	4.9	5.1	13.5	12.9
FS-4 to FS-3							
Finance	16	5	31.3	2.5	2.2	3.8	3.5
Personnel	9	3	33.3	2.6	2.9	11.6	13.3
General services	28	8	28.6	3.7	4.3	8.5	9.7
Communication spec.	97	14	14.4	5.0	5.9	19.7	19.4
Communication elec.	50	10	20.0	4.8	7.4	7.6	11.2
Diplomatic courier	18	14	22.2	13.5	13.4	23.5	23.6
Security officer	7	3	42.9	2.9	2.3	4.1	3.0
Security engineer	22	11	50.0	1.5	1.4	1.7	1.7
Audit qual. inspec.	3	0	0.0	2.5	0.0	2.1	0.0
Constr. engineer	3	2	66.7	2.8	2.9	2.4	2.5
Medical technician	5	0	0.0	6.5	0.0	11.5	0.0
Nursing	8	2	25.0	3.0	3.5	4.2	4.6
Secretaries	70	2	2.9	5.6	15.4	23.1	27.1
TOTALS	336	64	19.0	4.9	5.1	14.6	11.1
FS-5 to FS-4							
Communication spec.	254	30	11.8	4.0	4.3	12.4	12.0
Diplomatic courier	26	15	57.7	10.3	12.0	19.0	20.1
Secretaries	181	9	5.0	4.7	8.1	17.1	19.3
TOTALS	461	54	11.7	4.6	7.1	14.6	15.4
FS-6 to FS-5							
Communication spec.	78	44	56.4	1.7	2.0	5.2	5.5
Secretaries	279	29	10.4	3.8	6.2	10.6	13.1
TOTALS	357	73	20.4	3.3	3.7	9.4	8.5
FS-7 to FS-6							
Communication spec.	86	57	66.3	0.8	0.9	2.0	2.1
Secretaries	271	56	20.7	2.9	4.3	5.1	6.4
TOTALS	357	113	31.7	2.4	2.6	4.3	4.3
FS-8 to FS-7							
Secretaries	94	63	67.0	2.3	2.4	2.1	2.2
TOTALS	94	63	67.0	2.3	2.4	2.1	2.2 ■



MEXICO CITY—At Foreign Service national personnel training workshop, first row: Marie Eckes, Yolanda Rubio, Ana Marie De Miranda, Magdalena Bonifaz, M. Mercedes Binson, Margot Gomez, Teresa Geneyro, Martha Eckert, Rocio Martinez De Salinas, second row: Norma Price, Marie Carmen

Campos, Myriam De Amaya, Lupita Lima, Edith Gahona, Ambassador Charles Pilliod, Ana Maria De Martinez, Maria Symonette, Pauline Roberts, Florence Godefrey, Rosario De Borges, Anita Stalls, third row: Arrindell Henry, Mercedes De La Rosa, Veronica de Cerna, Ivonne de Galo, Delia Cardenas, Son-

nia Pieter, Maria Lorena Blandon, Monica De Rivera, Rose Hassell, Jeanette Woei-A-Tsoi, fourth row: Jerome Tolson, John Kwiatkowski, Esther Lewis, Aida De Castellanos, Ethel Ramos, Teerathdai Persaud, Karin MacGuire, fifth row: Sonia Ferreira, Rosemarie Orgille, Gelma Bruce.

Bureau Notes

The Seventh Floor

Office of the Secretary

SECRETARY SHULTZ traveled to San Salvador, November 14, to participate in the Organization of American States general assembly meeting. Accompanying him were special assistant LIONEL JOHNSON; staff assistant JOYCE NESMITH; deputy executive secretary JAMES COLLINS; Executive Secretariat executive director PATRICK F. KENNEDY; JOHN BENTEL, systems analyst; JUDY GARBER, Secretariat Staff officer; VIRGINIA SMITH, secretariat line assistant; CHARLES REDMAN, assistant secretary for public affairs; ELLIOTT ABRAMS, assistant secretary for inter-American affairs; and EUGENE McALLISTER, assistant secretary for economic and business affairs.

Secretary Shultz attended Soviet General Secretary MIKHAIL GORBACHEV's speech at the United Nations and a luncheon hosted by PRESIDENT REAGAN, in New York, December 7. He proceeded to Brussels, to head the U.S. delegation to the North Atlantic Council meeting, at NATO headquarters, December 7-9. Accompanying him were special assistants MARY HAINES and Johnson (Brussels only); personal assistants BONNIE BENDER and BETTY GASTON; JAMES COLLINS; Mr. Kennedy; Mr. Bentel; Secretariat Staff officers JOHN BEYRLE, PENELOPE O'BRIEN, WANDA NESBITT; and ALEX ARZIVU and line assistant DEBORAH GODFREY (New York only); the under secretary for political affairs, MICHAEL ARMACOST, and his executive assistant, JOHN WOLF (New York); Mr. Redman and his special assistant, MARY ANN YODEN; the assistant secretary for humanitarian affairs, RICHARD SCHIFTER (New York); the assistant secretary for international organization affairs, RICHARD WILLIAMSON (New York); the assistant secretary for European affairs, ROZANNE RIDGWAY, and her deputy, THOMAS SIMONS; and NELSON LEDSKY of the National Security Council. □

Office of the Under Secretary for Political Affairs

Under Secretary MICHAEL H. ARMACOST traveled to Harriman, N.Y., to attend the American Assembly conference at Arden House, November 17-19. □

Office of the Counselor

Counselor MAX M. KAMPELMAN delivered the Henry M. Jackson memorial lecture at the Jackson Foundation, in Seattle, October 20. His topic was "Arms Control and the Soviet Union: a Perspective." ... He then traveled to Japan, on a USIA-sponsored visit, October 22-29. In addition to meeting the foreign minister and other officials, he spoke at American centers in Tokyo, Kyoto and Osaka, on arms control matters. On November 14 he consulted in Brussels with NATO's North Atlantic Council, on the Geneva nuclear and space talks. He participated in the closing plenary meeting in

Geneva, November 15, prior to the November 16 regular recess in the negotiations in that city in Switzerland.

Executive assistant MARK RAMEE spoke at the Defense Intelligence Agency College, November 6, on nuclear issues during the transition. Special assistant MORTON HOLBROOK spoke on U.S.-China relations, at Columbia University, and on diplomatic privileges and immunities, at the request of the Foreign Service Institute, November 6. Staff assistant JOSEPH E. HOWARD became a member of the District of Columbia Bar Association. □

Office of Protocol

The chief of protocol, SELWA ROOSEVELT, escorted the ambassadors of Senegal, Bulgaria, Guatemala, Tunisia, Indonesia, Sierra Leone, Malawi and Finland to present their credentials to PRESIDENT REAGAN. She swore in WILLIAM BROWN as ambassador to Israel. She and associate chief of protocol RICHARD GOOKIN, with the ambassador of Austria, signed a lease for a lot at the International Center in Washington, where the Austrian government will construct a chancery. She spoke at a benefit for the Washington Home, at the Mayflower Hotel.

CATHERINE MURDOCK, deputy chief of protocol, swore in CHARLES GILLESPIE as ambassador to Chile. Mr. Gookin accompanied the remains of the late ambassador of Zambia to Lusaka. Coordinating the visits of British Prime Minister MARGARET THATCHER and West German Chancellor HELMUT KOHL were the assistant chief of protocol for visits, JULIE ANDREWS, and SHELBY SCARBOROUGH, JESSIE JOHNSON, JULIE WILLIAMS and BARBARA KEITH. PATRICK DALY, ANDREA MOONEY, DANNY POWER and LESLIE LAUTENSLAGER coordinated the private visits of seven foreign dignitaries to the United States. Mr. Power escorted a presidential delegation to the inauguration of the president of the Maldives, and Ms. Mooney assisted at the Caribbean Basin initiative conference in Miami. In addition to organizing luncheons in honor of Prime Minister Thatcher and Mrs. Helmut Kohl, PAMELA GARDNER, assistant chief of protocol for ceremonies, coordinated and assisted with luncheons in honor of SOUSUKE UNO, foreign minister for Japan, and HANS DIETRICH GENSCHER, minister of foreign affairs of West Germany. □

Administration and Information Management

Office of Communications

On November 13-19 the Office of Communication's Defense Liaison Office members, Colonel JULIAN COLE and Marine STEVEN WEIGEL, visited the embassy and the Southern Command in Panama. Extensive discussions

were held in this strategic Western Hemisphere capital concerning the command's plans and programs for communications to the U.S. military groups at State Department facilities in Central and South America.

The following personnel were in the office on consultation recently: JAMES CASEY, Tokyo; FRANK PRESSLEY, Singapore; THOMAS MURRAY, Bombay; THOMAS COUACH, Abu Dhabi; JOSE PEREZ, Ciudad Juarez; THOMAS TRAINER, Hamburg; GARY PORTER, Bangkok; DONALD BALLUE, Moscow; ROBERT BROWNING, Wellington; ROBERT CLAUS, Lisbon; JASPER DANIELS, Abidjan; JAMES PORTER, Lima; KENNETH KNUDSEN, Canberra; THOMAS NASETKA, Vienna; JAMES LASKOWSKI, Maseru; DIANE PETERSON, Lome; PAUL DOUMITT, Washington; EDWARD FITZGERALD, London; MICHAEL GALLAGHER, Seoul; RICKEY REED, Bonn; HAROLD KLINE, Paris; ALVIN BRADSHAW, Miami; LARRY LIMBACH and EDWARD BENSON, Karachi; DENNIS DICK and EDWARD WATSON, Paris; RUSH LANTZ, SWAIN BRITT and ELSIE C. LATON, Washington; ROBERT BROWN, Miami; CHARLES WILLS, Washington.

Completing courses in the Training Division were ALBERT MILLER, London; CECILIA BLUE, Washington; CHARLES NICHOLSON, Hong Kong; CHARLES OXENDINE, Lagos; CHRISTOPHER DYE, Washington; CHRISTOPHER HEINTZMAN, Pretoria; DALE JOHNSON, Harare; DAVID FERGUSON, New Delhi; DAVID WAGNER and DOMINICK LOGALBO, Washington; DONALD BALLUE, Moscow; DONNA MMOH, Lubumbashi; DORIS RIVERA, San Salvador; EDWARD FITZGERALD, London; FRANK AEBI, Washington; FRANKLIN PRESSLEY, Singapore; HAROLD FISHER, Frankfurt; HAROLD KLINE and HARRY LARSON, Paris; JAMES LASKOWSKI, Maseru; JAMES PORTER.

LONDON, United Kingdom—Deputy chief of mission Raymond Seitz, left, with communications attaché Philip Blanchard at opening of renovated communications program unit.





