

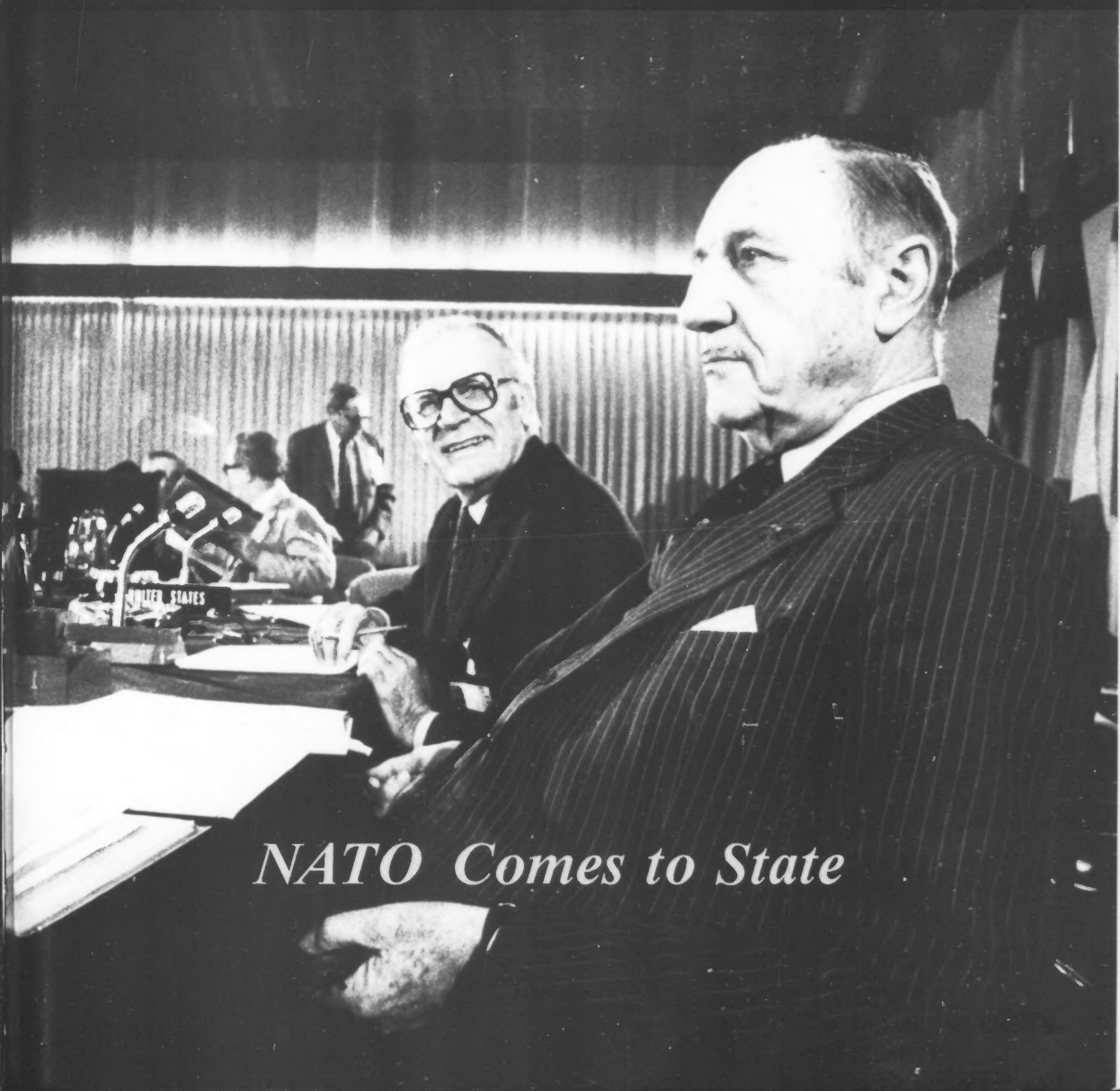
51.118; 269  
DOCUMENTS

# State

The Newsletter

United States Department of State

July 1984



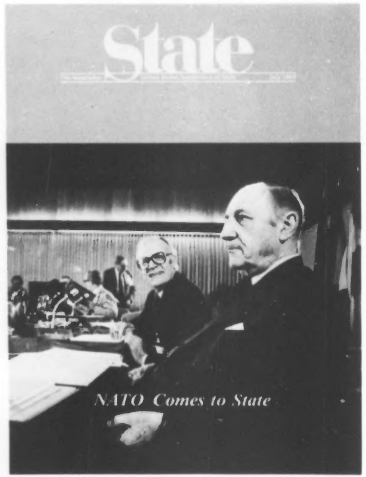
*NATO Comes to State*

SS

2  
6  
9

L

84



THE COVER—NATO secretary general *Joseph M. H. H. Luns*, right, with deputy secretary general *Eric Da Rin* at 35th anniversary meeting of the North Atlantic Council in Washington. See Page 14. (*NATO photo*)

MI

57.118.269



## Letters to the Editor

### Eagle eye

WINTER SPRINGS, FLA.

DEAR SIR:

Since I enjoy nit-picking, a skill not discouraged in the Foreign Service, I was pleased to find an error in the March issue. On Page 70, in the "Bureau Notes," the concluding item under "Intelligence and Research" states that Jane Floyd spoke to students from Lower Marian High School, Ardmore, Pa. The name of the school is Lower Merion, not Marian.

Perhaps a more recent and more newsworthy graduate of the school, namely Secretary Shultz's immediate predecessor, Alexander Haig, has already called the misspelling to your attention.

Sincerely,

RICHARD M. HERNDON

FSO (Retired), Lower Merion '37

*Shame on you, Mr. Haig. You didn't write.* □

### Dam was here

KUALA LUMPUR, MALAYSIA

DEAR SIR:

This is a small point but one I feel is important. The April "Bureau Notes" mentioned the trip of Deputy Secretary Kenneth W. Dam to various countries of the Association of South-east Asian Nations. Unfortunately, Malaysia was omitted.

The deputy secretary did take the time from a busy schedule to visit Malaysia; and, while here, he held bilateral consultations. The results of these consultations were by all reports positive and meaningful.

The prime minister of Malaysia, Datuk Seri Dr. Mahathir Mohamad, visited the United States in January. The United States has recently opened a lovely new chancery here in Kuala Lumpur. Malaysia is a dynamic, democratic, free-enterprise country sharing

—(Continued on Page 65)

## State

July 1984  
No. 269



12



19



34



56

### News stories

- 2 American Foreign Service Association honors 4
- 3 Nichols, in Belgrade, wins \$5,000 economic award
- 7 President names 7 for ambassadorships
- 9 General Chain to head politico-military bureau
- 11 Shultz underscores role of science officers
- 11 State to issue auto tags to foreign diplomats

### Photo stories

- 14 NATO foreign ministers
- 34 Post of the month: Medan

### Special

- 13 To vote in November
- 19 Handyman tips
- 20 "Tandem employees"
- 64 New pay schedules

### Departments and features

7 Appointments	2,38	Honors and Awards
28 "Ask Dr. Korcak"		
47 Bureau Notes	1	Letters to Editor
63 Current Publications	68	Library Booklist
	50,56	Look-Alikes
31 Diplo-Croctic, by Becker	11	News Highlights
	66	Obituaries
31 Education and Training	39	Personnel: Civil Service
18 Foreign Service Families	44	Personnel: Foreign Service
29 Grievance Actions	45	Transfer Tremors

### Feature stories

- 4 City councilmen at State
- 6 Translator *extraordinaire*
- 18 Foreign Service hardball
- 22 Businessmen briefings
- 24 Book reviews: Panama Canal, diplomats

### Editorial staff

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

Staff writer Donna Gigliotti  
Staff assistant Rosemary Reid □

STATE magazine (ISSN 0441-7629) (formerly the Department of State NEWSLETTER) is published by the U.S. Department of State, 2201 C Street N.W., Washington, D.C. 20520, to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel.

There are 11 monthly issues (none in August). Deadline for submitting material for publication usually is the 10th of each month. Contributions (consisting of general information, articles, poems, photographs, art work) are welcome. *Double space* on typewriter, spelling out job titles, names of offices and programs—*acronyms are not acceptable.*

Black-and-white, glossy-print photos reproduce best. Each photo needs a caption, double-spaced, identifying all persons left to right.

Send contributions to STATE magazine, DGP/PA, Room B-266. The office telephone numbers are (202) 632-2019, -1648 and -1742.

Although primarily intended for internal communications, STATE is available to the public through the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Second-class postage paid at Washington, D.C., and additional mailing offices. POSTMASTER: Send address changes to PA/OAP, Room 5815A, Department of State, Washington, D.C. 20520. □ LIBRARY

## Honors and Awards

### 4 win praise of American Foreign Service Association

Awards go to Quainton, Harris, Hayes, Lenora Rowell

**T**HREE CAREER Foreign Service officers were honored by the American Foreign Service Association for "extraordinary accomplishment involving initiative, integrity, intellectual courage and creative dissent," at a ceremony in the Pan American Health Organization auditorium on May 25. Lenora W. Rowell, a Foreign Service wife, also was honored for "working tirelessly to promote a positive image of American life and culture in the Portuguese community." The award winners were:

—Anthony C.E. Quainton, former U.S. ambassador to Nicaragua, who was presented the Christian A. Herter Award.

—F. Allen Harris, director, Office of Emergency Operations, Bureau of Refugee Programs, who received the William R. Rivkin Award.

—Joseph E. Hayes, economic officer, Embassy Manila, who won the W. Averell Harriman Award.

—Mrs. Rowell, wife of Edward M. Rowell, principal deputy assistant secretary, Bureau of Consular Affairs. She received the Avis Bohlen Award for her service in Lisbon when her husband was the deputy chief of mission.

Among those on the podium were former Under Secretary Harriman and Mrs. Harriman; Mrs. John Sherry Long, widow of Ambassador Rivkin; Under Secretaries Michael H. Armacost and Ronald I. Spiers; Senator Claiborne Pell (D.-R.I.), a member of the Senate Foreign Relations Committee; and Dennis K. Hays, association president. Other speakers included director general Alfred L. Atherton Jr. and Mrs. Atherton; and Alan W. Lukens, director, Office of Analysis for Western Europe, Bureau of Intelligence and Research. Mr. Lukens was chairman of the awards committee.



Mr. Quainton



Mr. Harris



Mr. Hayes



Mrs. Rowell

Mr. Quainton was praised for "maintaining the highest degree of professionalism, unbiased analysis and courageous diplomacy throughout his assignments to some of the most politically sensitive and dangerous jobs in the Foreign Service." He recently returned from Managua. Before that as-

ignment, he served as the Secretary's special assistant for counter-terrorism and as ambassador to the Central African Republic.

Mr. Harris served recently in Buenos Aires, where he "demonstrated courage, strength of character, and dedication to the Foreign Serv-

ice." The citation said his "achievements on behalf of the victims of terrorism were indeed unique."

Mr. Hayes was lauded for having "distinguished himself as an outstanding economic officer in the embassy in Manila by adapting new computer technology to the needs of the Foreign Service." The citation said his "use of econometrics and computer skills has now been accepted as a model for use at key posts throughout the world."