OFFICE OF COMMUNICATIONS—At communications programs officer conference, front row, left to right: *Don Fisher, Jerry Oliver, Jim Vanderhoff, R. Grant Smith, Robert L. Caffrey, Charles Moore, Casper*

Pelczynski, David W. Smith. Second row: Lyle Rosdahl, Richard Drost, Marvin Konopik, Carl Obiden, Paul Million, Burdett Hammit. Third row: Jimmie McCray, Sam Richardson, Manuel Valdez Jr., Walter Myers, Steve Flora,

Don Norton, Lloyd Stephenson, Swain Britt. Back row: George Smith, Norm McKone, David Johnston, Bob Roleau, Michael Monday, Bob Mason, Ken Ruh, Robert Surprise. (Photo by R. K. Sharma)

Lima; JANICE SIMS, Mogadishu; JASPER DANIELS, Abidjan; JEFFREY MYERS, San Jose; JOHN GREEN, NATO; JOSEPH DAVENPORT, Seoul; JOSEPH HESTER, Moscow; JOSEPH O'BRIEN, Canberra; KATHRYN ZIMMERMAN, Rome; KENNETH HILL, Damascus; KEVIN BRADSHAW, Bonn; LARRY BUCHER, Vientiane; KIRK INGVLSTAD, Bujumbura; LESLIE ROWE, Recife; LESLIE VAUGHAN, Brussels; MAURICE CROSSLAND, San Salvador; MICHAEL CURRENT, Washington; MICHAEL GALLAGHER, Seoul; MILTON GREEN, Washington; PATRICIA ENDERSEN, Islamabad; PATRICIA SALVADOR, Milan; PAUL HESTER, Washington; RAYMOND HORNING, Bangkok; RICHARD GEARY, Washington; RICKEY REED, Bonn; RUSSELL BOWMAN, Dublin; SCOTT TERNUS, Manama; STANLEY LEWIS, Beirut; STEVEN ENGERT, Panama; STEVEN WILHELM, Washington; SUSAN HULLINGNER, Paris; SUSAN McANALLY, Rome; THOMAS MURRAY, Bombay; THOMAS NASETKA, Vienna; VALERIA SENTOWSKI, Izmir; WALTER SOFKO, Port Louis; WILLIAM SARGENT, NATO. □

Foreign Buildings Office

Deputy assistant secretary RICHARD N. DERTADIAN accompanied Assistant Secretary SHELDON KRYS to Moscow, Helsinki and Brussels, to address real property-related issues. While in Helsinki and Paal, Belgium, they observed and evaluated warehousing operations

which support Moscow and other European post activities ... Mr. Dertadian met with chargé d'affaires ROBERT G. HOUDEK of Addis Ababa, to discuss the electrical upgrade project for the chancery compound, construction of new Marine guard quarters, water/sewage rehabilitation planning for the compound, and construction of a multi-unit apartment building ... The director for program execution, BRYCE M. GERLACH, provided a briefing for Ambassador CHARLES F. DUNBAR of Sanaa, on security-related requirements for the new chancery and space standards for the new ambassador's residence. They also discussed relocation timing of the mission, in view of local complications which have led to construction delays ... The director for program planning and post support, HERBERT W. SCHULZ, met with Ambassador CHARLES A. GARGANO of Port-of-Spain, to discuss prospects of acquiring a lot contiguous to the chancery compound ... The director of the Resource Management Office, LARRY L. EMERY, met with General Accounting Office auditors and briefed them on the Office of Foreign Buildings; this was an initial meeting preparatory to the audit of the maintenance program ... An award ceremony was held at which 45 foreign buildings office employees received recognition for their performance. □

Office of Operations

Office of Language Services: Interpreting Division chief STEPHANIE VAN REIGERSBERG accompanied SECRETARY SHULTZ to

the Organization of American States ministerial meeting in El Salvador ... She traveled to Houston, where President-elect GEORGE BUSH met with the president-elect of Mexico, and to the Mexican inauguration with the Secretary ... PETER AFANASENKO traveled to the Soviet Union, where he assisted the director of policy planning and two delegations in discussing arms control issues.

Language operations manager CHARLES MAGEE returned to Geneva, November 26, after consultations with Language Services director HARRY OBST and deputy director MARY BIRD. Also returning to Geneva were LARRY BURRELL, for the Standing Consultative Committee, and GALINA TUNIK, for chemical warfare talks ... Ms. Bird, Mr. Obst and administrative officer MILDRED A. CARTER attended a training course on financial management ... DIMITRY ZARECHNAK interpreted for a meeting between Prime Minister MARGARET THATCHER and ANDREI SAKHAROV, as well as at Mr. Sakharov's meetings with PRESIDENT REAGAN and other U.S. leaders ... He spent several days in New York assisting preparations for General Secretary MIKHAIL GORBACHEV's December visit ... ELIZA BURNHAM and CAROL WOLTER were in North Africa for military talks ... Russian and general section chief ALEXIS BOLENSKY traveled to Vienna, to conform texts for the U.S. delegation to the Conference on Security and Cooperation in Europe and the conventional mandate delegation. □

African Affairs

Office of the Assistant Secretary: Assistant Secretary CHESTER A. CROCKER traveled to Geneva, Switzerland, November 11-15, and to Brazzaville, Congo, November 30-December 2, to continue the Angola/Namibia negotiations with the governments of South Africa, Angola and Cuba ... The first part of the month, Mr. Crocker participated in taped interviews with the Voice of America and the British Broadcasting Corp., in Washington. He addressed the Georgetown leadership seminar, November 9, on U.S. policy on Africa.

Office of Southern African Affairs: JUNE CARTER PERRY addressed the National Council of the Institute of International Education, in New York, November 16. Her talk focused on the South African bursaries program and the potential for developing nongovernment support for scholarship programs. In addition to her responsibilities as Botswana/Lesotho desk officer, she is the Department's liaison with AID on the \$20-million scholarship program in South Africa ... On December 7 she spoke to high school seniors from McDonough High School, in the Department, on careers in the Foreign Service, at a meeting organized by the Office of Equal Employment Opportunity and Civil Rights

LUBUMBASHI, Zaire—Judith Engle, wife of a consulate employee, at her recent art exhibit at the French Cultural Center.



MONROVIA, Liberia—Budget and fiscal specialist Yusuf I. Bobat, right, who has been named this post's "Foreign Service National of the Year," receives award from Ambassador James K. Bishop.

... ROBERT KAISER, South Africa desk officer, participated in an in-house briefing, on events in South Africa, with 35 undergraduate students from American University, November 10 ... TOM NIBLOCK, South Africa desk officer, briefed a group of 20 students from the Washington Seminar Program of American University, on U.S. policy toward South Africa, November 10. MARY SWANN of the bureau's Public Affairs Office participated with him in the question-answer session ... Mr. Niblock presented mock testimony on administration economic sanctions policy, at a Foreign Service Institute congressional relations seminar, November 30.

Office of Regional Affairs: DAVID PAS-

SAGE, director, participated in a Council on Foreign Relations/Woodrow Wilson School symposium on South Africa, at Princeton, N.J., November 11-12 ... He briefed a group of international visitors hosted by USIA and Delphi Research Associates, on U.S. Africa policy, November 15 ... Deputy director GREG BRADFORD traveled to Garmisch, West Germany, to represent the bureau at the European Command annual security assistance conference, December 7-11 ... Political-military officer CHARLIE SNYDER made a number of trips as a member of the bureau's Angola-Namibia negotiating team. He was in New York, Geneva and Brazzaville on numerous occasions ... Regional affairs officer KEVIN MILAS was to the office for an assignment in the inter-American affairs bureau.

Office of the Executive Director: WAYNE SALISBURY, post management officer for Nigeria, Benin, Togo, Ghana and Cote d'Ivoire, visited six posts in those countries, October 21-November 5, for administrative consultations. □

Consular Affairs

DAVID STEWART has joined the Policy and Coordination Staff, from the Visa Office.

Overseas Citizens Services: On November 4 GEORGIA ROGERS, deputy director, Citizens Emergency Center, addressed a travel executive seminar in Philadelphia. It was attended by corporate executives concerned with safety of travel abroad ... CONSUELO PACHON, Citizens Consular Services, traveled to Montreal, Canada, to meet with Canadian federal and provincial authorities, November 2-3, to discuss the Hague convention on the civil aspects of international child abduction.

Passport Services: Deputy assistant secretary HARRY L. COBURN traveled to Boston, November 18, for the opening of the Boston Passport Agency at its new location in the Thomas P. O'Neill Federal Building. Congressman Joseph Moakley (D.-Mass.) cut the ribbon ... JACK COLBOURN, regional director, San Francisco Passport Agency, addressed an Arizona clerks-of-court conference, in Chandler, Ariz., November 16 ... He also spoke at a Utah clerks conference, in St. George, November 18. □

BOSTON, Mass.—At opening of passport agency headquarters, left to right: Fred McSwiggin, Louis Sheedy, Joseph Moakley, Harry L. Coburn, Ruth Boettcher.



East Asian and Pacific Affairs

Principal deputy assistant secretary WILLIAM CLARK JR. traveled, December 2, to Providence, to speak to students at Brown University on "The Future of Asia: The United States, Japan and the Reunification of Korea." ... Deputy assistant secretary J. STAPLETON ROY addressed the Chinese language students at the U.S. Naval Academy, in Annapolis, November 9 ... On December 2 he received a Presidential Meritorious Service Award ... Deputy assistant secretary DAVID F. LAMBERTSON traveled to Honolulu, November 14-17, for consultations with the Japanese on foreign assistance. He was accompanied by CHARLES B. SALMON JR., Office of Philippine Affairs, and TIMOTHY BETTS, country officer, political section, Office of Japanese Affairs ... Deputy assistant secretary WILLIAM PIEZ attended the annual meeting of the Pacific Basin Economic Council, in Dallas, November 16-18.

ROBERT L. DOWNEN, director of special projects, delivered a speech in Pittsburgh, November 4, on "Korea: The Security Dimension." It was presented to a symposium of high school honor students, and was sponsored by the Pittsburgh World Affairs Council ... Australia country officer JEFF BUCZACKI attended the annual U.S.-Australia political-military talks in Canberra, November 7-8 ... He then visited the U.S.-Australia Joint Defense Facilities and consulted at Embassy Canberra and Consulates General Melbourne and Sydney ... On November 30 CLARKE N. ELLIS, director, Office of Economic Policy, spoke to the Multinational

PORT MORESBY, Papua New Guinea—Ambassador *Everett E. Bierman* (second from left) presents Meritorious Honor Awards to (left to right): *Richard B. Sorg*, administrative officer; *Mary A. Gorjance*, consular officer; *Robert Winship*, economic officer.



Labor Relations Subcommittee of the National Association of Manufacturers, on economic and social development in East Asia ... BARBARA POLLARD, secretary, joined the Office of Japanese Affairs, October 24, after completing a tour in the Bureau of Human Rights and Humanitarian Affairs. She replaced SANDRA JOHNSON, who went to the Regional Affairs Office in the Bureau of Near Eastern and South Asian Affairs ... KEN CHERN, country officer, economic section, visited Japan, October 9-14, to consult at Embassy Tokyo and to participate in a joint high-level science and technology meeting ... TIMOTHY BETTS, country officer, political section, consulted with embassy staff in Tokyo when he visited, November 17-23.

In the Office for Philippine Affairs, CHARLES B. SALMON JR. director, traveled to New York, October 19, to participate in the Asia Society's meeting on the Philippines ... He traveled to Eastern Illinois University, November 28-30, to participate in a program on the Philippines ... Country desk officer RAYMOND D. RICHHART traveled to the Philippines, October 16-31, for consultations ... In the Office for

SYDNEY, Australia—Members of administrative section, on receiving group Meritorious Honor Award. From left, first row: *Kathy Lange*, *Dorothy Chan*, *Maggie Atherton*, consul general *Philip T. Lincoln Jr.* Second row: *Cheryl Koen*, *Brenda Graham*, *Julie Satterfield*, *Jayne Sullivan*. Back: *Paul Capewell*, *Franklin English*, *Peter Deuchar*, *Gerald Majewski*.

Regional Affairs, deputy director KENNETH QUINONES attended the intergovernmental consultative group meeting on refugees, in Tokyo, November 14-15, as the bureau's representative ... Political/military adviser WILLIAM MCKINNEY represented the bureau at the fourth annual conference of the Council on U.S.-Korean Security Studies, in Honolulu, November 13-19. He served as a discussant for two panels. □

Economic and Business Affairs

HARVEY WINTER, Office of Business Practices, headed the U.S. delegation to a World Intellectual Property Organization meeting in Geneva, November 28-December 2. Being considered is a draft treaty to set up an international register of audiovisual works ... BILL SKOK, same office, was a member of the U.S. delegation to two property organization meetings in Geneva, November 7-22. At the meetings, arrangements were concluded for a diplomatic conference in Washington next May, to conclude a treaty to protect the intellectual property associated with semiconductor chips.

MARILYN A. MEYERS, director, Office of Investment Affairs, attended the meeting on trade-related investment measures, in Paris, November 7-8 ... On November 9-11 she attended further meetings in Geneva ... On November 17 she was a speaker at the fourth annual North Carolina and Japan trade and investment conference at North Carolina State University, in Raleigh ... On November 22-25 she was delegation head to an international and multinational enterprises meeting in Paris.

The deputy assistant secretary for transportation affairs, JEFFREY N. SHANE, accompanied the under secretary for economic affairs, W. ALLEN WALLIS, to subcommittee-level meetings with the European Economic Community, November 11-12, in Brussels ... He then chaired aviation consultations with Spain, in Washington, November 21-23 ... On November 29, in Memphis, he delivered a talk on international air cargo services, at a conference of the Military Airlift Committee ... He returned to Washington to address a conference on "A Single European Aviation Market," November 30.

JANICE BAY, director, Office of Aviation Negotiations, chaired aviation consultations in Washington with the Philippines, November 8-10, and with Turkey, November 14-16 ... She chaired talks with the United Kingdom, November 28-29 ... MARIE MURRAY, Office of Aviation Negotiations, participated in the sessions with the Philippines and the United Kingdom ... MIKE GOLDMAN, deputy director of the office, chaired aviation consultations with Luxembourg, November 29-30, in Washington ... ANN JILLSON, same office, participated in aviation talks in Washington with the United Kingdom and Luxembourg ... DIANE FISCHER CASTIGLIONE, same office, participated in the negotiations with Spain and Turkey ... ALFORD COOLEY, Office of Maritime and Land Transport Affairs, traveled to Japan and Korea, November 14-22, for meetings on shipbuilding ... ROSS QUAN, assigned to the same office, participated in maritime negotiations with China, November 17-22, in Beijing. The U.S. delegation was led by maritime administrator JOHN GAUGHAN.

People: New arrivals in the bureau: CAROLYN JOHNSON, Office of East-West Trade; KIM VALUS, Office of Monetary Affairs; and MAX TELECKI, Commercial, Legislative and Public Affairs. □

European and Canadian Affairs

Front Office: Assistant Secretary ROZ-ANNE L. RIDGWAY, accompanied by special assistant SCOTT KILNER, traveled to Brussels, October 24, for discussions with the European Commission on the December U.S.-European Community ministerial meeting ... They stopped in the United Kingdom, where Ms. Ridgway participated in a conference on the Atlantic alliance sponsored by the Ditchley Foundation, and in Amsterdam, where she addressed the International Seafood Conference ... On October 13 she delivered the 1988 Paderewski lecture at the Woodrow Wilson School at Princeton ... During November she addressed the Industrial College of the Armed Forces, on U.S.-Soviet relations; the Salt Lake City Council on Foreign Relations, on U.S.-European relations; the Utah Women's Conference, on negotiating with the Soviets; and an Institute for Foreign Policy Analysis conference on conventional arms control ... Deputy assistant secretary THOMAS SIMONS traveled to Yugoslavia, in October, for consultations, then joined Deputy Secretary JOHN WHITEHEAD on visits to East European capitals ... Principal deputy assistant secretary CHARLES THOMAS made multiple trips to Brussels, for NATO arms control meetings ... Deputy assistant secretary WILLIAM BODDE traveled to London, October 3, where he addressed the bureau's administrative conference ... He continued on to Bern, for discussions with local officials, and accompanied Deputy Secretary Whitehead to Frankfurt, Bonn and Berlin for further meetings, including one with West German Foreign Minister HANS-DIETRICH GENSCHER ... In Berlin Mr. Bodde attended an Aspen Institute conference and spoke at the bureau's eastern European chiefs

of mission conference ... In late November he traveled to Vienna, for discussions with Austrian officials, and Sofia, for USIA-sponsored speaking engagements ... Deputy assistant secretary M. JAMES WILKINSON held consultations in Cyprus during October and November ... He accompanied Under Secretary W. ALLEN WALLIS to U.S.-European Community subcommittee consultations, October 11-12, in Brussels ... The special assistant for policy planning, DIANNA SMITH, consulted with embassies and foreign officials in London, Bonn, Rome and Paris, November 11-22.

Office of Canadian Affairs: Acting office director J.D. BINDENAGEL attended the quarterly meeting of the Permanent Joint Board on Defense, in Ottawa, October 4-7 ... Acting deputy office director GILBERT J. DONAHUE participated in the semiannual U.S.-Canadian Chambers of Commerce meeting, in Quebec, October 2-4, then continued on to Ottawa for consultations ... He returned to Ottawa, October 24-25, for bilateral consultations on wine and liquor issues in the free trade agreement ... Mr. Donahue traveled to northern Pennsylvania, October 12, to speak about the free trade agreement with business groups and the Canada studies program at Bucknell University ... EDWARD D. KEETON visited sites of water projects in British Columbia, Montana, North Dakota, Saskatchewan and Manitoba, August

BONN—At a supervision course for West German Foreign Service national employees, left to right: Wolf R. Schmalfluss, Christina Klein-Allermann, Wolfgang D. Jaksch, Birgit Blasing, Hans D. Hackl, Ursula Schaab, Christreich Hoffman, Ralph J. Goehler, Lolita R. Mercado, Wolfgang Meyer, Fancine Lanar, Kay Milner, Heike Wallace, Sigrid Minrath, Nguyen A. Sang, Maria M. Langbein, Sigfried Fickbohm, Ali Shefik, Nasim Faruk.





ROME, Italy—Ambassador Maxwell Rabb presents Meritorious Honor Award to Carla Maria Fumai, senior national employee of the consulate in Turin. Mrs. Fumai, from August 1987 through September 1988, the period between the departure of the final American Officer and the closure of the American Consulate in Turin, acted as the de facto official American presence in the Consular District.

15-24 ... He was the U.S. government representative at the semiannual U.S.-Canada International Joint Commission meetings, October 4-6, in Ottawa, which focused on water projects and border issues ... JOHN COOK visited Vancouver and Victoria, British Columbia, October 17-20, for consultations with Canadian federal and provincial officials on energy, mineral, fisheries and boundary issues ... ED WILLIAMS joined the office, November 21, to assist with implementation of the U.S.-Canada free trade agreement.

Office of Central European Affairs: CHARLES SKINNER, desk officer for East Germany, visited Embassy Berlin, September 26-30 ... West Germany economic affairs officer LARRY NELSEN spent two weeks visiting economic officers at all West German posts ... He participated in discussions with West German officials ... Deputy office director CAROL STOCKER attended the principal officers conference in Berlin.

Office of Eastern European and Yugoslav Affairs: The bureau hosted an eastern Europe chiefs of mission conference in Berlin, October 10-11, in which office director TIMOTHY DEAL, deputy director MICHAEL HORN-BLOW and regional affairs officer GEORGE KROL participated. The conference was attended by Deputy Secretary Whitehead and the ambassadors to Poland, Hungary, Czechoslovakia, Yugoslavia, Romania and Bulgaria; Deputy assistant secretary Simons and the Embassy Moscow deputy chief of mission ... Mr. Deal participated in the Secretary's late-September meetings at the UN General Assembly with the foreign ministers of Poland, Hungary, Yugoslavia and Bulgaria ... Mr. Hornblow traveled to Prague, October 5-7 ... Yugoslavia desk officer

JOHN SCHMIDT participated in technology transfer talks in Belgrade, in early October ... Economic officer DIANA MONTGOMERY visited Romania, Bulgaria and Yugoslavia, September 13-28 ... Bulgaria/Albania desk officer JOHN CLOUD traveled to Bulgaria, Romania and Yugoslavia, October 8-22 ... Economic officer LAURIE TRACY traveled to Cleveland, for the U.S.-Hungarian Joint Economic Council meeting, September 14-16, and to St. Louis, October 19-21, for the U.S.-Czechoslovak Joint Economic Commission meeting ... Ms. Tracy participated on the U.S.-Czechoslovak business facilitation working group, in Washington, October 25 ... The office welcomed two new employees: CHERYL PENNY and JACKIE CORNIO.

Office of the Executive Director: Administrative counselors and officers from 35 European missions attended the bureau's administrative conference, October 3-7, in London. Speakers included comptroller ROGER B. FELDMAN; inspector general SHERMAN FUNK; medical director PAUL GOFF; the assistant secretary for administration, SHELDON KRYSS; and the assistant secretary for diplomatic security, ROBERT E. LAMB. Representing the bureau were executive director CLARKE RODGERS, supervisory personnel officer BRENDA SCHOONOVER and post management officers JOSEPH CUADRADO and BRUCE PETERSON ... Mr. Rodgers traveled to Berlin, October 10, for the eastern European chiefs of mission conference ... Deputy director RONALD B. RABENS and members of the budget section attended a bureau financial management workshop, in Paris, October 18-20 ... Mr. Rabens visited Helsinki, Leningrad, Moscow and Warsaw, to discuss administrative matters.

Office of Northern European Affairs: Director VICTOR GRAY visited London, Edinburgh and Reykjavik, October 20-November 1, for bilateral consultations ... Ireland country officer KENNETH LONGMYER and Mr. Gray participated in the visit of the new Icelandic foreign minister to Washington, October 19 ... KENNETH KOLB, country officer for Denmark and Norway, represented the Department at a seminar on Nordic affairs, at the University of North Dakota, in Minot, October 11-12 ... Benelux country officer ELEANORE RAVENHAMILTON visited Brussels, Antwerp, Amsterdam, The Hague and Luxembourg, October 5-21 ... YVETTE WONG, country officer for Luxembourg, and office director Gray participated in the private visit to Washington of the grand duke and duchess of Luxembourg, October 5-6 ... Mr. Gray, deputy director ROBERT JOHNSON and United Kingdom country officers HOWARD PERLOW and CHARLES PEACOCK participated in the official visit to Washington of Prime Minister MARGARET THATCHER, November 15-17 ... Ambassadors visiting Washington included JOHN SHAD from The Hague, CHARLES H. PRICE from London, JEAN GERARD from Luxembourg and ROBERT STUART from Oslo.

Office of Regional Political-Economic



ANKARA, Turkey—Ambassador Robert Strausz-Hupe (right) presents Meritorious Honor Award to Robert P. J. Finn, political officer.

Affairs: Director FELIX BLOCH accompanied Assistant Secretary Ridgway to Brussels, October 22-26, to prepare for the U.S.-European Community ministerial meeting ... Deputy director WILLIAM DAMERON was in Paris, the week of October 24, for export control meetings ... ROBERT DEUTSCH traveled to Brussels, Bonn and Paris, October 3-8, for consultations on issues concerning the European Community ... MARK TOKOLA spoke at Cuyahoga Community College in Cleveland, October 21, on U.S. relations with the European Community ... Office director Bloch accompanied Under Secretary Wallis to Paris, November 10, for a meeting, and to Brussels, November 11-12, for U.S.-European Community subcabinet consultations ... He visited Vienna and Madrid, for consultations with Austrian and Spanish officials ... ROBERT WINDSOR attended the strategic trade officers conference, November 15-18, in Garmisch ... He participated in strategic trade talks in Cyprus, November 28-30 ... GREG DELAWIE was in Paris, October 25-28, to attend a meeting; he traveled to Brussels, October 31, to consult with European Community officials on international transportation issues ... The ambassador to the European Community, ALFRED H. KINGON, visited Washington, New York, Pittsburgh and Minneapolis-St. Paul, for consultations and to speak on the European Community's single-market program.