Mrs. Rowell was portrayed as having used her linguistic and interpersonal skills to strengthen American-Portuguese relations. She "exemplifies the high standards and traditions of the late Avis Bohlen, who was active in community affairs." Mrs. Bohlen was the wife of the late Ambassador Charles E. Bohlen. The award in her name was donated by Mrs. Harriman.

The Herter, Rivkin and Harriman awards are given annually to members of the Foreign Service who are nominated by their peers. The Herter award is presented in memory of the late Secretary Christian A. Herter. The Rivkin award is given in memory of the late ambassador to Luxembourg, Senegal and The Gambia. The Harriman award is named for the former under secretary and ambassador to the Soviet Union and the United Kingdom.

Judges for the awards included: *Herter award*—Nancy Kassebaum, Robinson McIlwaine, Claiborne Pell, Ronald I. Spiers. *Rivkin award*—Charles Percy, Mrs. John Sherry Long, Donald Rivkin, Michael Blumenthal, Paul Simon, Alfred L. Atherton, Jr. *Harriman award*—Herman J. Cohen, Jack Perry, Thomas Boyatt, John Reinertson, Dennis Hays. *Bohlen award*—Joan Clark, Susan Parsons, Betty Atherton, Marcia Curran, Anthea de Rouville, Anne Cook Murphy. □



Mr. Nichols

### Patrick J. Nichols wins \$5,000 economic award

Patrick J. Nichols, economic officer at Embassy Belgrade, has been named the winner of the \$5,000 Herbert Salzman Award for Excellence in International Economic Performance.

John Abbott, a Treasury financial attaché at Embassy Brasilia, and John F. Hoog, finance and development officer at Embassy Seoul, were selected as runners-up.

The 12 other nominees for the award for 1983 were John S. Blodgett, Colombo; Ralph Boyce, Islamabad; Martha A. Dewitt, Manila; Shaun E. Donnelly, Cairo; Michael Einik, Lagos; Karl K. Jonietz, Bonn; Alan P. Larson, Kingston; Charles A. Mast, Jakarta; William T. Monroe, Baghdad; George Mu, Commerce, Tokyo; Joan Plaisted, Hong Kong; and Lawrence P. Taylor, Ottawa.

The selection panel cited Mr. Nichols for "exceptional economic and financial analytic skills, political sensitivity, creative and perceptive policy recommendations, and the sheer stamina and perseverance he devoted to developing a financial assistance package for Yugoslavia."

Headed by Richard T.



Mr. Hoog

McCormack, assistant secretary for economic and business affairs, the special panel included John W. Holmes, director, Office of Organization for Economic Cooperation and Development, European Community and Atlantic Political-Economic Affairs; Beryl Sprinkel, under secretary for monetary affairs, Treasury; Michael Smith, deputy U.S. trade representative; and Tom Johnson, American Enterprise Institute.

Mr. Nichols joined the Foreign Service in 1974. He held assignments in Krakow, Warsaw, Abidjan and Washington before he was posted to Belgrade in 1981. Mr. Hoog, who entered the Foreign Service in 1972, has served in Manila, Singapore, Seoul and Washington. He was assigned to Seoul in 1980.

The Salzman award, named for a former U.S. representative to the economic organization in Paris, is presented for "outstanding contributions in advancing U.S. international relations and objectives" in the economic field. Eligible to compete are Foreign Service employees serving abroad, in classes 6 through 1; or employees of equivalent rank (GS-15 and below), of other U.S. Government agencies, serving abroad in the field of international economic policy. ■

## People at State

### All about the night life of Jenkins, Hibbard

*It's no big meal for them—just more work*

**A**S EXECUTIVE DIRECTOR of the Bureau of Economic and Business Affairs, Jack Jenkins deals with global matters during the day. But come evenings and weekends, he delves into strictly local issues as the councilman-at-large in Bowie, a suburb of some 35,000 in Prince George's County, Md.

"It keeps me hopping," the 44-year-old Civil Service employee says. "After working at State all day, I'm driving 20 miles to Bowie to attend meetings there. I wind up eating my supper in the car."

He says he finds himself in a "role reversal." "At State, I prepare a budget for the bureau that ultimately goes to Congress—the legislative branch. But as a councilman, I'm on the legislative side myself, asking questions about the mayor's budget."

#### A lilliputianist

Mr. Jenkins, a member of the Senior Executive Service here, likes his councilman job. "It completes the picture," he says. After working all day on matters involving international trade, worldwide energy resources and foreign commodities, he enters a world that "shrinks" to a suburb. Here he concentrates on school matters, local zoning and steps to revitalize local business.

"There's one big difference between my job at State and my job in Bowie," he says. "At State, your supervisor writes your evaluation report. But when you run for office, the people write that report—at the polls."

Mr. Jenkins and his wife, Connie, moved to Bowie 16 years ago. "We wanted to establish roots, so I became involved in community affairs," he recalls. For three years he was chairman of the county personnel board. He also was cochairman of a citizens' charter committee, and a member of the city economic develop-



"We won!" The Jenkins family checks the election returns. Son Jeffrey, 4, is uncer-

tain; his mother, Connie Jenkins, is not.

ment committee. In addition, he was legislative director of the Bowie Jaycees and adviser to the Bowie Explorer Post, a scouting group.

Mr. Jenkins has worked 23 years in the U.S. Government, as an administrative officer at Defense and State. Earlier, he was a special assistant in the Bureau of Consular Affairs, then deputy executive director in the Bureau of European and Canadian Affairs.

#### Never say never

Two years ago he decided to run for councilman; he lost by 163 votes.

Immediately, he decided to run again. He campaigned vigorously, visiting 1,235 homes and shaking hands on street corners. He was elected earlier this year.

For those who would like a councilman's job, he has some advice: "It's time-consuming and expensive. Campaign contributions don't always cover election expenses. On the other hand, there's tremendous satisfaction in serving the public."

Because the office Mr. Jenkins holds is nonpartisan, the Hatch Act does not stand in the way.

—BARNETT B. LESTER □

**"IT'S HARD WORK,** but it's interesting," says Donald E. Hibbard of the Bureau of Public Affairs. He might have been talking about his job at State as an assistant personnel officer, but in this case he was referring to his "other" job as the First Ward councilman in Mount Rainier, Md., just over the District line.

Mr. Hibbard, 36 and single, says he doesn't mind winding up the first part of his workday at Foggy Bottom, then extending it by driving to the suburb for evening meetings of the council, groups such as the park and planning commission and civic associations.

"It's not uncommon for me to attend three or four meetings a week and to get home around 10:30 or 11 at night," he says. "I just don't eat dinner some of those nights. I get my one big meal at lunchtime, in the cafeteria. At night, I might catch a hamburger."

In fact, Mr. Hibbard has added even a third "job"—he's president of the Jaycees in Mount Rainier.

#### Who, me?

His nonpartisan political career—he recently completed his first year as a councilman—has its roots in the day he registered to vote in the community of 7,300 people. Noting that the incumbent in the First Ward was unopposed, he asked: "Who's running against her?" "Nobody," he was told, "why don't you?"

"Well, I had no experience but I thought I'd give it a try," Mr. Hibbard recalls. "I made my first public speech at a 'Meet the Candidates Night' sponsored by the League of Women Voters."

Then came the election, after a campaign that lasted only three weeks. It ended in a tie vote between



*Don Hibbard on the job in Mount Rainier, conferring with Sgt. Jack Clements. (Photo by Robert E. Kaiser)*

Mr. Hibbard and the incumbent. A runoff followed, and the man from State won.

#### Here's No. 3

There's another State employee who holds a public office in his home community. He's Sanford (Whitey) Watzman, deputy director of the public affairs office in the Bureau of Personnel and editor of this magazine. A resident of Silver Spring, Md., he's a member of the Montgomery County Ethics Commission. If there are other such persons, in the Department, STATE would like to hear about them.

#### Started as clerk

Mr. Hibbard has been with the Department since 1966. He began his career as a file clerk with the Office of Security. He held various positions in Security for about five years, then went on active duty with the Navy. Following his service, he worked part-time with the Office of Communications while attending the University of Maryland. He majored in business administration, personnel management and labor relations, and was graduated in 1980.

From 1978 to 1980 he was with the Office of Performance Evaluation in the Bureau of Personnel. He later served a year with Personnel's Merit Promotion Program. He came to the Bureau of Public Affairs in January 1982.

—BARNETT B. LESTER ■

## People at State

### Emil Fossan: He's the sequel to Babel

He translates 27 languages into English

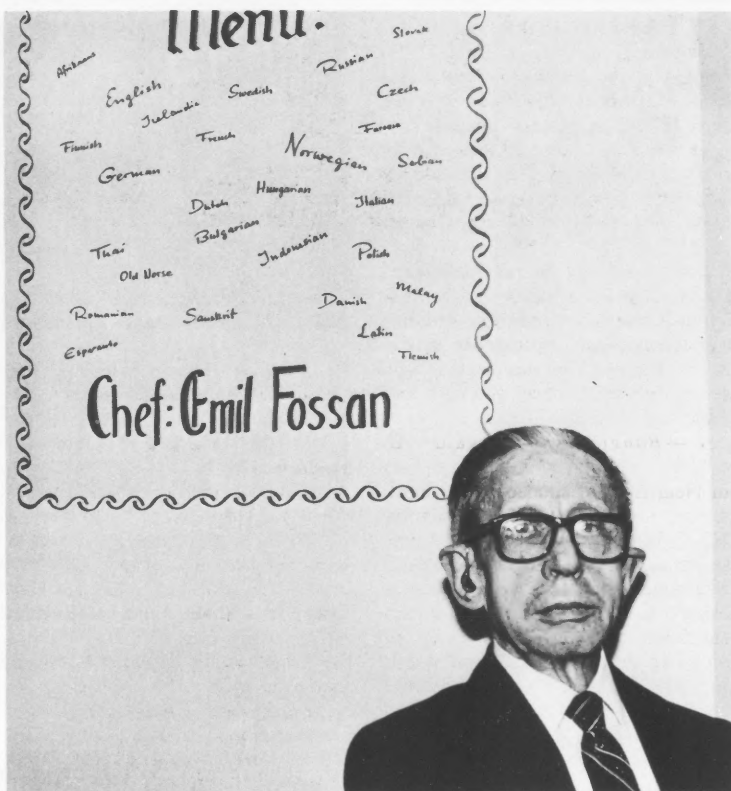
IT TOOK ALL of 37 years for translator Emil M. Fossan to empty his in-box in the Department's Language Services Division. But it was Mr. Fossan's own fault. Every time he neared the bottom of his stack of papers, he taught himself another language and the papers piled up again.

By the time this shy and gentle descendant of seafaring Norwegians retired for good—last June 15, at age 77—he was translating at least 27 separate languages into English. This is a degree of linguistic hegemony, covering most of Europe and part of Asia, even some of Africa, that perhaps has never been equaled by anyone else on the globe, according to division chief Harry Obst.