Office of European Security and Political Affairs: NATO secretary general MANFRED WOERNER visited Washington, September 12-16, for a round of consultations which included meetings with PRESIDENT REAGAN, SECRETARY SHULTZ, and Defense Secretary FRANK CARLUCCI ... Mr. Woerner delivered speeches sponsored by the Atlantic Council and the Council on Foreign Relations, and made the rounds on Capitol Hill. He was accompanied on his consultations by the U.S. permanent representative to NATO, ALTON G. KEEL Jr. ... ERIC REHFELD, coordinator for NATO programs,

participated in the annual European Command infrastructure conference, in London, the week of September 19 ... He attended a meeting of the NATO Communication and Information Systems Committee, the week of November 2, and held consultations with NATO officials in Brussels ... On September 21-22 MARY TRACY, defense policy and military/security affairs section, visited the U.S. Central Command and Special Operations Command at MacDill Air Force Base, in Florida, and received briefings on U.S. military activities in the Persian Gulf ... The office, together with the U.S. mission to NATO in Brussels, hosted a conference of political-military officers and political advisers to military commands in Europe, October 13-14 ... Deputy Secretary Whitehead and PAUL NITZE addressed the group on European security issues ... AVIS BOHLEN, who participated in the conference, also consulted at Embassies Bonn, London and Paris the same week ... Deputy director DONALD J. McCONNELL traveled to Hamburg, November 14-17, to attend a North Atlantic Assembly meeting ... He consulted with the U.S. mission to NATO in Brussels, and U.S. delegations in Vienna.

Office of Soviet Union Affairs: The U.S.-Soviet Bilateral Review Commission met, October 31 and November 1, at the Department, to discuss human rights and consular and administrative issues. The U.S. delegation was led by Deputy assistant secretary Simons and included office director ALEXANDER VERSHBOW; the deputy director for bilateral affairs, INTS SILINS and desk officers NANCY PETTIT, MATTHEW BURNS and DAN GROSSMAN ... Mr. Grossman traveled to San Francisco, October 12-14, to speak on U.S.-Soviet relations to the Jewish Welfare Federation ... On October 23 he spoke on Soviet Jewry at the University of Michigan at Ann Arbor and, on November 7, he spoke on U.S.-Soviet relations, at Dover College, in Delaware ... Mr. Grossman and Mr. Silins were in Moscow in November for talks ... JOHNATHAN MAYHEW spoke in Chicago, on human rights in the Soviet Union and Soviet emigration policies ... Deputy director JOHN EVANS attended a NATO meeting of Soviet and East European experts, in Brussels, October 19-21 ... He went on to Embassy Moscow for consultations ... STEVEN PIFER, deputy director for multilateral affairs, joined a delegation of U.S. and Soviet experts in Geneva, October 21-November 3, for talks on the Krasnoyarsk radar facility ... ALEX WOLFF accompanied Assistant Secretary ELLIOTT ABRAMS to London, October 12, for the fifth round of U.S.-Soviet bilateral talks on Central American and Caribbean issues ... He traveled to New York, November 17, for U.S.-Soviet consultations on chemical weapons questions ... STEPHEN YOUNG accompanied Assistant Secretary GASTON SIGUR to Paris, for U.S.-Soviet bilateral talks on Asian issues ... Mr. Young participated in the first session of the U.S.-USSR joint working group on dangerous military activities, October 25-27, in Washington, and traveled to Paris, October 30-November 3, to take part in U.S.-



Soviet consultations on East Asia and the Pacific ... The deputy director for economics, JOHN HERBST, participated in U.S.-Soviet negotiations on a new long-term grain agreement, October 13-14, in London ... RICHARD JOHNSON addressed a conference on U.S.-Soviet relations, sponsored by the North Dakota Peace Coalition, October 21-23, at Grand Fork ... WAYNE NEILL discussed Alaskan-Siberian initiatives with Alaskan officials, businessmen and Soviet press spokesman GENNADIY GERASIMOV, during a conference sponsored by the Alaska Chamber of Commerce, October 5-7, in Sitka ... He participated in U.S.-Soviet Bering Sea fisheries negotiations, October 19-20, in Moscow, and addressed the November 3 Intermodal and Containerization Institute convention at Virginia Beach, on the mechanics of shipping and transporting goods to and from the Soviet Union ... Exchanges officer EDWARD SALAZAR traveled to California, October 21-28, to give seminars at the University of San Francisco and the Monterey Institute of International Studies on "U.S.-Soviet Relations: Challenges for the Next Administration" ... He addressed the Monterey World Affairs Council and met with students and faculty of the Defense Language Institute and the Naval Postgraduate School ... Mr. Salazar was invited to the Esalen Institute, to discuss activities under its Soviet-American exchange program; he met with members of the media on U.S.-Soviet relations ... Mr. Salazar was in Moscow, November 27-December 2, for talks on the basic sciences agreement ... On November 14 he spoke to the alumni association of the President's Executive Exchange on U.S.-Soviet Relations ... TORIA NULAND was in London, November 28-30, to participate in U.S.-Soviet legal claims talks ... ROSEMARIE FORSYTHE, who was to join Embassy Moscow's political section this summer, is on temporary assignment to the office's bilateral section ... JANETTE HILL has joined the multilateral and security affairs section. □

FOREIGN SERVICE INSTITUTE—Secretary Shultz, right, presents Una Chapman Cox Awards for Excellence in Teaching to (left to right) Victor Litwinski, Polish; Zoe Green, Portuguese; Tomoko Tanaka Campen, Japanese. Each received \$5,000. Back row (left to right): Jane Chapman Owen and Harvie Branscomb Jr., trustees of the Una Chapman Cox Foundation, and Richard Parker, president, Association for Diplomatic Studies. (Photo by Lloyd McKenzie)

Foreign Service Institute

Lieutenant Colonel DOUGLAS THORNBLOM, a fellow at the Center for the Study of Foreign Affairs, traveled to Madrid and Brussels, November 13-23, to conduct research and interviews on a paper he is writing on the future of Spain's relationships with the United States and NATO ... The acting director general of the Pakistani foreign service training institute, S. A. H. AHSANI, visited the Foreign Service Institute, November 29 ... MICHAEL VLAHOS, director, Center for the Study of Foreign Affairs, gave a presentation on future alliance strategy at a conference in Tokyo, December 1-2. The conference was sponsored by the Japanese ministry of foreign affairs ... WHITNEY REED, assistant director for training, National Security Agency, visited the institute, November 14, for an orientation ... JAMES BERNHARDT, BETTY LEAVER and HEDY ST. DENIS, Department of Northern and East European Languages, attended the annual meeting of the American Association for the Advancement of Slavic Studies, in Hawaii, in November ... Mr. Bernhardt presented a lecture on "Siberian Literature: A Pasteurization of Culture," as part of a panel on Siberian language and literature chaired by Ms. Leaver ... NAZIH DAHER and GRACE SHAHID, Department of Asian and African Languages, attended the annual meetings of the American Association of Teachers of Arabic and the Middle East Studies Association, in

BUREAU NOTES

Los Angeles, November 2-6 ... Nazih Daher presented a paper on linguistic features of a 17th-century Arabic manuscript to the Middle East Studies Association ... PETER SKAER, Department of Asian and African Languages, gave a demonstration of word processing capabilities in Thai, Lao, and Vietnamese, at a multi-cultural council meeting of the Mental Health Association of Northern Virginia, November 30.

PRAWET JANTHARAT, Department of Asian and African Languages, was a panelist and facilitator at a cross-cultural workshop on Southeast Asia, for Fairfax and Arlington County teachers, sponsored by the Outreach Program of the Smithsonian Institution's Museum of Natural History ... A number of staff members of the School of Language Studies staff attended the annual meeting of the American Council on the Teaching of Foreign Languages, in Monterey, Calif., November 18-20, and presented workshops and papers: MADELINE EHRMAN on testing foreign language aptitude and individual differences in language learning; THEA BRUHN on approaches to evaluating language proficiency; FREDERICK JACKSON and PRAWET JANTHARAT on teaching adults to read a second script; STEPHEN STRYKER on content-based curriculum in Spanish; MAURIZIO FONTANA and GIULLA GUIDOTTI on reading in a foreign language; MIREK SABLİK on advanced content-based instruction; BETTY LEAVER on applied research in the intensive classroom; and CANDICE HUNT on educational technology ... SYLVIA WOODBY, academic coordinator for political training, School of Professional Studies, presented a paper, "The Death of a Dream: Gorbachev's Revisions of Marxism-Leninism for the Third World," at the annual meeting of the American Association for the Advancement of Slavic Studies, in Honolulu, November 18 ... Her paper, "De-ideologizing Foreign Policy: Gorbachev's Secular Humanism," which she delivered to the Air Force Intelligence Conference on Soviet Affairs, October 21, has been selected for publication in the conference volume, "Perestroika and Soviet Defense Policy" (forthcoming from Praeger Publishers).

SECRETARY SHULTZ attended a meeting of the Foreign Affairs leadership seminar alumni, to talk about leadership and management. Stressing that State is an action-oriented organization

Barney Lester's answers

(See Page 18)

1. H. Freeman Matthews.
2. Livingston T. Merchant.
3. Charles E. Bohlen.
4. Philip C. Habib.
5. David D. Newsom. □

Solution to Post Puzzle

(See Page 18)

With the given proportions, you'll come up with 18 fourth-grade boys, 12 fourth-grade girls, 12 fifth-grade girls, and 8 fifth-grade boys. Add 1 teacher to the latter, and you'll have 9 passengers for the embassy van. □

filled, he said, with talented people, he emphasized developing people skills and strong management practices ... Education specialist BARRY WELLS conducted an offsite retreat, October 3-5, for 60 management/supervisory employees. The event focused on team-building and problem-solving issues ... DAVID RIPPEY and BARRY WELLS facilitated an offsite meeting, November 17-20. Dr. PAUL GOFF, new director of medical services, used the opportunity to engage in teambuilding activities with his staff and planning for the provision of medical services. □

Human Rights and Humanitarian Affairs

Assistant Secretary RICHARD SCHIFTER briefed B'nai B'rith International on human rights in the Soviet Union, September 1, at the Department ... On September 2 he traveled to Rome, where he met with, among others, officials of the Vatican, the government of Italy, U.S. embassy officials, intellectuals, the media and Soviet Jewish emigrants ... He departed Rome, September 7, to participate in and deliver a speech to the European Workshop on the Universal Declaration of Human Rights, at the University of Milan, which was sponsored by the UN Center for Human Rights ... Before returning to Washington, he went to Paris, where he engaged in discussions with officials of the U.S. embassy, the French government, political party leaders, journalists, human rights groups and others ... He participated in a roundtable on the philosophy of human rights and East European issues, while in Paris. Attendees included East European exiled writers, a Cuban representative, labor union officials and others ... "Expanding the Horizons of Glasnost" was the title of a speech he delivered in St. Louis, September 18, to the St. Louis chapter of the American Society for Technion ... During September 19-23 he, with other officials from the bureau, the Department and other Government and nongovernment organizations, engaged in a series of human rights-legal issues roundtable discussions with delegations of officials from the Soviet Union ... He was interviewed by journalists from CBS New York, September 14. CBS' "57th Street," September 28, and from the Baltimore Sun, September 30.

Senior deputy assistant secretary ROBERT W. FARRAND accompanied Mr. Schifter on his trip to Rome and Milan, August 2-8 ... He then went to the Far East, August 5-14, traveling to Manila, Singapore, Kuala Lumpur and Seoul, to engage in bilateral discussions on U.S. human rights concerns with host government officials and others ... "Prospects for Change in Czechoslovakia" was the title of his keynote speech at a banquet culminating the three-day, 14th World Congress of the Czechoslovak Society of Arts and Sciences, at the L'Enfant Plaza Hotel in Washington, September 15-17 ... On September 22 he testified on human rights in Singapore and Malaysia before the House Foreign Affairs Committee's Subcommittee on Human Rights and International Organizations.

Deputy assistant secretary PAULA DOBRIANSKY briefed delegates from the Commission on Security and Cooperation in Europe, as well as representatives from nongovernment organizations, on human rights developments in the Soviet Union and eastern Europe, September 8 ... She delivered the keynote address, September 17, to approximately 500 participants at the annual banquet of the Ukrainian Congress' Committee of America. The theme of her address was "U.S. Human Rights Policy and Human Rights Developments in the Soviet Union," with a focus on the Ukraine ... On September 22, at the Foreign Service Institute, she briefed participants at the foreign affairs interdepartmental seminar on human rights and foreign policy ... Members of the World Affairs Council of Philadelphia gathered at the White House, September 29, and heard her evaluation of human rights in the United States and relations with the Soviet Union ... She went to the White House, September 30, where she delivered an address, "Human Rights: Religious Freedoms," to Presbyterians for Democracy and Religious Freedom.