#### Outsmarting the computer

And even now, it seems, Mr. Fossan's in-box might not remain empty for very long. When he returns to his native Minnesota, he'll be taking with him a contract from the division for occasional future translations in 22 languages. This wasn't easy to arrange, because the division's computer is programmed for a maximum of nine languages per language specialist. "We got around this," says Mr. Obst, "by having Mr. Fossan entered into the computer as three different translators having the same name. This the computer accepted, since it's not as smart as Mr. Fossan is."

Mr. Fossan began his Government translating career by taking a language competency test in 1942. He slammed a four-base hit, scoring 98 out of a possible 100 points in German, French, Italian and Spanish. The War Department snapped him up, only to lose the civilian star when the Army drafted him just five months later. After three years, he returned to the War Department, leaving it to join State in 1947.



#### Language campaigns

"In his career at State," as Mr. Obst describes it, "Mr. Fossan went on relentless campaigns. Language after language fell before his pen and his persistence: Sanskrit, Indonesian, Malay, Afrikaans, Latin, even Esperanto. And there was his grand campaign to annex the rest of Europe: Flemish, Dutch, Danish, Norwegian, Faroese, Icelandic, Swedish, Finnish, Russian, Serbian, Serbo-Croatian, Slovak, Romanian, Bulgarian, Hungarian, Czech and Polish.

"There were nuclear research texts in German, a letter to the Secretary in Icelandic, a trade proposal in

*Emil Fossan at his retirement party. (Photo by Ann Thomas)*

Danish, a magazine article in Serbo-Croatian, a message from a foreign cardinal in Latin, to mention just a few examples."

At his farewell party, Mr. Fossan's colleagues gave him, among other things, a crystal sculpture of a Viking ship and a pair of bookends. It was impossible for them to talk behind his back. Whatever language they might have used, this "patrician, refined in his manners and writing style" (as one colleague described him) would have understood what was being said. ■



# Appointments

## White House slates 7 for ambassadorships

4 of the posts are in Africa



Mr. Schaffer



Mr. Piedra



Mr. Ryan



Mr. Gardner



Mr. Shirley



Mr. Roberts



Mr. Neher

**P**RESIDENT REAGAN as of late June had announced his intention to nominate seven more ambassadors. The nominations would require Senate confirmation. The seven, in alphabetical order by post, are:

—*Bangladesh*—Howard B. Schaffer, deputy assistant secretary for Near Eastern and South Asian affairs, to succeed Jane Abell Coon.

—*Guatemala*—Alberto Martinez Piedra, U.S. representative to the Inter-American Economic and Social Council of the Organization of American States, and senior policy adviser, to replace Frederic L. Chapin.

—*Mali*—Robert J. Ryan Jr., former deputy to the assistant secretary for inter-American affairs, and coordinator of the Caribbean Basin Initiative, to succeed Parker W. Borg.

—*Papua New Guinea and Solomon Islands*—Paul F. Gardner, director of regional affairs, Bureau of East Asian and Pacific affairs, to succeed M. Virginia Schafer in both posts.

—*Tanzania*—John W. Shirley, diplomat-in-residence, Wesleyan University, Middletown, Conn., to succeed David C. Miller Jr.

—*Togo*—Owen W. Roberts, roving chargé d'affaires, N'Djamena, Chad, to replace Howard Kent Walker.

—*Upper Volta*—Leonardo Neher, director, Office of Analysis

for Africa, Bureau of Intelligence and Research, to succeed Julius W. Walker Jr.

*Following are biographical sketches of the persons chosen by the President.*

\* \* \*

### **Bangladesh**

Howard Bruner Schaffer, who was appointed a career member of the Senior Foreign Service, class of minister-counselor, in 1981, has been deputy assistant secretary for Near Eastern and South Asian affairs since 1982.

Mr. Schaffer joined the Foreign Service in 1955 and was assigned the following year as political officer in Kuala Lumpur. From 1958 to 1960 he held the same position in Seoul. He returned to Washington in 1960 for Hindi language training at the Foreign Service Institute. Following his studies, he was economic officer, New Delhi, 1961–63. He then was political officer, 1963–67. He returned to the Department in 1967 to become international relations officer, Bureau of Near Eastern and South Asian affairs. The following year he was assigned as a Woodrow Wilson fellow at Princeton.

Mr. Schaffer later drew assignments as personnel officer, Bureau of Near Eastern and South Asian affairs, 1970–72, and Bureau of Personnel, 1972–74. In recent years he has been counselor for political affairs,

Islamabad, 1974–77, and New Delhi, 1977–79; and director of India, Nepal, Sri Lanka, Bhutan and Maldives affairs, 1979–82.

Mr. Schaffer was born in New York on July 21, 1929. He received a bachelor's from Harvard in 1950, and took graduate courses at Columbia, 1953–55. From 1951 to 1953 he served with the Army. His languages are Hindi, Urdu and French. Before joining the Foreign Service Mr. Schaffer was a sales correspondent with I.M. Schaffer Co., Inc., Brooklyn, N.Y., 1950–51; research assistant with the McCann-Erickson advertising agency, New York, 1953–54; and a marketing researcher with the Lever Bros. Co., also in New York, 1954–55.

Mr. Schaffer won the Department's Meritorious Honor Award in 1967. He is a member of the American Foreign Service Association. He is married to Teresita Currie Schaffer; they have two sons, Michael Currie and Christopher Sparre.

\* \* \*

### **Guatemala**

Alberto Martinez Piedra has been the U.S. representative to the Inter-American Economic and Social Council of the Organization of American States since 1982. He was director general of exports and imports, ministry of commerce, Havana, January–April 1959, and a staff economist with the Organization of Amer-

## APPOINTMENTS

ican States, 1960-64. He has also been a professor at the University of Villanova, Havana, 1958 and 1959. He was an associate professor at Catholic University, Washington, 1964-82.

Mr. Piedra was born in Havana on January 29, 1926. He became a U.S. citizen in 1969. He received a doctorate in law from the University of Havana in 1951, a doctorate in political economy from the University of Madrid in 1957, and a Ph.D. from Georgetown in 1962. His languages are Spanish, French, German, Italian and Portuguese. He is married to Edita Enriquez Piedra; they have three sons, Alberto, Javier and Pedro, and two daughters, Edita and Conchita.

\*\*\*

### Mall

Robert J. Ryan Jr. was appointed a career member of the Senior Foreign Service, class of minister-counselor, in 1981. After joining the Service in 1960, he was assigned as consular officer in Ponta Delgada, Azores. From 1964 to 1966 he was assistant commercial attaché, Rio de Janeiro, and from 1966 to 1967 he studied economics at the Massachusetts Institute of Technology.

Mr. Ryan then drew assignments as economic officer, Pretoria, 1967-69; as a member of the National Security Council, 1969-71; and as economic officer, Paris, 1971-73. He then was appointed counselor for economic and commercial affairs, Rabat, serving until 1974. He was director, Office of Monetary Affairs, Bureau of Economic and Business Affairs, 1974-77. In recent years Mr. Ryan was a member of the Executive Seminar in National and International Affairs, 1977-78; deputy representative to the U.S. mission to the Organization for Economic Cooperation and Development, Paris, 1979-81; and director, Office of Regional Economic Policy, Bureau of Inter-American Affairs, 1981-82. The following year he was named deputy to

the assistant secretary for inter-American affairs, and coordinator of the Caribbean Basin Initiative. This year he has been taking refresher language courses at the Foreign Service Institute.

Mr. Ryan was born in Washington on August 11, 1939. He received a bachelor's from Johns Hopkins in 1960, then attended George Washington. He received a master's from the Massachusetts Institute of Technology in 1967. His languages are French and Portuguese.

Mr. Ryan won the Department's Superior Honor Award in 1983. He is a member of the American Foreign Service Association. He is married to Clare Pope Ryan; they have a son, Sean, and a daughter, Susan.

\*\*\*

### Papua New Guinea and Solomon Islands

Paul Fisher Gardner was appointed a career member of the Senior Foreign Service, class of minister-counselor, in 1981. He joined the Foreign Service in 1956 and was assigned as an intelligence analyst in the Department. He later held assignments as consular officer, Tananarive, 1959-61, and political officer, Vientiane, 1961-63. From 1963 to 1964 he took Indonesian language training at the Foreign Service Institute.

Mr. Gardner was political officer, Jakarta, 1964-68; and Indonesian desk officer, 1969-71. He was assigned to the National War College in 1971. From 1972 to 1974 he was counselor for political-military affairs, Phnom Penh; and, from 1974 to 1976, counselor for mutual security, Ankara. He then became counselor for political affairs, Jakarta, serving until 1978. From 1978 to 1981 he was deputy chief of mission. He has been director of regional affairs in the East Asian bureau since 1981.

Mr. Gardner was born in San Antonio on October 31, 1930. He received a bachelor's in 1952, and a master's in 1956, both from the University of Texas. He also attended the

University of Bordeaux, in France, 1952-53. Mr. Gardner taught English at Asherton High School, Asherton, Tex., 1953-54, then served as a first lieutenant in the Air Force, 1954-56. His languages are French and Indonesian. He has won the Department's Superior Honor Award three times—in 1968, 1974 and 1976. He is a member of the American Foreign Service Association. He is married to Judith Bearup Gardner; they have a daughter, Amanda.

\*\*\*

### Tanzania

John William Shirley was appointed a career member of the Senior Foreign Service, class of career minister, in 1981. He joined USIA in 1957 and was assigned as an intelligence research officer, then as a public affairs trainee. He later held assignments as assistant cultural officer, Zagreb, 1958-59; assistant cultural attaché, Belgrade, 1959-60; public affairs officer, Trieste, 1960-63; press attaché, Rome, 1963-65; and press officer, New Delhi, 1965-68. He returned to Washington in 1968 to become the agency's policy officer for Near Eastern and South Asian affairs.

Mr. Shirley took Polish language training at the Foreign Service Institute, 1969-70. Following his studies, he became press and cultural affairs officer in Warsaw, serving until 1972. He again returned to Washington, in 1972, to become the agency's deputy director, and later director, for East European and Soviet affairs. From 1977 to 1980 he was counselor of embassy for public affairs, Rome. The following year he was appointed to the class of career minister for information, and assigned as associate director for programs. In recent years Mr. Shirley was acting director of the agency, 1981; counselor, 1981-83; and deputy director ad interim, 1983. He has been a diplomat-in-residence at Wesleyan, in Middletown, Conn., since 1983.

Mr. Shirley was born in England on August 18, 1931. He received a bachelor's in foreign service from

Georgetown in 1957. He served in the Air Force, 1952-56. He is fluent in Hungarian, Italian, French, German, Polish and Serbo-Croatian. He received USA's Meritorious Service Award in 1963 and its Distinguished Honor Award in 1983. Mr. Shirley is married to Katherine Gorberg Shirley; they have two daughters, Pamela and Alexandra.

\* \* \*

#### Togo

Owen W. Roberts was appointed a career member of the Senior Foreign Service, class of minister-counselor, in 1981. He joined the Service in 1955 and was assigned as a consular officer in Cairo. From 1958 to 1960 he was commercial officer in Leopoldville. Mr. Roberts returned to Washington in 1961 to become desk officer for Africa in the Bureau of Intelligence and Research. Two years later he held a similar position in the Bureau of International Organization Affairs, serving until 1964.

He then drew assignments as political officer, Lagos, 1964-65; and deputy chief of mission, Ouagadougou, 1966-68. After attending the Air War College, 1969-70, he became staff director of the Board of Examiners for the Foreign Service. Mr. Roberts later was deputy director of cultural affairs for Africa, 1971-72; a member of the Policy Planning Staff, 1973; and executive director, Office of the Inspector General, 1974-75. From 1976 to 1978 he was deputy director, Sinai Field Mission. He returned to Washington in 1978 to become director of the African Office, Department of Defense—on detail from State.

In recent years Mr. Roberts has been deputy chief of mission, Addis Ababa, 1979-82; and roving chargé d'affaires in Victoria, Banjul and N'Djamena, 1982-84. He also served as an adviser on Africa at the UN General Assembly last year.

Mr. Roberts was born in Ardmore, Okla., on March 29, 1924. He received a bachelor's from Princeton in 1948. He also received a

master's in international affairs in 1952, and a doctorate in 1955—both from Columbia. From 1943 to 1946 he served in the Army. Mr. Roberts is married to Janet Kiehel Roberts. They have a son, Read.

\* \* \*

#### Upper Volta

Leonardo Neher was appointed a career member of the Senior Foreign Service, class of counselor, in 1981. He was a personnel technician with the Department of Navy, 1952-54, before he joined the Foreign Service in 1954. He was assigned as consular officer in Ankara that year.

Mr. Neher later held assignments as economic and political officer, Tangier, 1957-61; and commercial officer, Saigon, 1962-64, and Damascus, 1964-66. He returned to Washington in 1966 to become arms policy officer, Bureau of Politico-Military Affairs. From 1968 to 1970 he was on detail to the Defense Department as assistant for foreign military rights affairs.

Mr. Neher later was principal officer, Lubumbashi, 1970-72; deputy chief of mission, N'Djamena, 1972-74; and counselor for political affairs, Santo Domingo, 1974-77. In recent years he was assistant for plans and policies, on detail to the Environmental Protection Agency, 1977-79; staff director of the Board of Examiners for the Foreign Service, 1979-81; inspector, Office of the Inspector General, 1981; and deputy director, Office of Analysis for Africa, also in 1981. He has been director of that office since 1982.

Mr. Neher was born in Cincinnati on December 5, 1922. He attended Akron University, 1940-41. He received a bachelor's in 1948 from Bowling Green State in 1948, and a master's in 1952 from the University of Chicago. From 1943 to 1946 he was with the Army. He is fluent in French and Spanish.

Mr. Neher won the Vietnam Civilian Service Award, 1964; the Secretary of Defense Meritorious Honor Award, 1970; and State's Superior

Honor Award, 1974. He is married to Christine Enos Neher; they have two sons, Daniel and James, and two daughters, Elizabeth and Patricia. □

#### Air Force general heads politico-military bureau

Lieutenant General John T. Chain Jr., the Air Force's deputy chief of staff for plans and operations, has been named director of State's Bureau of Politico-Military Affairs, effective July 1. He succeeds Admiral Jonathan T. Howe, who is returning to his naval duties.



Gen. Chain

The general joined the Air Force in 1956. He was deputy director of plans at Air Force headquarters, 1979-80; deputy director of operations, 1980-81, and assistant deputy chief of staff, plans and operations, 1981-82. He became deputy chief of staff, plans and operations, in July 1982.

After receiving his pilot wings in December 1957, he was an F-100 pilot with the 50th Tactical Fighter Wing at Toul-Rosieres Air Base, in France. He then was a pilot with the Tactical Fighter Squadron at Ramstein Air Base, in Germany. Later in his career, he flew 225 hours as a pilot while assigned to Tan Son Nhut Air Base, in Viet-Nam, as a member of the Air Force Advisory Group. He was then transferred to Air Force headquarters as a staff officer, Office of the Deputy Chief of Staff, Plans and Operations. From January 1969 to June 1970 he was an exchange officer with the State Department.

General Chain has held many other assignments, including service as military assistant to the Secretary of the Air Force, 1978-79. He is a command pilot and master parachutist, with 66 jumps. During his 4,000 flying hours he has flown 21 different

## APPOINTMENTS

Air Force aircraft. His military decorations and awards include the Air Force Distinguished Service Medal, Legion of Merit, Distinguished Flying Cross with one oak leaf cluster, Bronze Star Medal, Meritorious Service Medal with two oak leaf clusters, Air Medal with 11 oak leaf clusters, Air Force Commendation Medal, Army Commendation Medal, and the Republic of Vietnam Armed Forces Honor Medal. He was promoted to lieutenant general in June 1982.

General Chain was born in Wilmington, Del., on December 11, 1934. He received a bachelor's from Denison, in Granville, O., in 1956, and a commission as a second lieutenant through the Air Force Reserve Officers Training Corps Program. He attended pilot training school, 1956-57. He received a master's in international affairs from George Washington in 1971. He's a 1971 graduate of the National War College.

General Chain is married to Judith Bruce Chain. They have two children, Jeffrey and Jill. □

### Susan Parsons is No. 2 in family office

Susan Parsons, who recently completed a two-year term as president of the Association of American Foreign Service Women, has been



Ms. Parsons

named deputy director of the Family Liaison Office. She succeeds Ginny Taylor. A graduate of Pomona College in her home state of California, Ms. Parsons earned a master's at the Johns Hopkins School of Advanced International Studies. She accompanied her husband, Foreign Service officer Donald Parsons, on assignments to Trieste, Tijuana, Santo Domingo, Milan and Mexico City, where she was the first community liaison officer, 1978-80.

Active in the Association of American Foreign Service Women for nearly 20 years, she served on the board, 1971-73, and has been active in women's organizations overseas. □



Diana Lady Dougan, who was named coordinator for international communications and information policy, Office of the Under Secretary for Security Assistance, Science and Technology (STATE, May 1983), has been nominated by President Reagan for the rank of ambassador in that post. The nomination requires Senate confirmation.

### People at State

Secretary Shultz has appointed **Gilbert A. Robinson** as his special adviser on public diplomacy; Mr. Robinson's staff includes **W. Kenneth Thompson**, deputy adviser; **James George Jatras** and **Barbro A. Owens**, assistant advisers; **Rose Scott-Fituwi**, special assistant, and **Linda S. Davis**, secretary ... In the Office of the Under Secretary for Political Affairs, **Miles S. Pendleton Jr.** is executive assistant, **Eva Kim** personal assistant and **Sandra Ulmer** secretary, with **Gerald Helman** continuing as deputy to the under secretary ... On the staff of Ambassador-at-large Richard Fairbanks are executive assistant **Charles A. Patrizia**, deputy **R. Sean Randolph**, special assistant **David J. Allan** and staff assistant **Pat B. Meyer** ... In a reorganization in the Executive Office of Management, **Donald Rek** has become chief of the Administrative Services Division ...

### Hall heads new post in Shenyang, China

John H. Hall has been assigned as the first U.S. consul general at a new post in Shenyang, China. It was opened on May 30. Formerly called Mukden, Shenyang is the capital of Lianoning province, in northeastern China.

Mr. Hall joined the Foreign Service in 1970. He held assignments with AID and State in Washington, and has also served in Saigon, Brussels, Taipei and Guangzhou. ■

### Communications panel to meet here July 10

The National Committee of the Organization for the International Telegraph and Telephone Consultative Committee will meet on July 10 at 9:30 a.m. in Room 1408.

The committee will continue its examination of issues related to the assembly scheduled for October 8-20 in Malaga-Torremolinos, Spain. It will receive and discuss the reports of U.S. Study Groups A, B, C and D and the Joint Working Party on Integrated Services Digital Networks, and receive and discuss the report of the ad hoc group which was established at a previous meeting to advise the committee on issues relating to the election of international study group chairmen/vice chairmen.

Members of the public may attend the meeting and join in the discussion, subject to instructions of the chairman. Admittance of public members will be limited to the seating available. Persons who plan to attend should advise Earl Barbely, telephone (202) 632-3405. □

### Money quiz

Q—Where can Series E and EE U.S. savings bonds be redeemed?

A—Most commercial banks and many other financial institutions will redeem bonds on presentation of proper identification. Bonds may be redeemed any time after six months from issue date.

## News Highlights

### Shultz stresses key role of science officers

The importance of science officers in the Department of State received emphasis recently in a message to the field by Secretary Shultz, which was also issued as a Department Notice on June 13.

"I have long been impressed," the Secretary said, "by the powerful influence that science and technology exert on our foreign policy. An increasing number of foreign policy decisions in today's high technology world are driven by S&T considerations. Foreign policy issues may involve such S&T topics as nuclear power and nonproliferation, genetic engineering, agriculture, health, technology transfer, communications and space research and exploration—in short, factors profoundly affecting the quality and even the very continuation of our lives."

Mr. Shultz added: "Most recently, in Title 5 of the Foreign Relations Authorization Act of Fiscal Year 1979, Congress passed legislation that clearly stressed that U.S. foreign policy should take account of S&T considerations, and assigned the Secretary of State 'primary responsibility for coordination and oversight with respect to all major science or science and technology agreements and activities between the United States and foreign countries . . .'

"I take this responsibility very seriously. My strong personal commitment is due in part to my earlier association with academic institutions strong in science and technology; and my more recent experience in public affairs has strengthened my conviction that in foreign policy we simply must be ahead of the S&T power curve.

"In support of this objective, we have 34 full-time science attaches or science counselors assigned to our missions abroad, as well as nearly 100 part-time science reporting officers at other posts. The Foreign Service is rich in S&T expertise, and has considerable untapped resources in officers

with degrees, backgrounds or interest in science and technology.

"I want to emphasize the importance of S&T exposure to junior Foreign Service officers, where these duties may be incorporated as part of a rotational or other assignment. In conjunction with the under secretary for management's Wye follow-up agenda, we are considering a series of actions designed to make this intellectually stimulating field even more attractive as a Foreign Service career overseas and in Washington." □

### Counter-terrorism unit is expanded

The Office for Combatting Terrorism has been redesignated the Office for Counter-terrorism and Emergency Planning, with Robert M. Sayre being retained as director of an expanded operation. Assisting him are Terrell E. Arnold, senior deputy for counter-terrorism policy; Theodore Papendorp, acting deputy for emergency planning; and Edward Marks, deputy for counter-terrorism programs.

The change stems from approval by Congress of an anti-terrorism training program for foreign law enforcement officers, with responsibility for it delegated to Mr. Sayre. Also, the under secretary for management has assigned responsibility for emergency planning to the office. □

### State to license autos of foreign diplomats

Under a new program that was to begin July 1, the Office of Foreign Missions will issue auto titles, registrations and license plates to foreign missions and foreign diplomats stationed in the United States. The program is to apply to all cars, including those owned by persons with diplomatic immunity.