The director of human rights programs, DAVID BURGESS, participated in the U.S.-Soviet Union human rights/legal issues roundtable at the Department. Other participants included federal and state judges; congressional, judicial and independent agency staff; senior Department of Justice officials; and private legal practitioners ... He accompanied the Soviet delegation, along with senior Department of Justice officials, to the maximum-security federal penitentiary at Marion, Ill., and the Federal Correctional Institution at Lexington, Ky. September 23, as part of the U.S.-Soviet human rights legal roundtable ... On September 28 Mr. Burgess delivered an address, "The Role of Human Rights in U.S. Foreign Policy," to an audience from the Washington Center, at the U.S. Capitol Building ... Senior policy adviser GEORGE LISTER spoke on "Good News: Our Human Rights Policy," at Florida International University, in Miami, October 3 ... While there, he delivered in Spanish three television interviews, as well as three radio interviews, all on human rights ... He spoke on human rights at Barry University, October 4 ... The director of the Office of Asylum Affairs, MARY VON BRIESEN, attended a conference of the American Immigration Lawyers Association, in San Diego ... The human rights officer for Latin America, LEON WEINTRAUB, participated in a September 1 interagency exercise on political and economic trends in Colombia. □

Intelligence and Research

Office of Analysis for the Soviet Union and Eastern Europe: JOHN PARKER, analyst, spoke on the "Politics of Soviet Defense Spending," at the National War College, November 10 ... MARTHA MAUTNER, deputy director, addressed the Baltimore World Affairs Council conference of social science teachers, on U.S.-Soviet relations, November 15 ... CHARLES SMITH, chief, East European Division, spoke on

Soviet-eastern Europe relations, at Albright College, Reading, Pa., and to the Reading World Affairs Council, November 16-17 ... WAYNE LIMBERG, chief, Foreign Political Division, spoke on U.S.-Soviet relations at Wheeling Jesuit College, in West Virginia, November 14. □

International Communications and Information Policy

SONIA LANDAU was sworn in as U.S. coordinator and director of the bureau, November 23, by the under secretary for security assistance, science and technology, EDWARD J. DERWINSKI. Among the guests were Deputy Secretary JOHN WHITEHEAD; Assistant Secretary ELLIOT ABRAMS; RICHARD McCORMACK, ambassador to the Organization of American States; White House personnel director ROBERT TUTTLE and Mr. and Mrs. JAMES BRADY. Since 1986 Ms. Landau had been a self-employed consultant in New York. Prior to this, she was both chairman and a member of the board of the Corporation for Public Broadcasting. She is on the board of regents of the George Foster Peabody Awards. She replaces DIANA LADY DOUGAN ... Also new to the bureau is LAWRENCE BUDOW, who replaces MAUREEN BACON as administrative officer.

PARKER W. BORG, deputy director and deputy U.S. coordinator, traveled to Indonesia and Japan, October 29-November 11, to attend the Southeast Asian Telecommunications Conference, and for bilateral consultations for the forthcoming International Telecommunication Union plenipotentiary conference ... He accompanied TRAVIS MARSHALL, chairman of the U.S. delegation to the conference ... Mr. Borg attended the business development and telecommunications seminar at the 12th annual Miami Conference on the Caribbean Basin, where he was the keynote speaker, November 30 ... On November 28 he addressed the annual symposium of the Radio Technical Commission for Aeronautics ... BOHDAN BULAWKA, special assistant, had consultations regarding the International Telecommunication Union plenipotentiary with the secretariat, November 15-18, in Geneva ... The International Telecommunication Union/International Telegraph and Telephone Consultative Committee's ninth plenary conference met in Melbourne, Australia, November 14-25. RICHARD BEAIRD, deputy director of the bureau; EARL BARBELY, director, Office of Telecommunications and Information Standards; and GARY FERENO, same office, attended the meetings. Mr. Barbely chaired the U.S. delegation ... Mr. Beaird addressed students and faculty of the Kennedy School of Government, at Harvard, November 1, and conferred with French officials on World Administrative Telegraph and Telephone Conference bilaterals, in Paris, November 9-11.

The World Administrative Telegraph and Telephone Conference opened in Melbourne, Australia, on November 28. Among those taking

part in the conference are ARTHUR LATNO JR., chairman of the U.S. delegation; Mr. Barbely; RICHARD SHRUM, director, Office of Radio Spectrum Policy; NORMAN ACHILLES, Office of Industrialized Country Policy; and DAN CLARE, Office of Diplomatic and Public Initiatives. TRAVIS MARSHALL is attending as an observer ... RANDOLPH EARNEST, director, Office of Satellite and Cable Policy, delivered a speech on U.S. international telecommunications facilities policy, to the Pan American Technology Policy Forum ... He participated as a panelist in roundtable discussions as part of "Latin-American Communications Forum '88," in Buenos Aires, November 13-18. □

International Narcotics Matters

Assistant Secretary ANN B. WROBLESKI, deputy assistant secretary JERROLD MARK DION and program officer DIANNE GRAHAM attended the UN plenipotentiary conference for the convention against drug trafficking, in Vienna, November 21-December 21 ... DAVID LANGHAUG, Americas Division chief, attended an "Operation Alliance" conference in San Diego, November 16-17, and consulted at the El Paso Intelligence Center. Both organizations are involved in coordinating drug interdiction programs along the U.S.-Mexican border ... Asia/Africa Division chief GENE MARSHALL traveled to seven countries in Africa, October 27-November 19, for embassy consultations and discussions on narcotics control issues with host country officials. Countries visited included Mauritius, Kenya, Nigeria, Benin, Togo, Ivory Coast and Senegal.

Program officer MARY JEANNE REID MARTZ visited Mexico on field-oriented consultations, November 9-18. She discussed narcotics control issues with officials of the Mexican attorney general's office ... The special assistant for public affairs, CATHERINE SHAW, and the bureau's demand reduction specialists, MANUEL GALLARDO and JERRY HARRISON-BURNS, participated in an AID-sponsored conference on narcotics awareness, in Ciudad Juarez, Mexico, October 31-November 2 ... The ambassador to Burma, BURT LEVIN, visited the bureau, November 21, for consultations with Ms. Wrobleski. Attending the meeting were Mr.

Dion, ED PARSONS, Mr. Marshall and AL NUGENT from bureau's Program Office, and THOMAS REICH from the Bureau of East Asian and Pacific Affairs ... On November 23 the ambassador to Malaysia, JOHN MONJO, met with Mr. Dion. Attending the meeting were MIKE BELLOWS from East Asian and Pacific Affairs, GEOFFREY WATSON of the Office of the Legal Adviser and KENNETH THOMPSON and Mr. Nugent from the bureau ... On November 22 SHINICHI EBARA, superintendent in the Drug Enforcement Division of the Japanese National Police Agency, and KEIICHI AIZAWA, public prosecutor from the Ministry of Justice, visited the bureau for briefings on international narcotics issues. They met with Mr. Marshall and Mr. Nugent. □

Management

Family Liaison Office

Publications coordinator MICHAEL ANN DEAN participated in the Navy-Marine Corps family support conference in Norfolk, Va., November 28-30 ... Community liaison office coordinators JUDITH HIGH (Bucharest) and MAUREEN MOSER (Bonn) visited the office in October ... ELAINE SALMON (Brussels) and SALLY NIST (Dublin) visited the office in November. □

NEW DELHI, India—At community liaison office training conference, front row (left to right): Susan Cook, Dhaka; Charlotte Williams, Jeddah; Mary Sherman, Colombo; Paula Pariseau, Riyadh; Maryann Minutillo; Onn Olson, Islamabad; Lucia Keegan, Abu Dhabi; Fatima Goodspeed, Dhahran. Second row: Olivia Brown, Tunis; Karen Busch, Lahore; Gilda Weech-House, Algiers; Ophelia Carter, Tel Aviv; Sue Malvin, Muscat; Helen Howard, Jerusalem; Gabriella Summa Hudson (with daughter), Calcutta. Third row: Katie Collins, Rabat; Nancy Preston, Karachi; Sue Malcik, Bombay; Terri Williams; Karyl Morrison, Sanaa; Barbara Clary, Kathmandu. Fourth row: Ruth McKeely, Baghdad; Elaine Faucher, Manama; Patty Stammerman, Kuwait; Joy Tiffany, Cairo. Fifth row: Mary Seidel, Damascus; Peg Babcock, New Delhi; Janet Mitchell, Kuwait.



Near Eastern and South Asian Affairs

Deputy assistant secretary EDWARD S. WALKER and ROBERT L. KRANTZ, officer-in-charge, Multinational Force and Observers Affairs, represented the United States at the eighth annual trilateral meeting of the Multinational Force and Observers, in Rome, Italy, November 14-16 ... Palestinian affairs officer PAUL BERG traveled to Greenville, S.C., November 4, to address students from Furman University regarding the hostage issue ... On the same date, DALE DEAN, Office of Israel and Arab-Israeli Affairs, spoke to members of the Wesley Theological Seminary concerning the Arab-Israeli conflict ... WILLIAM PIERCE, deputy public affairs adviser, spoke to members of the government of Australia, November 9, giving a general Middle East overview ... Public affairs adviser ARTHUR BERGER addressed the American Council of Young Political Leaders, on the same date, regarding Middle East policy ... MARGARET SCOBIEY, Office of Israel and Arab-Israeli Affairs, addressed students from the Youth Leadership Mission, November 10, regarding U.S.-Israeli relations ... On November 15 Mr. Pierce traveled to Baltimore, to speak to high school teachers participating in a foreign policy conference. His topic was Middle East policy ... JOHN HIRSCH, director, Office of Israel and Arab-Israeli Affairs, spoke to students at the Graduate School at the American University on the Arab-Israeli conflict ... MARK SCHELAND, Office of Regional Affairs, addressed students from American University's Washington Semester program, November 16, regarding Persian Gulf policy ... DAVID RUNDLELL, same office, spoke to students from the University of Southern California, on the same date, concerning Middle East policy.

Press officer MARK STEIN spoke to senior citizens from the Jewish Community Center, November 17, about U.S.-Israeli relations ... Mr. Berger and deputy assistant secretary WILLIAM KIRBY traveled to Amherst College, Mass., November 19, to participate in a Middle East foreign policy Conference ... On November

NEAR EASTERN AND SOUTH ASIAN AFFAIRS—In Islamabad, political officer *Walter Pflaumer*, left, has received a Meritorious Honor Award. In Cairo, *Soheir Hassan Bayoumi*, protocol assistant, received a cash award for performance.



ALEXANDRIA, Egypt—At award ceremony, front row, from left: *Shoukri Faragdale*, *Rashad el Saie*, consul general *Mark G. Hambley*, *Nadia Nassef*, *Hamdy Soliman*, *Ibrahim Modasar*. Back row: *Joseph Carter*, *Hussein Bostawi*, *Mohi Fawzy*, *Mohammad Saleh*, *Eid Hamza*.

28 MARK STEIN spoke to students from Radnor High School, concerning Middle East policy.

THOMAS KRAJESKI, Indian desk officer, addressed members of the American Council of Young Political Leaders, November 28, on U.S.-Indian relations ... Mr. Berger traveled to Provo, Ut., to speak to students at Brigham Young University regarding Middle East policy, November 29 ... On December 1 JOHN HOLZMAN, Office of Israel and Arab-Israeli Affairs, addressed students at the American University's peace seminar, concerning the Middle East ... BARBARA BODINE, deputy director, Office of Arabian Peninsula Affairs, traveled to Bahrain, Kuwait and Cairo, for consultations, October 12-19 ... On October 14 JOHN RIDDLE, country officer for Saudi Arabia, delivered a speech on Saudi oil policy, to the Association of International Petroleum Negotiators, in Houston ... He traveled to Hanover, N.H., November 2, and spoke to Dartmouth students about the haj ... A delegation of Kuwaiti diplomats visited the Department, November 21. They listened to presentations by ERIC RUBIN, Operations Center; BARBARA SCHRAGE and KEITH LOKEN, Bureau of International Organizations Affairs; MARK JOHNSON, deputy assistant secretary for legislative affairs; DAVID RANSOM, director, Office of Arabian Peninsula Affairs; and GORDON GRAY, country officer for Kuwait ... MILLICENT WHITFIELD, secretary, has joined the Office of Arabian Peninsula Affairs ... SUSAN DIXON, secretary, resigned, December 2, to join the private sector.