The Department said it will set fees and controls similar to those which U.S. diplomats encounter overseas when they import, register, operate and sell their cars. And beginning

this fall, according to a press guidance, vehicles registered by the Department will need to be insured for third-party liability. "This is intended to assure that persons injured through the fault of diplomatically immune motorists can be compensated for the damages they sustain," the guidance said.

The license plates will be issued in Room 2818B. □

### Order of succession is modified

The order of succession at State was amended by Secretary Shultz in an order by him that was published in the Federal Register of May 15. The amendment says that, in case of the death, resignation, absence or illness of the Secretary and the Deputy Secretary, they would be succeeded by "an Under Secretary of State or the Counselor as may be specifically designated from time to time by the Secretary of State or the Acting Secretary of State."

In the absence of such a designation, the succession would remain as established in 1982 by then-Secretary Haig. On the Haig list, in descending order, are the under secretaries for political affairs; economic affairs; security assistance, science and technology; and management. The under secretaries are followed by the counselor, then the assistant secretaries for the regional bureaus, according to their seniority in that capacity. □

### Main State cooling system plagued with problems

Problems with the Main State air-conditioning system coincided with the heat wave in the first part of June, making many areas in the building uncomfortable as a workplace. During part of the time, only half of the air-conditioning capacity in the building was operable.

This prompted issuance of a Department Notice on June 14 which said: "Maintenance, repair and replacement of mechanical systems in this building is the responsibility of

the U.S. General Services Administration, and we currently must look to them to keep these systems in operating condition. Most of these systems are original equipment, installed at the time the building was constructed in the late 1950s. Many of the demands we now place on these systems could not have been foreseen at the time the building was designed. The expanded use of sophisticated communications, data and word-processing equipment throughout this building are a major cause of the additional load that has been placed on the electrical and air-conditioning systems.

"We are currently negotiating with GSA to assume greater control of the operation of this building ourselves. The situation will not change overnight, but we do believe that over time this shift of responsibility will enable us to generally improve working conditions in the Department. Meanwhile these problems will continue despite our best efforts." □

### Safeguarding of money and valuables

*From the Aztec Calendar, newsletter of Embassy Mexico:*

It has become a not uncommon practice for embassy employees to use office safe-file cabinets for the storage of personal money and valuables. Not only is this practice against Department of State regulations, but, perhaps more importantly, there have been instances in which money or valuables have disappeared. In most instances, because the cabinet is used for official business, many office employees have access. This makes investigation difficult and the prospect of recovery slight. One should also consider that embassy repositories are vulnerable to fire, in which case the contents would be destroyed. Employees are urged to make alternative arrangements for the safeguarding of money and valuables presently maintained in the embassy.



### Safety signs being posted in hallways and stairways

Signs for safety—arrows and other symbols—are being installed in the halls and stairways at Main State to help employees find exits and firefighting equipment, in case of emergency. The luminous signs also point the way to evacuation routes. In the event of a power failure, the signs would be visible in the dark.

Their colors follow national and international standards. The green signs, being placed in the corridors and hallways so they can be seen from any point inside the building, may be

followed to safety outdoors; they also indicate where first-aid and rescue supplies and equipment are available. The red signs mark the fire extinguisher closets in the hallways. The blue signs identify facilities for handicapped persons. The yellow signs warn against hazardous areas—such conditions as high voltage or slippery floors. The signs with red circles and red diagonal slashes are for prohibitions, such as "No Smoking." The Department uses a "Not an Exit" sign to indicate that a stairwell, door or hallway does not lead to an exit or to an evacuation route. ■

# The Elections

## Department has voting officers to help you to vote in November

To get your ballot—and to make it count: *act now!*

BY WILLIAM E. EDMONDS

*The author is an attorney-adviser in the Office of Citizens Consular Services.*

**T**HIS IS A YEAR in which millions of Americans will vote for President, Congress and numerous state and local offices in the November 6 general election. All qualified U.S. citizens abroad, including Foreign Service people and other U.S. Government employees, have the right to vote. Those who want to should act now.



Mr. Edmonds

Federal law encourages the states to enable every eligible U.S. citizen temporarily abroad to vote by absentee ballot, in all elections held in his or her election district, and authorizes every eligible citizen permanently residing abroad to vote in federal elections in the state of last domicile. The Department of State is required by law to publicize the right of overseas citizens to vote, and to assist them in the exercise of that right.

Every diplomatic and consular post has designated voting officers to provide assistance to absentee voters. According to Volume 7 of the Foreign Affairs Manual (7 FAM 1513), the principal responsibilities of voting officers are to (1) publicize and advise overseas citizens of the right to vote, (2) provide appropriate assistance, information and guidance for registration and voting by absentee ballot, (3) supply available voting materials, and (4) assist in post-election surveys for submission to Congress.

### Voting officers have forms

Post voting officers have available the "Voting Assistance Guide," informational posters and flyers, and the form known as the Federal Post Card Application. The postcard enables a voter to obtain state election materials, such as registration forms and absentee ballots.

As the Department's voting officer, with responsibility for assisting the post voting officers, I am in the Office of Citizens Consular Services, Bureau of Consular Affairs (Room 4811 N.S., telephone 632-4994). I also assist employees assigned to Washington whose voting residence is not in a local jurisdiction.

Registration of voters and dissemination and counting of ballots in our federal system of government is a function of state election officials. These tasks are usually performed at the county level. Voting officers cannot register voters and do not have ballots available. Determination of such questions as place of voting residence is the responsibility of state officials applying state voting laws.

### Tardiness is problem

The most common problem faced by voters abroad is late receipt of absentee ballots from state election authorities. It is an unfortunate fact that some voters will be disenfranchised for failure to return their ballots by the counting deadline. All voters should nevertheless apply for, mark and return their ballots as soon as possible, even though they may not be received in time to be counted. A large number of late ballots may help persuade the states to amend their laws, or may constitute important evidence in any lawsuit challenging state procedures.

The Department regards absentee voting as an extremely important matter. Voting officers at post and in the

Department have been assisting inquiring voters and performing other voting services for the 1984 election since before the first of the year.

Two recent cases illustrate the important role played by voting officers. In the first, the ambassador to a major western European country and his wife were unsure whether they were properly registered to vote in their home state; they had received different types of registration cards from state election officials. The post voting officer contacted me for assistance. I was able to verify from the state office that both the ambassador and his wife were registered and would be sent absentee ballots for the presidential primary.

In the second case, an employee at a small African post wrote the United States directly for information which he could have received from the post voting officer. The time needed to send the information and necessary forms prevented him from returning his primary ballot in time to be counted. The post voting officer could have informed him of the proper procedures and given him the necessary forms on the spot, thereby helping him to avoid disenfranchisement.

### 'A special responsibility'

All U.S. citizens are encouraged by the Department to exercise their precious right to vote. Government employees abroad, as representatives of the United States, have a special responsibility to participate in this process, which is a cornerstone of American freedom. Unfortunately, this is a freedom unavailable to most of the world's people. ■

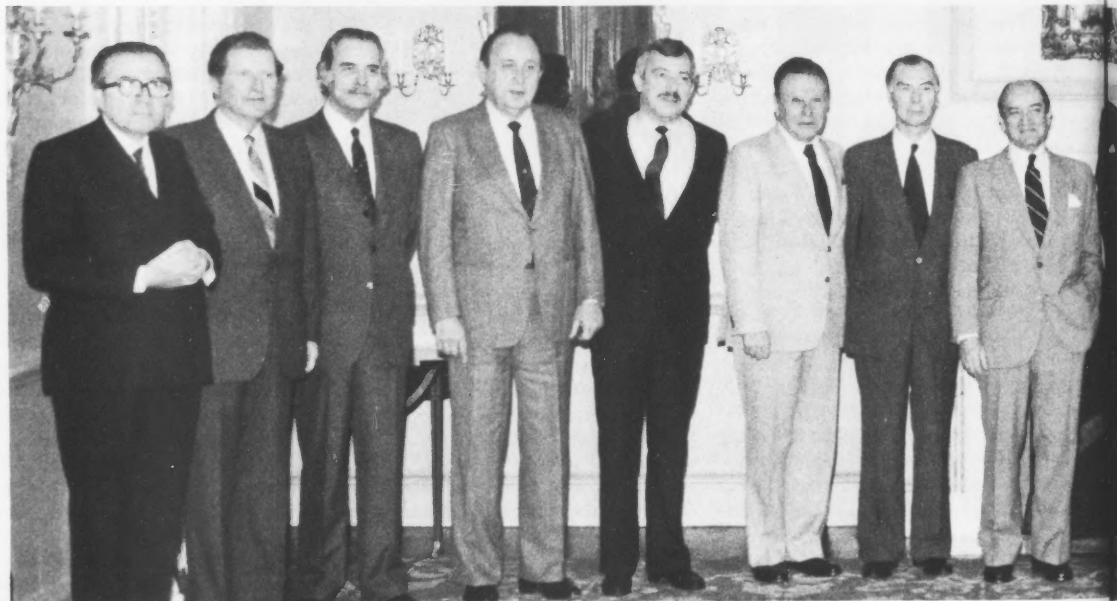
Buy U.S. savings bonds through the Payroll Savings Plan. Take stock in America.

## 'Major League' Diplomats

ON THE 35th anniversary of the establishment of NATO, the 16 foreign ministers of its North Atlantic Council convened in Washington for their spring meeting, May 29-31, splitting their sessions between the Department, the White House and Wye Plantation, on Maryland's eastern shore. One of the personal highlights consisted of tributes to Joseph M.H.H. Luns of Belgium, who is retiring after 13 years as NATO secretary general. (NATO photos)



President Reagan toasts Mr. Luns after presenting him the Medal of Freedom, the nation's highest civilian award.



From left: Giulio Andreotti, Italy; Geir Hallgrímsson, Iceland; Ioannis Haralambopoulos, Greece; Hans Dietrich

Genscher, Germany; Uffe Ellemann-Jensen, Denmark; Allan Joseph MacEachen, Can-

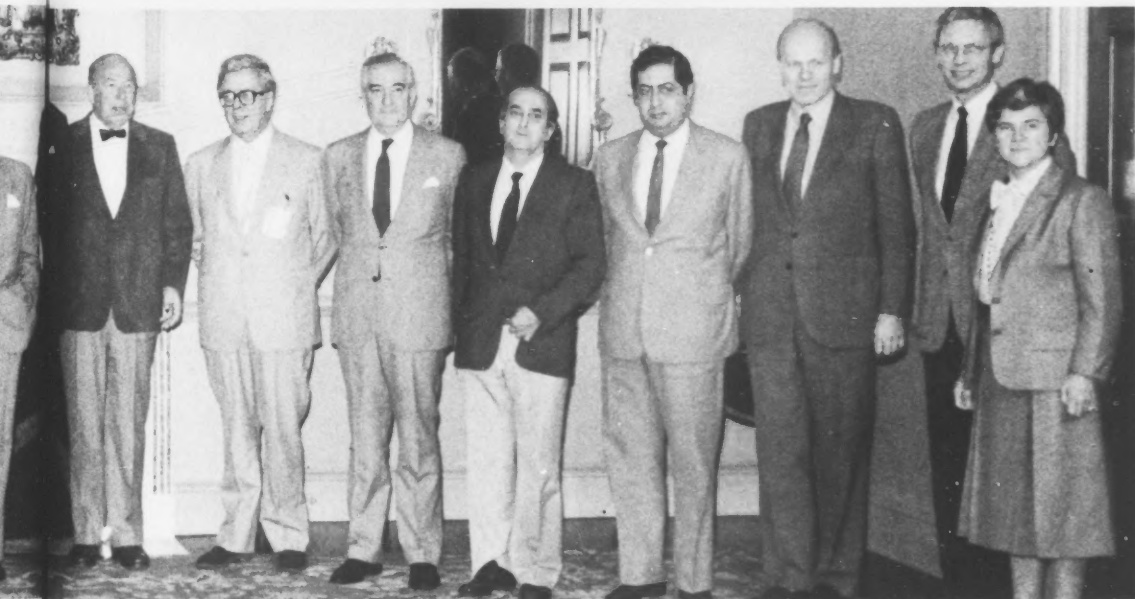
ada; Leo Tindemans, Belgium; Claude Cheysson, France; secretary general Joseph





France's Claude Cheysson burrows inside for the news.

Sir Geoffrey Howe, United Kingdom, with Secretary Shultz. In background is the U.S. ambassador to NATO, David M. Abshire.



Luns; George P. Shultz, United States; Sir Geoffrey Howe, United Kingdom; Vahit

Halefoglul, Turkey; Fernando Moran Lopez, Spain; Jaime Gama, Portugal; Sverre Stray,

Norway; Han van den Broek, Netherlands; Colette Flesch, Luxembourg.

**'MAJOR LEAGUE' DIPLOMATS**

*From left: Leo Tindemans, Belgium; Allan Joseph MacEachen, Canada; Uffe Ellemann-Jensen, Denmark; Hans Dietrich Genscher, Germany; Ioannis Haralambopoulos, Greece; Geir Hallgrimsson, Iceland.*



*From left: Hans Dietrich Genscher, Germany; Ioannis Haralambopoulos, Greece; Geir Hallgrimsson, Iceland; Vice President Bush.*





Applause for the outgoing secretary general.



At President Reagan's dinner, from left: Ioannis Haralambopoulos, Greece; Uffe Ellemann-Jensen, Denmark; Leo Tindemans, Belgium; Mr. Luns; Mr. Reagan.

France's Claude Cheysson, left, and Netherlands' Hans van den Broek. ■

## Athletes Abroad

### No quiche for our real men in Chile

They cook up hardball

**T**HE ULTIMATE question has been asked.

With growing impatience, Peter Whitney, economic counselor at Embassy Santiago, has been reading time after time in this magazine about colleagues who work out. They run (June 1982). They play softball (November 1983). They compete at platform tennis (February 1984).

Fine.

But:

"Shouldn't the Foreign Service be playing hardball?" he wants to know.

He is one of four staff members at the U.S. embassy in Chile who have no doubt that their sport is the correct model for the Service. The others are right fielder John Moran, 32, finance and development officer; left fielder Peter de Shazo, 38, cultural affairs officer; and catcher Jeff Hall, 38, narcotics officer. Mr. Whitney himself holds down center field. They're members of the U.S.A. team in the eight-team Santiago League.

Mr. Whitney, who is 40, writes: (We're) finding satisfaction each weekend batting against fastballs thrown at about 70 to 80 miles per hour. While this is 10 or 20 miles per hour slower than major league velocity, it's fast enough to provide the unique and beautiful anxiety of real baseball...

"Getting a hit or two, fielding reasonably cleanly, and beating one of the best teams in the league creates the beautiful illusion that we're not that old, and that we can hold our own or more with the youngsters (average age early 20s) on the other teams in the league.

"If your wife, girlfriend or teenage daughter sees you get that hit or make that catch, so much the better. And even if no one you know sees it, you get that special feeling from com-



Outfielders DeShazo (left), Whitney (center) and Moran.



Mr. Whitney in one of his hardball poses.



John Moran singled to center, seconds after this photo was taken.

ing through in the clutch."

To be able to experience that joy, one pays a price. Mr. Whitney and Mr. de Shazo have paid with back injuries (from slides) and several bruises (from being hit by pitches). Mr. Hall suffered a blow from the bat of a wild swinger, and he has sprained his fingers. (He was out of action and unavailable when the accompanying photos were taken.) And Mr. Moran, because of the violence of his swing, has strained his neck.

"We have learned," Mr.

Whitney writes, "to bring ice and band-aids, and to eat lots of papaya and papaya enzyme tablets after being hit by a pitch because this rapidly dissolves the black-and-blue spots."

Mr. Whitney may or may not win adherents for his sport in the rest of the Foreign Service, but he has done so at home. Both his son, Tyson, and daughter, Vanna, are playing organized baseball in Chile.

Another young player there is Wes Dibble, son of communications officer Richard Dibble. ■

## Martin's Maintenance Corner



BY MARTIN ROSKIN

*Mr. Roskin is a Foreign Service national employee on the general services staff at Embassy Tel Aviv, where he has been writing a weekly column for Americans in the post newsletter, the Star. Because the columns could be useful to Foreign Service households around the globe, as well as to Department employees in Washington, STATE has decided to reprint some of them from the Star, as a regular feature of this magazine.*

**Y**OU KNOW wallpapering can be fun and does look nice. If you follow the manufacturer's instructions, you can do a superb job—it really is not all that difficult. I will try and give you some hints also on how to make the job easier.

Say you've decided to paper a bedroom. You'll need to know how many rolls of wallpaper will be re-

### Wallpapering

quired. Here is how you measure. Count the floor tiles along the walls being papered. If they are the small standard tiles, they measure 20 cm. If they are the larger tiles (usually in the salon area), they measure 30 cm. Now, after counting them, convert into running meters, then measure the height from floor to ceiling. This of course varies. However, if your measurement is 2M 50cm, you will be able to paper 2 running meters with a non-matching pattern paper, i.e., 4 drops per roll. If pattern match is required, you'll be able to do only 1M 50cm, as the pattern match ranges from 10cm to 30cm maximum on each drop. So you'll have some paper over on each roll, which you can use for over a door or window. If, on the other hand, your height is 2M 60cm or more, it doesn't matter. You'll only be able to do 1M 50cm on 3 drops per roll, and what's over you use in the same way.

### Tools you'll need

You have the paper and you are

ready to start. The tools you will need are a pasting brush, scissors, razor knife, spirit level (or plumb line), pencil, ladder, measure, wallpaper roller, and a wide putty knife or steel ruler (and a radio tuned to the Voice of Peace or B.B.C. or whatever!).

Now, making sure your walls are smooth and cracks filled, you are ready to start. If your wall was painted with whitewash (sid), then apply the paste and let it dry before papering.

Now you start. If you are using a non-matching pattern, then cut a few lengths of paper so they are ready. If not, you have to match cut each one as you hang, matching up the pattern.

### From the corner

Always start papering from a corner, and paper going away from the light, i.e., a window wall. This stops seams from showing. Measure 50cm away from the corner and draw a vertical line with your spirit level or plumb line. Now paste the paper you have cut already, making sure you have pasted every part, and then fold inward and leave for about 60 seconds, unless the manufacturers say otherwise. Paste the wall also, as it gives the paper more slide. Now, starting from the top, line up the paper to the pencil line you have drawn on the wall. Then, with your roller, flatten down the seam. Then, starting from the middle of the paper, flatten out, going from side to

side with your roller, taking out air bubbles and excess glue. Never roll out downwards as this could cause the paper to crease. If after you have done this, a few minutes later you notice bubbles, leave them; they'll dry out. Don't try and flatten them, as you will only stretch the paper. Then trim the top and the bottom of the paper. I usually overlap the floor panels by about 2 cm, then cut.

Hang the next consecutive drops in the same way, making sure your pattern matches, if you have one. Cut out doors and windows with your razor and steel ruler. Electric sockets—take out plastic fronts and paper over them, then cut around the socket (make sure you turn off the electricity when doing this), then screw the plastic cover back on.

### Cut into it

When coming to a corner, always cut into the corner, leaving about 2 cm to come round, as the corners are never straight. Then carry on as you started, making a pencil line 50cm along from the corner.

Make sure that all your joints are well stuck down and not overlapping. If you need to go around a corner, cut up to the corner and, after you finish, stick on special corner strips with contact glue.

Well, I hope I've been of help, and good luck if you have a try. ■



Thirty-four-year-old Martin Roskin at work in the chancery lounge at Embassy Tel Aviv.

Behind the dropcloth is a photographic mural. (Photo by Matty Stern)

# Tandem Employees

## They 'comprise 8.5% of the Foreign Service workforce'

And they're 'equally represented in the 5 regions overseas'

BY JANET G. BUECHEL

*The author, a Foreign Service officer, is a program analyst in the Human Resources Division of the Bureau of Personnel.*

**T**ANDEM EMPLOYEES now comprise 8.5% of the Department's Foreign Service workforce, and are equally represented in the five



geographic regions overseas, according to a recently completed study by the Bureau of Personnel's Office of Management.

The study also shows that:

—More than half of the tandems currently assigned overseas are serving in hardship posts.

—Almost 13% of all Foreign Service secretaries are part of a tandem couple.

—Close to half of all tandem employees are in the mid-grades (FS-1 through 3).

### What's a tandem?

Since 1971, when the concept of tandem couples was formalized, the number of individual employees regis-

tering as part of a tandem couple has risen to 582. The Department defines a tandem as a Department of State career Foreign Service employee who is married to a career employee of any of the five foreign affairs agencies, i.e., State, AID, USIA, Commerce or Agriculture. Tandem registration is a voluntary declaration by the employee and, for various reasons, not all employees who are tandems have elected to register.

Nonetheless, the Bureau of Personnel estimates the 582 figure to represent 95+% of all tandems at State. Employees whose spouses are employed by other Government agencies which are represented overseas are not included in the count, though efforts are made to take this factor into consideration in the assignment process.

As the number of tandems continues to increase and these employees reach senior levels, workforce planning and professional development considerations become more complex. There are the inevitable allegations about preferential treatment for tandems in the assignment process, as well as the reverse of this argument when tandems are assigned to separate posts.

No historic information is available with which to compare our present findings; however, current figures show that tandems are represented in a

variety of posts worldwide in rough proportion to bureau positions overseas. Depending on various personal or professional circumstances, some tandems have accepted assignments to separate posts while others have taken leave without pay.

### The tandem group

As seen from the following table, the overwhelming majority of State's tandems are married to other Department employees:

State employee whose spouse is an employee of:	Total
AID	12
State	524
Commerce	1
USIA	45
Agriculture	0
Total	582

(Note: The 582 individuals do not equate to 291 couples because of inter-agency tandems.)

### Grade levels, skill groups

The largest concentration of tandem employees is in the mid-grades (FS-1 through 3); approximately 5% are in the Senior Foreign Service, and 48% are in grades FS-4 through 9. Tandems are represented in virtually all skill fields in the Foreign Service. As a single group, however, secretaries are the most significant—one-fifth of all tandem employees are secretaries. A more detailed breakdown of tandems by grade and skill group is provided in the adjoining chart.