The director of the Office of Regional Affairs, RICHARD BALTIMORE, represented the U.S. Government at the NATO experts meeting on the Middle East and North Africa, October 13-14, following his consultations in South Asia ... He returned to the Department, where, on October 22, he addressed 70 visiting military

officers from the NATO Staff College ... MARCIA S. BERNICAT is the new Nepal desk officer, replacing MILTON L. CHARLTON, who has been assigned to Athens, Greece. Ms. BERNICAT's most recent assignment was special assistant to the deputy secretary ... PETER D. EICHER, deputy director, Office of Egyptian Affairs, traveled to Rome, November 27-30, to participate in discussions on the Taba dispute ... The Office of Egyptian Affairs welcomed CARLENE A. ROY to the secretarial staff. □

Oceans and International Environmental and Scientific Affairs

Assistant Secretary FREDERICK M. BERNTHAL led the 25-member U.S. delegation to the first meeting of the intergovernmental panel on climate change, in Geneva, November 9-11. Representatives from other Government agencies and Congress joined the delegation. Delegations from 34 countries and 18 international organizations agreed to establish working groups to review the science, impacts and responses to global climate change. The United States will chair the response strategies working group. Delegation members included WILLIAM A. NITZE, deputy assistant secretary for environment, health and natural resources; KEN COHEN, executive assistant to Mr. Bernthal; and JACK FITZGERALD, Office of Environmental Protection ... ANDREW D. SENS, director, Office of Environmental Protection, headed the U.S. delegation to the third round of negotiations on a convention on transboundary movement of hazardous wastes. Representatives from 44 nations and 10 international organizations convened for the talks in Geneva, November 7-16 ... CATHLEEN CORKEN of the Legal Adviser's Office and MATHEW STRAUS of the Environmental Protection Agency participated ... Mr. Fitzgerald attended a U.S.-Mexican conference on hazardous waste disposal in the maquiladora industry, November 15-16, in Tijuana, Mexico.

PAMELA BRIDGEWATER, deputy coordi-

nator of population affairs, traveled in Egypt and Turkey, November 12-22. She discussed population-related issues and plans with U.S. and host country officials, and reviewed bilateral and multilateral-sponsored population programs in the area.

PETER JON DE VOS, deputy assistant secretary for science and technology, accompanied WILLIAM GRAHAM, science adviser to the President, on visits to India, for the renewal of the Reagan-Gandhi science and technology initiative; and to Pakistan, for orientation ... Mr. de Vos participated in the high-level committee meeting with Japan, related to the science and technology agreement signed by PRESIDENT REAGAN and the prime minister at the Toronto summit last summer ... Mr. De Vos represented the United States at the board of governors meeting of the Bilateral Industrial and Research Development, held jointly with Israel ... He coordinated the Secretary's meeting with the bureau advisory subcommittee on global climate change ... MICHAEL A.G. MICHAUD, director, Office of Advanced Technology, traveled to Brazil, November 10-16, for meetings on space cooperation, and to speak at an international conference on technology policy in Rio de Janeiro ... KENNETH HODGKINS, same office, attended the second ad hoc meeting on space launch services, at the Coordinating Committee for Multilateral Export Controls headquarters in Paris, November 2-3 ... LISLE ROSE, same office, delivered a paper on remote sensing policy, at a meeting of military, government and business leaders, at Peterson Air Force Base, Colo., November 14 ... RALPH BRAIBANTI, same office, attended the November 3-4 meeting of the International Energy Agency's committee on energy research and development, in Paris ... MARTIN PROCHNIK, director, Office of Cooperative Science and Technology Programs, chaired a meeting of the U.S.-Yugoslavia Joint Committee on Science and Technology, in Williamsburg, Va., November 13-15. The meeting was opened by Mr. de Vos.

R. TUCKER SCULLY, director, Office of Marine Science and Polar Affairs, led a U.S. delegation to the seventh annual meeting of the Commission for the Conservation of Antarctic

NEW DELHI, India—A Superior Honor Award is presented to Syed Ahmed Meer, left, former science counselor, by Ambassador John Gunther Dean. (Photo by R.K. Sharma)



Marine Living Resources, in Hobart, Tasmania, Australia, October 24-November 4. RAY ARNAUDO, same office, attended the meeting ... LARRY L. SNEAD, director, Office of Fisheries Affairs, headed the U.S. delegation for negotiations with Korea on high-seas squid drift-net fisheries, in Washington, November 28. The U.S. side included representatives of the National Marine Fisheries Service, the Coast Guard and congressional staff members. The Korean side was headed by SEUNG HWAN HA, director general, Fisherman's Promotion Office in Seoul.

JOSEPH DeTHOMAS, deputy director, Office of Nuclear Technology and Safeguards, spoke at the Office of Personnel Management's executive development workshop for the Nuclear Regulatory Commission, on "Nuclear Energy and Foreign Policy."

RICHARD E. BENEDICK, on detail at the Conservation Foundation, spoke on "The Global Environment and Atmospheric Change," at the November 1-3 annual meeting in Hong Kong of the Worldwide Fund for Nature International Council ... From November 5-12 he had consultations in China, sponsored by the Chinese Environmental Protection Administration ... On November 14-18 he held discussions in Australia with the National Parks and Wildlife Service and conservationists ... On November 29 he held a seminar at the Johns Hopkins School of Advanced International Studies. □

Personnel

On November 9 director general GEORGE VEST presided at separate swearings-in of communications specialists and TONY GILLESPIE as ambassador to Chile. ... On November 25 deputy assistant secretaries WILLIAM L. SWING, IRV HICKS and KEN HUNTER joined the director general in attending the swearing-in of the A-100 class ... Mr. Hicks and ALEX DE LA GARZA, director, Office of Resource Management Analysis, discussed resource management, November 28, with the secretary general of the presidency of Burkina Faso ... JIM MURPHY, Office of Resource Management Analysis, discussed Foreign Service pay practices, in mid-November, with the counselor for administration at the embassy of Sweden ... SANFORD WATZMAN, public affairs director and editor of

SUVA, Fiji—Ambassador Leonard Rochwarger presents Superior Honor Award to administrative officer Craig Tymeson for his performance as a career development officer in the Junior Officer Division at State from December 1985 to June 1988.

STATE magazine, spoke on good writing to a class at Georgetown's Institute for the Study of Diplomacy, November 17.

The Office of Employee Relations witnessed numerous personnel changes in November. MICHELLE LONG joined that office, November 21, as coordinator for overseas dependent employment policies ... SUSAN BELL came from the Legal Adviser's Office to become the office's senior secretary ... AUDREY KELLER retired on December 2 ... ANDREA STARKSMITH started with the resignation branch of the Retirement Division, November 7 ... SHELDON YUSPEH, Department handicapped coordinator, has joined Employee Relations in a reorganization ... HUGH WILLIAMS, career development officer in the junior officer division of the Office of Foreign Service Career Development and Assignments, participated in "Career Day" activities at the Capitol Heights Central High School, November 11 ... ROBERT GRANINGER moved to the Office of Resource Management Analysis, November 7. □

Politico-Military Affairs

Assistant Secretary H. ALLEN HOLMES and deputy assistant secretary VLADIMIR LEHOVICH traveled to Beijing, China, October 31, and to Canberra, Australia, November 4, for politico-military talks with Chinese and Australian officials ... On November 15 Mr. Holmes addressed the capstone course for senior military officers. On November 28-29 he attended a NATO conference sponsored by the Institute for Foreign Policy Analysis, on the Atlantic Alliance and Western security, entitled "As NATO Turns 40: Setting the Agenda." ... ELIZABETH McGAFFEY, Executive Office, and DANIEL O'GRADY, Office of Security Assistance and Sales, participated in the Washington tradecraft course, November 7-18 ... PETER SCHOETLE, deputy director, Office of Theater Military Policy, was invited by the government of Japan for arms control consultations in Tokyo, November 28-December 2 ... Deputy director

ROBERT DUBOSE and FRED VOGEL, Office of Theater Military Policy, represented the Department at a meeting of the Chemical Manufacturers Association, November 4, in connection with technical verification issues relating to a chemical weapons convention.

People: Arrivals: NADIA LANHAM has joined the staff of the Office of International Security Policy ... MARY STUCKEY has joined the staff of the Office of Strategic Nuclear Policy ... BEVERLY PARKER and RUTH JACKSON have joined the staff of Office of Munitions Control ... **Retired:** MILTON KOVNER, faculty adviser, State/Defense Exchange Program, retired September 30. □

Public Affairs

Deputy spokesman PHYLLIS OAKLEY addressed the Rotary Club of Des Moines, on the role of the media in the making of foreign policy, October 27 ... She took part in USIA's "American Participant" program, October 31–November 12, speaking on the interaction of the media and foreign affairs in London, Rome, Lahore, Peshawar, Islamabad and Karachi.

Office of Public Programs: Media Principals Division chief JANICE SETTLE organized the November 4 Klutznick Award presentation to SECRETARY SHULTZ by B'nai B'rith in the Treaty Room ... Ms. Settle and conference officer EILEEN McCORMICK PLACE advanced the Secretary's November 15 appearance before the U.S. Chamber of Commerce, in the Department, and his November 29 appearance at the Foreign Service Institute's soil core-boring ceremony at Arlington Hall ... Secretary's coordinator JOYCE NICHOLS organized his November 9 visit to George Washington University, where he received the School of Government and Business alumni "Statesman of the Year" award ... Washington Programs Division Chief ILMAR HEINARU retired after 20 years of Government service ... Director general GEORGE VEST presented Mr. Heinaru the Superior Honor Award at a farewell reception in his honor, November 3 ... Organization liaison officer MARY CATHERINE KIRK arranged a courtesy call with the Secretary for the newly-elected American Legion national commander, November 3, and also set up two special briefings for Legion officials, on Central America, November 14 and 21 ... Approximately 45 nongovernmental organization representatives attended the November special briefing on chemical warfare ... On November 8 Secretary Shultz gave remarks at the American Council of Young Political Leaders conference, in the Loy Henderson Conference Room ... One hundred and fifty-two "emerging" political leaders from nearly 40 nations attended the event, part of a 12-day U.S. election study tour focusing on the American political system and discussing issues of global concern. Among others participating in the event, the assistant secretary for international narcotics matters, ANN WROBLESKI, led a discussion on drug trafficking ... Following the briefings, the under secretary for political affairs, MICHAEL ARMACOST,

hosted an eighth-floor reception in honor of the delegates ... Conference officer MARIE BLAND coordinated the event ... On November 16 Mr. Shultz welcomed to the eighth floor some 100 representatives of Georgetown University's Institute for the Study of Diplomacy. Commemorating the institute's tenth anniversary, participants attended a two-day conference at Georgetown prior to the eighth-floor reception. Ms. Bland also handled these arrangements.

Office of Opinion Analysis and Plans: On October 20 STEPHEN N. KANE, senior planning analyst, briefed St. Louis World Affairs Council representatives on the formulation of foreign policy ... He briefed American University students on "The Role and Responsibilities of the Department of State," November 30.

Office of Public Communication: MARY PENSABENE attended the employee relations seminar at the Foreign Service Institute, November 8–9 ... Joining the bureau on November 7 was BILHA BRYANT as a writer-editor.