### Where tandems are assigned

The popular view is that most tandems are assigned overseas in the Bureau of European Affairs—and the study confirms that fact. However, the largest single percentage (34.7%) of overseas positions is in that bureau; therefore, not just more tandems, but more employees in general are assigned to the Europe area.

Slightly more than one-third of all Foreign Service positions are in the Department and about one-third of all tandem employees are currently as-

### Tandems by grade and skill group

Grade	Adm.	Cons.	Pol.	E/C	Comm.	SY	Secy.	Med.	Misc.	Tot.
CM			2							2
MC			7	4		1		2		14
OC			7	4	1					18
FS-1	4	2	7	4	1	4			1	50
FS-2	12	3	22	5	3					50
FS-3	29	15	35	22	2	7			1	111
FS-4	32	21	22	13	7	10		2		107
FS-5	34	23	12	7	14		3	4		97
FS-6	9	2	4	1	25		19			60
FS-7		2		1	11		36			50
FS-8					6		39			45
FS-9					2		24			26
FS-9							2			2
Total	120	68	111	57	71	22	123	8	2	582

signed to Washington. Looking at the geographic bureaus, the overseas positions/tandem employees ratios are as follows: East Asia and Pacific—15.2% positions/10.5% tandems; Europe and Canada—34.7% positions/39.4% tandems; Africa—14.4% positions/13.8% tandems; inter-America—21.0% positions/21.7% tandems; and Near East and South Asia—14.7% positions/14.6% tandems. In sum, tandems are proportionally distributed among the five geographic regions overseas and the Department.

The Bureau of Personnel study went one step further to determine how tandems were distributed with respect to hardship assignments. Of the tandems currently assigned overseas (391 employees), 53% are assigned to hardship posts, as compared to the total overseas positions, 49% of which are in hardship posts.

*Carleton S. Coon and Jane A. Coon constitute the highest-ranking tandem couple at State. They're ambassadors, and they're shown here shortly after they received their appointments from President Reagan in 1981—Mr. Coon to Nepal, Mrs. Coon to Bangladesh. They were concluding their tours in mid-summer this year. (Photo by Robert E. Kaiser)*

Fifteen percent of the European bureau's overseas positions are in hardship posts, and more than one-fourth of the tandems serving in that bureau are assigned to these posts (Ankara, Moscow, Leningrad, Istanbul, etc.). In the African bureau, 83% of its overseas positions are in hardship posts, and slightly more than 83% of the tandem employees assigned to the bureau are in hardship posts. The comparable ratios for the other bureaus are as follows: East Asia—58.8% hardship positions/65.8% of bureau's tandems; inter-America—52.5% hardship positions/55.3% of bureau's tandems; Near East—80.2% hardship positions/80.7% of bureau's tandems.

#### State/State tandems

There is no current assignment information available on tandem employees whose spouses are employed by one of the other foreign affairs agencies, and thus there are no statistics on their current situation vis-a-vis separation, LWOP (leave without pay) or actual tandem assignment.

An analysis of the current group (524 employees) of State/State tandems, however, shows that 210 cou-

ples are assigned together, 29 are separated by assignment to different posts, and 23 couples have one spouse on LWOP. Eight of the working spouses in this latter group are assigned to the Department.

At present, no generalizations can be made concerning tandem employees on LWOP vis-a-vis the reason for their LWOP status (i.e., no tandem assignment available vs. education, medical or other personal reasons) or the expected duration of LWOP. Additionally, eight of the 524 State/State tandem employees are currently serving as chiefs of mission.

#### Eyed at Wye

The tandem issue was a major topic of discussion at the recent Wye conference for State's senior management team. The related issue of spouse employment and career development has now been recognized as a significant factor affecting the future of the Foreign Service. As working couples have become less the exception and more the rule in American society, the tandem option in the Foreign Service has provided many couples the ability to pursue mutually-fulfilling careers. ■



## On the Job

### Ambassador is briefed at home plate by businessmen

Then he's ready for the field

By NICHOLAS A. VELIOTES

LAST FALL I began preparing to take up my duties as ambassador in Cairo. Though I'd been closely involved in our dynamic relationship with Egypt for some years, I realized that I needed to improve my understanding of the U.S. business community's relations with that country. I had been a commercial officer in Rome early in my career, an experience which made me aware of the leading role an ambassador should play in the commercial field. So I took advantage of the program of the Business Council for International Understanding, a nonprofit organization in New York that has been working for years with our people at State.

The council suggested it could put me in touch with corporate executives in this country to assist in my education. And it did—in 27 meetings over 7 days (including 2 breakfasts and 5 luncheons) in 5 cities—New York, Chicago, Houston, Los Angeles and San Francisco. The business council, under the leadership of its president, Charles Powleske, made arrangements down to the last detail, and the result was a smoothly functioning, intensive and informative program.

#### The cookie connection

My education started with the visit to New York. I was handed a schedule of hourly appointments beginning at 9 a.m., plus a luncheon, cocktail reception and dinner, with most meetings in the council's centrally-located office. Mr. Powleske had the foresight to provide coffee and cookies, which I of course "pushed" on my private-sector interlocutors, to uphold what I'm told is a tradition among diplomats. My cookie customers included executives of small and large firms, investors, traders, repre-



Ambassador Veliotos with Benjamin W. Hancock of International Mills Service, Inc.

sentatives of service and management companies, representatives of firms working through AID programs, bankers, concessionaires and officials of educational institutions.

I had anticipated that my meetings would be primarily with businessmen looking for embassy assistance to resolve problems affecting their operations in Egypt. Instead, there were many companies whose people just wanted to make me aware of those operations. I listened, and I learned how problems have been, and can be, resolved in Egypt—with and without embassy assistance. My experience years ago had been that businesses sought embassy help only when their other approaches had failed. Now I was impressed that so many firms were eager to inform me about their activities in Egypt, on the assumption we share mutual interests and goals. I regard this as a most healthy change from the suspicions and arms-length treatment—on both sides—that too often characterized embassy/U.S. business dealings in the past.

#### Forewarned

The benefits of my consultations became quickly evident to me here in Cairo. Before my arrival I had been briefed by the officials of one American company who alerted me to a potential problem involving several million dollars that were owed to it. Within a few weeks the problem landed in my lap; the situation had become acute and the company was faced with a possible shutdown of its operations. But on the basis of the briefing I had received in the United States, I was able to engage personally the appropriate senior officials of the Egyptian government, and the shutdown was averted.

Not only in this case but in others as well, I arrived with an appreciation of the needs and concerns of the American business community in Egypt, and I've been able to be more informed and helpful than would have been possible had I started here from scratch. I've also had an important head start in fostering the personal relationships that are necessary for the development of cooperation and trust. In this respect, Ted Rosen, the compe-



---

---

tent commercial counselor at post here, informed me that, in the few days of consultations in the United States, I'd met a range of U.S. business representatives that had required him two years to meet here in Egypt.

**'A valuable resource'**

So I highly recommend that my fellow officers at State and Commerce use the facilities of the business council to take the pulse of the U.S. business community in countries to which they'll be assigned. The council has

been helping the U.S. Government in this way for 25 years. From its 16th-floor office in the Greybar Building in midtown New York, in the last year alone, its small staff arranged consultations for some 100 ambassadors and Foreign Service officers. I see this outreach capability as a valuable resource that supplements the work of local chambers of commerce and other business groups whose members interact with our diplomatic officers serving abroad. ■

**Contact at State**

Ambassadors and principal officers, as well as their deputies and section chiefs, are encouraged by the Department to consider consultations arranged by the Business Council for International Understanding.

Those interested should cable or telephone the Office of Business and Export Affairs, Bureau of Economic and Business Affairs, EB/TDC/BEA, 632-4007.



Ambassador Veliotis, left, and Westinghouse Electric Corp.'s C.A. Sadlow greet guests at luncheon.

## Book Reviews

### Jorden 'examines the anatomy of a successful negotiation'

He 'describes the personal qualities of ... people who affected the outcome'

BY RICHARD R. WYROUGH

*The reviewer is the Department's coordinator for Panama Canal and treaty affairs.*

JORDEN, WILLIAM J. *Panama Odyssey*. University of Texas Press, Austin, 1984.

**P**ANAMA is a country the size of South Carolina, with a population barely over 2 million; its location is its greatest natural resource. The



Mr. Wyrough

U.S. embassy there is our 11th largest in the world, and our interests in the country are disproportionately large for its size. They include forward military bases, the third largest concentration of U.S. private investment in all of Latin America, an American community in excess of 40,000, a host country with an important role in national affairs, and—not least of all—the Panama Canal. This venerable facility, which will be 70 years old in August, has played an interesting role in our national history. And, over the years, it has been the subject of several books, most recently, "Path Between the Seas" by David McCullough, which tells the story of the building of the canal and the part our 1903 treaty efforts with Panama played in that enterprise.

Now, in this age of Indiana Jones and cliff-hanger sequels, Bill Jorden, our ambassador in Panama from 1974 to 1978, has written a sequel to Mr. McCullough's book that brings the history of the canal forward to the present day. "Panama Odyssey" is a long account (725 pages plus index) of the laborious making of the Panama treaties of

1977. The book provides an intimate look at the convoluted negotiating process, and the three separate efforts by four U.S. presidents from 1964 until 1977. And in the last quarter of the book, Mr. Jorden examines in fascinating detail the fight to gain the Senate's consent to ratification of the treaties, in what came to be the longest treaty debate to preoccupy the Senate since Versailles.

For the reader interested in this emotional, hotly-dipusted diplomatic episode, as well as for the individual who wants to examine the process of negotiating a complex treaty arrangement, this book provides a wealth of detail. Since no American as close as Mr. Jorden was to the final negotiating effort is likely to record the process in the detail contained in "Panama Odyssey," the volume is destined to be the basic reference for many years to come on the Panama treaties of 1977.

#### 'A chatty style'

Bill Jorden's journalistic background nicely complements his diplomatic perspective, and contributes to a chatty style crowded with insights about the various twists and turns in the complicated path to the treaties. The book helps to explain the complexity of the issues, and reveals what helped draw me to the problem in 1974—namely, that we were concerned simultaneously with not one but three negotiations—the first, of course, with Panama; the second, between State and Defense; and the third, with Congress and, ultimately, the American people.

The book is filled with vivid sketches of the various players who participated in this long-running effort, including most prominently on the American side Ambassadors Ellsworth Bunker, who led the final four-year effort, and Sol Linowitz, who joined him as co-negotiator for



Ambassadors Ellsworth Bunker, standing, right, and Sol Linowitz, seated, in 1977, at initialing of "Treaty Concerning the Permanent Neutrality and Operation of the

Panama Canal." With them are Aristides Royo, Panama's minister of education, and Romulo Escobar Bethancourt, that country's chief negotiator. (Photo by Walter J. Booze)

the final six-month push. Ambassador Bunker, incidentally, celebrated his 90th birthday in May and gathered many of the Panama hands, along with others from around the world, to help celebrate the occasion. Some of the many other Department officers who contributed to the effort at one time or another and continue on duty include Mike Kozak in the Legal Adviser's Office; Gerry Chester in Brussels; Dick Howard in Buenos Aires; John Becker in Vienna; John Blacken in public diplomacy, in the Secretary's area; Robert M. Sayre, heading the counter-terrorism office; Stephen Low, Foreign Service Institute director; Elkin Taylor in Brasilia; Jack Whiting in the Bureau of Personnel; Keith Guthrie in Belize; Ambassador Terence Todman in Copenhagen; and

Sherman Hinson, my colleague in the Bureau of Inter-American Affairs.