Executive Staff: ANNETTE HICKERSON has accepted a position with the Bureau of Administration and Information Management; her replacement is RITA SWINSON ... Bureau employees receiving Eagle Awards for their contributions during the Combined Federal Campaign were Mr. Redman, MICHAEL PRIVITERA, deputy assistant secretary; and WILLIAM SANFORD, Historian's Office. □

Refugee Programs

JONATHAN MOORE, director, met with UN secretary general PEREZ DE CUELLAR in New York to discuss refugee issues ... He addressed the Lutheran Immigration and Refugee Service's annual refugee conference and the worldwide Immigration and Naturalization Service district directors meeting in Washington.

ROBERT L. FUNSETH, senior deputy assistant secretary, led the U.S. delegation to the meeting of the five-nation Intergovernmental Consultative Group on Southeast Asian Refugees, in Tokyo. The members are the United States, Australia, Canada, Japan and the United Kingdom, with the UN high commissioner, JEAN-PIERRE HOCKÉ, present as an observer. In addition to Mr. Funseth, the U.S. delegation included DOUGLAS R. HUNTER, director, Office of Policy and Program Coordination; KENNETH QUINONES, representing the Bureau of East Asian and Pacific Affairs; and RALPH THOMAS, deputy commissioner, Office of Refugee Asylum and Parole, at Justice ... Mr. Funseth consulted with Intergovernmental Committee on Migration officials in Los Angeles, en route to Tokyo ... He represented the Department and gave the principal address at the National Conference on Refugee Youth, in San Francisco.

KENNETH W. BLEAKLEY, deputy assistant secretary for international refugee assistance, and JAMES P. KELLEY, director, Office of Emergency Operations, attended meetings in Geneva ... Mr. Bleakley attended the UN Relief and Works Agency pledging conference, and

gave a presentation on refugees and development at the Ebert Foundation ... He hosted a luncheon in honor of JOHN McCALLIN, in Washington ... PATRICIA FAGAN, a UN officer, and RICHARD J. REDMOND, director, Office of European, Near Eastern and Latin American Refugee Assistance, were present ... LINAS J. KOJELIS, deputy assistant secretary for refugee admissions; NORMAN W. RUNKLES, comptroller; and JAMES A. BUDEIT, director, Office of Refugee Admissions and Processing—Multi-Regional, discussed European refugee processing with voluntary-agency representatives in New York ... Mr. Kojelis met with CHRIS GERTSEN, National Jewish Coalition, and WELLS KLEIN, executive director, American Council for Nationalities Service ... Mr. Kelley attended the UN General Assembly Third Committee debate on refugees in New York ... KATHERINE E. KOCH, special assistant to Mr. Moore, traveled to Tel Aviv and Jerusalem (Israel) and Amman (Jordan) to do in-depth reporting on conditions of Palestinian refugees, and to Vienna (Austria) to meet with UN Relief and Works Agency officials ... KENNETH J. LYONS, evaluated U.S.-funded refugee assistance programs in Lusaka (Zambia) and Dar es Salaam (Tanzania), and met in Geneva with international organizations and government officials dealing with refugee issues ... BRUCE A. BEARDSLEY, refugee counselor (Bangkok, Thailand), and DAVID C. PIERCE, refugee counselor (Khartoum, Sudan), were in Washington for consultations with Department officials. ■

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—SANFORD WATZMAN, editor. □

Letters to the Editor

—(Continued from Page 1)

expected to exercise full job responsibility.

My feeling is that a newly-hired officer should be expected to "sink or swim" in the position to which she or he is assigned, and evaluation of performance should be based on the same criteria as that of any officer. The tenuring process should be completely eliminated and officers should compete before promotion boards from the very beginning. Time-in-class limits should be the deciding factor for selection-out of poor performers. These changes would establish that Foreign Service officers are expected to be professionals from Day 1 and would also serve to separate the more qualified from the less experienced earlier on. Officers with stronger backgrounds are as equally entitled to quicker progression as less experienced officers are to a more lengthy familiarization period.

I would like to add one more point. Shortages exist at this time in some of the specialist fields, and employees in these fields are being promoted more rapidly in the first few years than are members of the generalist categories. With the elimination of the tenuring system and early competition before the boards, at least some newly-hired Foreign Service officers will move upwards as rapidly as some specialists, thus removing another cause of the perception that "junior officers" are somewhat less than equal.

Sincerely,
MICHAEL L. BAJEK □

Marine honor

PUTNAM VALLEY, N.Y.

DEAR EDITOR:

As one who served as a Marine officer in World War II and for over 30 years in the Foreign Service, I want to protest an advertisement that appeared on page 47 in The New York Times Magazine on September 25.

The ad purported to show two American Marines in dress uniform, each carrying two suitcases in front of a building that looks like an embassy, where there are a man and a woman, each carrying one smaller bag and greeting another man. The ad is for the "Embassy Collection" of luggage made by the advertiser. The intent is clearly to indicate that Marines carry the baggage for ambassadors, and thus to sell the "Embassy Collection" luggage.

Marines assigned to American embassies are there as security guards for the people and classified documents on the

premises. They are not servants and do not carry luggage for ambassadors or anyone else. Anyone implying to the contrary, however innocently, does a disservice to the U.S. Marines and the Foreign Service with which they work.

Sincerely,
J. OWEN ZURHELLEN JR. □

New look-alikes

FORT BRAGG, N.C.

DEAR EDITOR:

Were there somewhat less of an age difference, Ambassador Robert B. Oakley and Christopher J. La Fleur would certainly qualify as look-alikes (Pages 10 and 11 of the October issue). They certainly



Mr. Oakley



Mr. La Fleur

seem to have the same barber.

You might consider giving Mr. La Fleur a copy of the Oakley photograph with the suggestion that he keep it and make his own comparison 20 years from now—or, alternatively, asking him to submit another photo of himself to STATE at that time.

Sincerely,
JACK TUOHEY
First Special Operations
Command (Airborne) □

'Old Paraguayan hands'

LOCK HAVEN, PA.

DEAR EDITOR:

I have the honor to report on a successful reunion of old Paraguayan hands, which other Foreign Service retirees, particularly those thrown together in a remote time and place, might wish to consider.

This reunion consisted of personnel from all different agencies of the mission, including Marine guards and embassy secretaries, who served in Asunción in the latter part of the 1950s and the beginning of the 1960s. We met at a motel near the Dallas-Fort Worth Airport last June 1-2, and are planning to get together again in San Antonio the summer after next.

Anapestic Assignments

by ebp

There once was a person assigned to Sri Lanka

Whose knowledge of German was limited to "danke."

And when, one day, he found himself transferred to Bonn,

He said: "I think that someone is putting me on

And playing some sort of ghastly, horrible prank-a!" □

For the dinner the second night, he had 80 in attendance from both the west and east coast, from Idaho and Panama. Also attending were Dr. and Mrs. Ira Bailie, from California, who served for years as a Seventh Day Adventist missionary-physician in Asunción.

The reunion was addressed by Ambassador (1958-1961) Harry F. Stimpson Jr. of Boyce, Va., and deputy chief of mission (1961-1963) Julian Nugent of Las Vegas, N.M.

It was also addressed by retired Defense attaché Clark (Bud) Trainer of the Chamber of Commerce of Downey, Calif.

Many of us lived through the trauma of Mrs. Trainer's leg being severed above the knee by an Asunción streetcar, and of the son of another military person being killed by an ignorant soldier. We were delighted to see how well Mrs. Trainer was doing after 30 years, and to relive many extraordinary experiences.

Sincerely,
A. DANE BOWEN JR.

Lock Haven University of Pennsylvania □

Retiree's boxscore

WASHINGTON

DEAR EDITOR:

After retirement, it is of interest to add up what life in the American Foreign Service sometimes entails. Out of 33 years, my assignments overseas were in 7 countries for a total of 17 years. Before World War II, the United States was represented in about 50 countries; now there are about 154 (6 of which are not recognized). Of these, I worked for various lengths of time in 134 (sometimes several times).

In another sense, however, this type of service is less strenuous than the travel of officials of the U.S. Government, such as the Secretary of State. Question: Would you start out on such a journey again?

Sincerely,
FRASER WILKINS
Inspector general (1964-71) ■

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Obituaries

Dr. John E. Berry, 64, a medical officer who was assigned to Tunis in 1987, died at Georgetown University Hospital on October 17 of complications following open heart surgery.



Dr. Berry

Joining the Foreign Service in 1971, Dr. Berry served as a medical officer in Islamabad, Panama, Brasilia, Kinshasa, Cairo, Manila and Pretoria.

Dr. Berry was a native of Butte, Mont. He earned a bachelor's at the University of Portland and a medical degree from New York University. From 1943-46 he served in the Army. Other employment was with the Veterans Administration Hospital in Hines, Ill., 1956-58, the U.S. Public Health Service, 1953-54, and the Peace Corps in Cebu, 1968-70. Survivors include three sons and a daughter. □

Laurance Stanley, 39, who in 1986 was assigned to the Bureau of Human Rights and Humanitarian Affairs' Office of Multilateral Affairs, died on November 5 at George Washington University Hospital.



Mr. Stanley

Joining the Foreign Service in 1971, Mr. Stanley served as a consular officer in Nassau and Antwerp. He was economic/commercial officer in Bridgetown, 1978-80.

After a detail to the Sinai Field Mission, Mr. Stanley was assigned to London in 1981 as consular officer and second secretary.

Born in East Harlem, N.Y., Mr. Stanley was graduated from Adelphi University in 1970. Survivors include his parents, Doris and Alonzo Stanley Sr. of New York, two sisters and a brother. □

Larry H. Atcherson, 41, who served in Nassau as a consular officer from 1983 until he retired in 1986, died on November 15.

Joining the Foreign Service in 1975, Mr. Atcherson was a general services officer in Rabat, an administrative officer in Port Louis and a consular officer in London. From 1978-80 he was assigned to the Office of International Conferences as

an administrative officer.

Born in Washington, Mr. Atcherson was graduated from Howard. Survivors include his parents, Mr. and Mrs. Augustus Atcherson. □

Judith Rodriguez, 60, a Foreign Service secretary assigned to Geneva last July, died at her home there of complications associated with an asthma attack, on December 8.



Ms. Rodriguez

Ms. Rodriguez was born in Cali, Colombia. She worked as a bilingual secretary in Bogota and Los Angeles before joining the Foreign Service in 1969. Her assignments were to Buenos Aires, Madrid, Bogota, Bangkok, Quito, Paris, Asuncion, San Jose and Tegucigalpa. Survivors include her mother and a sister. □

S. Louise Tennant, 59, a Foreign Service secretary who was assigned to Tel Aviv in 1986, died of cancer in California on November 25.

Ms. Tennant was born in Illinois. Joining the Service in 1977, she served in Dhaka, Moscow, Rome, Cairo, Port-au-Prince and Jerusalem. Survivors include her son, Jan Ashley Tennant. □

Merle Dean Brewer, 54, a communications program officer in Dar es Salaam since 1987, died of a heart attack in Nairobi on November 16.



Mr. Brewer

Mr. Brewer was born in Missouri. He retired from the Air Force in 1978 and joined the Foreign Service in 1980. His assignments as a support communications officer were to Monrovia, 1980-83, Brussels, 1983-85, and Port-of-Spain, 1985-87.

Survivors include three sons, Michael D. and Robert P. of California and Andrew G. of Washington state. □

Tomislav H. Landikusic, 55, a technical information specialist in the Foreign Affairs Information Management Center's information research and retrieval branch



Mr. Landikusic
Oklahoma.

Mr. Landikusic was born in Yugoslavia. A graduate of East Carolina College, he earned a master's at Indiana University. From 1957-59 he served in the U.S. Army. Survivors include four children. □

Kingman Brewster Jr., 69, a former president of Yale who was ambassador to the United Kingdom, 1977-81, died of a brain hemorrhage at a hospital near Oxford,



Mr. Brewster

England, on November 8. He had been master of University College at Oxford since 1986.

Mr. Brewster was born in Longmeadow, Mass. He grew up in Boston. He entered Yale in 1937. After graduation, he came to Washington as special assistant to the coordinator of inter-American affairs. He then served in the Navy, 1942-46 as a lieutenant. After the war, he entered Harvard Law School, where he was editor of the review. He later was an assistant to a special representative to the Marshall Plan.

He joined the Harvard law faculty in 1950, becoming a full professor at 34. He was professor and provost at Yale, 1961-63, and president, 1963-77. He was a member of several national and presidential commissions, and an author of books dealing with the antitrust laws, American business abroad, and the law of international transactions.

Survivors include his wife, Mary Louise, and five children. □

Gregory Henderson, 66, who resigned in 1964 after serving at several Far East posts, died on October 16.

His first assignment was to Seoul as

vice consul in 1948. Mr. Henderson was vice consul and political officer in Berlin and cultural affairs officer and second secretary in Tokyo. After an assignment to Kobe as cultural affairs officer, he became an instructor at the Foreign Service Institute. He was assigned to Seoul again as a cultural affairs officer in 1958, and as a political officer and second secretary in 1962.

Mr. Henderson was born in Cambridge, Mass. From 1942-46 he was a member of the Marine Corps Reserves. Survivors include his wife, Maria C. Henderson. □

Sam E. Blase, 55, a communications specialist who retired in 1983, died on October 28.

Mr. Blase was a native of Washington. He was assigned to the Office of Communications during his entire 25-year career. From 1966-83 he worked in the Communications Maintenance and Logistics Division, purchasing and processing branch. Survivors include his wife, Shirley Blase. □

Lloyd L. DeWitt, 62, a Foreign Service officer who retired in 1983 after an assignment to Tijuana as consular officer, died on November 6.

Joining the Service in 1956, Mr. De Witt served in Bonn and Munich as a refugee and migration officer, in Kabul and Tehran as consular officer and second secretary, and in Santiago and London as a consular officer. From 1975-80 he was assigned to the Bureau of Security and Consular Affairs.

Mr. DeWitt was born in Selma, Calif. He earned a bachelor's and master's at Harvard. Survivors include his wife, Elizabeth M. DeWitt, and two daughters. □

Neil L. Parks, 68, who was principal officer in Bilbao before retiring in 1974, died on October 22 at Altabates Hospital in Berkeley, Calif.

Joining the Department in 1941, Mr. Parks was assigned briefly to Cairo, then to Manila, where he was interned by the Japanese for two years. After serving as a clerk in Baghdad, he worked in the Department as an administrative and personnel officer. In 1957, he was assigned to Mexico City as a visa officer. Subsequent assignments were to Merida as principal officer, to Ciudad Trujillo as deputy principal officer and political officer, to Montreal as a visa officer and to the Bureau of Public Affairs as chief of the Conference-Briefings Division.

Mr. Parks was born in Missouri. He served in the Army in 1945 and was graduated from Georgetown University in 1954. Surviving him are his wife, Rosario M. Parks, 909 Avis Dr., El Cerrito, Calif. 94530, a daughter and a granddaughter. □

William D. Misfeldt, 69, who was a foreign buildings officer in the Foreign Buildings Office from 1962 until he retired in 1975, died of a heart attack at Suburban Hospital on October 19.

Beginning his career in 1940, Mr. Misfeldt held Department positions that included conference administrative analyst, organization and methods examiner and realty officer. After serving as assistant chief of the leasing branch, he became branch chief in 1959. From 1953-55 he worked for USIA.

Mr. Misfeldt was born in Nebraska. He served in the Army, 1941-45. Survivors include his wife, Wilma McElroy Misfeldt, a daughter and three grandchildren. □

C. Phyllis Lawrence, 60, a Foreign Service secretary who retired in 1973, died on May 8, STATE learned recently.

Joining the Service in 1957, Ms. Lawrence served in La Paz, Monterrey, Saigon, Osaka, Antananarivo, Kabul and Bridgetown. From 1970-72 she was assigned to the Bureau of African Affairs.

Ms. Lawrence was born in Marietta, Pa. There are no known survivors. □

Mildred K. Drees, 72, who was a communications and records assistant in Vienna before retiring in 1972, died on September 2.

Ms. Drees was born in Colorado. Joining the Department in 1961, she was a communications and records clerk in Santiago, 1962-64, and a communications supervisor in Paris, 1964-68. There are no known survivors. □

Edward S. McClary, 78, who served in Oslo as a consular officer before retiring in 1969, died last September 10.

Mr. McClary was a consular officer in Edinburgh, 1956-61. Assigned to Hong Kong in 1961, he was chief of the visa unit, then of the consular section. Other assignments were to Paris, Rome and London.

A native of Maryland, Mr. McClary held a law degree and was a member of the Maryland bar. From 1941-45 he served in the Army. He was employed by the Veterans Administration, 1946-51. Survivors include his wife, Lucille M. McClary. □

Charles A. Shinkwin, 84, who was chief of the General Services Division before retiring in 1969, died of pneumonia on October 24 at Arlington Hospital.

A Department employee for 25 years, Mr. Shinkwin was involved in the construction of the Department's main building and in renovation work at the Blair House.

Mr. Shinkwin was born in Chelmsford, Mass. He worked for the post office in Washington before joining State. Survivors include his wife, Ann Windisch Shinkwin, two daughters, two sisters and two grandchildren. □

Charles W. Shirley, 73, who retired in 1969 after serving as a Department liaison officer with the Government Printing Office, died of cancer at his home in Hyattsville on October 29.

Born in Baltimore County, Mr. Shirley grew up in Washington. He served in the Navy during World War II. As a Department employee, his assignments included printing and publishing officer, layout specialist, chief of publication planning in the Publishing Division, and printing and publication officer in the Reproduction and Distribution Division. Survivors include his wife, Dorothy Shirley, three brothers and two sisters. □

John McAfee, 84, who retired in 1969 from the Office of Overseas Schools as an education and cultural exchange officer, died of cardiac arrest on September 19 in Altoona Hospital, in Pennsylvania, where he was visiting relatives.



Mr. McAfee
communication officer.

Joining the Department in 1947, he served in the Office of Exchange of Persons as a program officer and educationist. In 1955 he was assigned to UNESCO as an education officer.

Mr. McAfee was born in Portland, Me. A graduate of the College of Wooster, he earned a master's at Pennsylvania State and taught high school in the Altoona school district, 1930-42. During World War II he served in the Air Force and was awarded the Bronze Star. He was an elder in the New York Avenue Presbyterian Church and played a leading role in urging the church's cooperation with the 1963 March on Washington.

Survivors include his wife, Anne McAfee, and a brother, William McAfee, who is a retired Department employee. □

Margaret R. Hermesman, 70, wife of retired Foreign Service officer Roy Hermesman, died after a long illness in her Maryland home on November 16.



Mrs. Hermesman was born in Lauterbach, Austria. From 1942-45 she studied medicine at the University of Prague in Czechoslovakia.

She accompanied her husband on assignments to Munich, Santiago, Manila, Hong Kong,

Palermo, Rome, Monrovia, Lagos, Hamburg and Lusaka.

Besides her husband, she leaves two sons and two grandsons. □

Charles O. (Tommy) Thompson, 85, a retired Foreign Service officer and the father of Foreign Service officer Alan R. Thompson, died on October 1 in Daytona Beach, Fla.

Mr. Thompson's first assignment was to Singapore in 1938 as assistant trade commissioner and vice consul. He stayed at post until just before the British surrender to the Japanese in February 1942, working to get American citizens evacuated. Mr. Thompson's subsequent posts were Perth, Sydney, Bombay, Montreal, Calcutta, Karachi and Johannesburg. His last Foreign Service assignment was to the Office of Financial and Development Policy, 1952-55.

After retiring in 1955, he joined Kaiser

Engineers as adviser in Jamshedpur, India. He subsequently transferred to New Delhi, where he headed Kaiser's regional office until 1962. Mr. Thompson later went to Costa Rica and Malaysia as economic development adviser with Robert R. Nathan Associates.

Mr. Thompson was a native of Montana. He attended the University of Alaska and did graduate work at Georgetown. Besides his son Alan, who is assigned to Berlin, he leaves his wife, Florence, and another son George, a retired Air Force officer who was defense attaché at Embassy Bern, 1980-83. □

Mary F. Hazelton, 72, the mother of Foreign Service secretary Joan M. Hazelton, died of a heart attack October 3 in Calgary, Canada.

Since 1969, Ms. Hazelton had accompanied her daughter on assignments to Frankfurt, Jerusalem, Cape Town, New York, Sao Paulo, Genoa, Rabat and Calgary. In addition to her daughter, she is survived by a son and three grandchildren. □

Michael Francis King, 31, a Marine Corps captain and stepson of retired Foreign Service officer Robert E. Ferris, died in a Marine helicopter crash on October 30 in Okinawa, Japan.

Mr. King had accompanied his parents on assignments to Ecuador, Lebanon, Cyprus and Peru. A graduate of the U.S. Naval Academy, he was assigned to the multinational peacekeeping force in Beirut and was awarded two air medals, two Navy unit citations, the Marine Corps Expeditionary Medal and a combat action ribbon. He was assigned to Hawaii in 1987. Besides his father and mother, he leaves his wife, a son, a daughter and a sister. □

Eva F. Weiner, 74, a retired lieutenant in the Navy and the wife of retired Foreign Service officer Herbert Weiner, died of cancer on September 27 at Sibley Memorial Hospital.



Ms. Weiner

A native of Lynn, Mass., Ms. Weiner was graduated from Salem State Teachers College. Commissioned in the WAVES during World War II, she spent a large part of her career assigned to the Military Sea Transportation Service. She retired as an assistant inspector general in 1961, then accompanied her husband on assignments to Canada, Portugal, India and Britain. As a volunteer, she worked for charitable organizations overseas and for the Kennedy Center in Washington.

In addition to her husband, she leaves a sister. □

Oscar Raul Correa, 63, a Foreign Service national employee who was the senior financial management specialist in Brasilia, died of heart failure on October 13.

Mr. Correa was employed by the Joint Brazil-U.S. Military Commission in Rio de Janeiro, 1957-59. He worked for AID in Rio from 1959 until he transferred to the embassy in Brasilia in 1975. His positions included accounting clerk, accounting assistant and budget and financial specialist.

Mr. Correa was born in Shanghai. Survivors include a sister in Canada and a sister in England. ■



KUALA LUMPUR, Malaysia—The Marine detachment is presented a commendation for combating a fire in the chancery last Novem-

ber. From left: Dirk Henry, Douglas Smith, James Woodland, Gary Hubbard, deputy chief of mission Tom Hubbard, Ambassador John

Monjo, Paul Santilena, James Sauls, Sean Townsend, lieutenant colonel Garrett Randel III.

Library Booklist

West Africa

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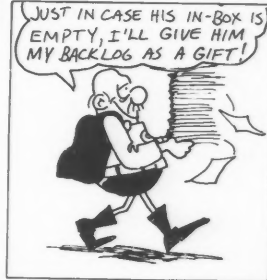
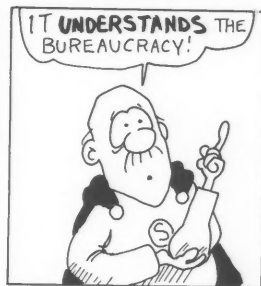
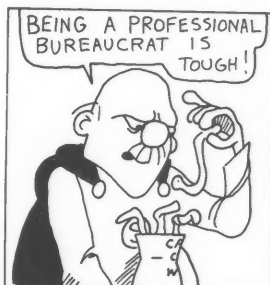
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- WEISKEL, TIMOTHY G. *French Colonial Rule and the Baule Peoples: Resistance and Collaboration, 1889-1911*. New York, Oxford Univ. Press, 1980. 323p. DT545.7.W44 ■

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