#### 'Richness of detail'

The book is filled, perhaps, with a bit more detail than some readers might want. But, for me, the richness of detail is what brings the story alive and gives the book its greatest value. Having participated full-time in the effort since 1974, I found the story to be excitingly told. Mr. Jordan's reminiscences match mine closely. As I read the various chapters, I recalled countless episodes, some humorous, others nerve-wracking, which had lapsed from memory but which had at the time consumed so much of my energy and effort.

The book reveals much about the process by which the treaty came to

be. It describes an effort which should be of broad interest to Foreign Service readers and their families, whether they are directly concerned or not with Latin America. The book examines the anatomy of a successful negotiation, and describes the personal qualities of a number of people who affected the outcome, sometimes for good and at others less so. The book takes the reader through the formal and the informal negotiations. It explains how the process evolving from agreed negotiating principles, to conceptual agreement, to signed treaty texts, to ex post facto "clarifications," and finally to a treaty arrangement which, five years after the accords entered into force in 1979, is, I am happy to report, alive and well. □

## A view of us diplomats, by a seasoned outsider

It's 'witty, well-written,' but in the end not realistic, reviewer says

BY WILLIAM SOMMERS

*The reviewer, a regular contributor, last appeared in STATE with a book review on the consular career of Nathaniel Hawthorne.*

MAYER, MARTIN. *The diplomats*. Doubleday & Co., Inc., New York, 1983.

**M**ARTIN MAYER has fashioned a popular writing career by dissecting the power elites of today's society. Witness his tomes on lawyers, bankers, advertising men and the denizens of Wall Street. Now, after five years of research, largely under the aegis of the Department of State, Mr. Mayer has produced an extended look at "The Diplomats." Though diplomats and diplomacy are the centerpiece for perhaps



Mr. Sommers

100 books a year, most are the products of either diplomats, scholars or think-tank specialists in arcane aspects of foreign policy. This book is the first major overview of the diplomatic arena in a long time to be authored by someone out of the "circle."

There is, of course, some danger in this. When diplomats write about themselves, or about their colleagues, a certain noblesse oblige pervades the air. Criticism is received, perhaps not always enjoyed, but permitted. Wry comments about the mistakes or omissions of one's colleagues are acceptable, if not encouraged. And policy disagreements surface in print only after retirement or resignation. A commonly shared service and the feeling of having suffered together lends tolerance to the outcome. But Mr. Mayer is not a diplomat, nor has he served in even a quasi-diplomatic capacity. His knowledge was earned through some 600 interviews with diplomats, representing 20 countries; he observed the diplomatic routine at

all levels, in a variety of settings. While he parlays the advantage of the outsider, he lacks the sense of the inner mechanism, the inside look. The former gives the book its vitality; the latter cripples his summing-up.

#### Plenty of anecdotes

Mr. Mayer has stuck pretty well to the format of his previous books, encasing his findings in witty, well-written chapters that overflow with anecdotes, sketches and swift-paced analysis. More often than not, he produces clear expositions of the way things are, as well as insights of value. The latter stem from an examination of the whole range of diplomatic activity, where people are pictured at work and in place, from seventh-floor decision-making to the mundane, but mind-boggling, efforts which beset the daily administration of a decentralized, regulation-bothered system. Though dismayed over the paper-strewn road to decision-making that seems endemic to the diplomatic scene, the author takes every opportunity to discard



President Truman and General Marshall in 1948.

the notion that diplomats are well-educated isolates severed from the real problems of their own country.

He faces up to the advantage of the diplomatic life with its perks, allowances and inducements to travel, but is quick to underline the qualities that make the diplomat, at his best, an upholder of country.

After a few years of living abroad, he (the diplomat) grows sick of the way foreigners talk about his country, he learns in his gut that however green other hills may be, they are not the hills of home. If clementitis makes him an advocate for the positions of the country in which he is stationed, the reason is not that he has shifted loyalties but that these positions, seen from his present perspective, seem clearly better for the (national) interest.

Mr. Mayer does a commendable job in defining the diplomat by what he does to keep his country's foreign operations on an even keel. The author's narrative deals largely with ambassadors, secretaries of state, foreign ministers and the legendary diplomats from many countries who have dotted the scene, particularly since World War II. It is here, as well, that his fund of anecdotes relieves what could otherwise be a burdensome, issue-laden narrative. Thus he quotes the former foreign minister of Singapore giving a quick distillation of the essentials of policy formation at the United Nations:

Look . . . all I want to know is—if we vote this way, what are the consequences? If we vote that way, what are the consequences? This is how I make my policy. The rights and wrongs of the matter will make interesting reading, but not to decide policy.

Or, in sizing up ambassadorial status, Mr. Mayer repeats Prime Minister Menzies' remark to Harry Truman that ". . . the thing I want most in an ambassador . . . is that, when he picks up the phone, you'll take the call." Or, in discussing presidential diplomacy, he retells the tale of an exchange between President Kennedy and "Chip" Bohlen when, in answer to the President's query on what's wrong with the State Department, Mr. Bohlen replies: "You are."

#### Good housekeeping

But Mr. Mayer does not depend exclusively on what happens at these rarified heights. He recognizes that those who support are as necessary as those who decide, and he evinces great enthusiasm for the details which keep the ship of state afloat. Confounding former Ambassador Galbraith's blithe statement that the State Department is ". . . the kind of organization which, though it does big things badly, does small things badly too," Mr. Mayer extracts a much different view. He trails, for example, the enormous traffic in cables that is managed through State's worldwide communications center and gives the Department high marks for its housekeeping. Mr. Mayer follows this with a fascinating description of operations at the Regional Finance Center in Paris. The center not only pays the Department's bills in Europe, Africa and the Near East but quietly operates a "one and only" unit that buys \$2 billion of foreign currency a year from the spot purchase market.

Expanding on this wider view of diplomatic endeavor, Mr. Mayer does his expository best when he tells the story of the Foreign Agricultural Service and how it grew. Though a moribund unit during most of World War

II, the advent of Public Law 480 and the distribution of surplus agricultural commodities in the early '50s added strength and stature to the Service. And to Mr. Mayer its contribution was considerable, for it changed "not only the nature and substance of American trade relations but also the eating habits of hundreds of millions of people around the world." Recognition of the agency's stature came finally with the Foreign Service Act of 1980 when, with State's encouragement, it received authority to commission its own foreign service staff.

The Foreign Service Act of 1980, which Mayer touches on, but briefly, was also the final stage in recognizing that the diplomatic service was not an "elite" but a wide, inclusive service corps serving the country's diplomatic needs. Not only did the agricultural service receive commissioning authority under the act, the same authority was granted to Commerce and AID. Curiously, while State accepted and, indeed, encouraged this changeover, thus divesting itself of any lingering suspicion on exclusiveness, AID has clung to the last vestige by confining the commissioned-officer category to its top three pay grades.

#### In other nations

Instructive, too, is Mr. Mayer's effort throughout the book to gather the experience of diplomats and the "turning of their trade" the world over. We become privy, for example, to the problems of organizing a single foreign service as Mayer recounts the history of Israeli diplomats. He finds "the personnel system of the Israeli Foreign Ministry . . . complicated beyond the human mind to conceive." This conclusion, however, fits at least half of the diplomatic operations worldwide, not to mention that epitome of Byzantine personnel administration, the United Nations.

In a cross-country examination of the training of diplomats, Mr. Mayer reviews a variety of approaches from in-country training for a single service to a cooperative venture between a

group of countries. The latter example centers on the International Relations Institute of Camerouns. Founded on the hope of African unity, the institute was set up to serve the needs of a dozen countries which by themselves would have been hard-pressed to provide long-term training. But as African unity gave way to national direction so, too, the institute: "'The governments,' noted the Director, 'want their own national schools. We think that is not good for Africa. African diplomacy lacks a cadre of middle-level diplomats.'"

Mr. Mayer applies this same comparative approach to wide-ranging discussions on the status, recruitment, function and organization of diplomacy, covering more than 20 countries. While the book represents a serious and generally successful effort to cover the worldwide "diplomatic waterfront," Mr. Mayer's chief concern, not surprisingly, is the United States. Besides peppering his work with illuminating quotations from a couple dozen of his favorite American diplomats, the author delivers a detailed history of the Department of State and a precis of American foreign policy. After that, unfortunately, he cannot avoid being a one-man study committee, ablaze with suggestions and recommendations.

#### **Toleration for State**

The author sketches the Department's beginnings, when it was tolerated as a necessity but one to be watched for any aristocratic tendencies. Jefferson, for example, insisted that diplomats return every six years for a stretch of domestic service, while Ambrose Bierce defined diplomacy as "the patriotic art of lying for one's country"—a reflection of the country's opinion for many years. Mr. Mayer recounts a seemingly endless string of stories surrounding the legendary founding figures of Huntington-Wilson, William Phillips, Henry White and, beyond belief, Alvey Adee, who controlled State's in- and out-baskets for a good 40

years.

But the climate and the need changed right after World War II. George Marshall, whom Mayer calls the architect of the modern State Department, imparted system, strength and policy direction. Marshall's Policy Planning Staff, with George Kennan at the helm, gave State, for the first time, a preponderant influence up and down the foreign policy venue. The planning staff fed its policy outlines to Marshall, who channeled them directly to the President; in a short time the policy group dominated all elements of foreign policy planning, including security, trade and defense.

This hegemony was, however, short-lived. Succeeding Presidents encouraged and expanded the National Security Council, an independent CIA and a Defense Department with its own international bureaucracy. Even Treasury moved into the act to claim its place in the foreign policy sun with a largely independent international affairs division. This loss of State's controlling influence on policy formulation rankles Mr. Mayer in the extreme. Gone, he laments, are the days when the making of policy focused exclusively on State, through the mechanism of the Marshall system and the caliber of his staff.

#### **Drawn-out ending**

Prodded by what he feels are deficiencies in the organization and administration of foreign policy, Mr. Mayer ends the book with a set of conclusions and recommendations. And it is here that the downside of "The Diplomats" is exposed.

While Mr. Mayer brings an informed, fresh and witty viewpoint from the outside, it is disappointing to read a list of proposed reforms and improvements that are both unrealistic and impractical. It is as though he hadn't read his own material.

Mr. Mayer would, for example, rearrange the administrative setup so that fewer and fewer decisions would have to go to the President. The Department would be restored to the

Marshall days by reducing the Defense Department's role in foreign policy input, by bringing the CIA directly under State and by limiting the national security adviser's staff to a dozen or so experts. State would also be given "complete control" over the U.S. mission to the United Nations, which would end the "cabinet status now enjoyed by this one ambassador." At the same time Mr. Mayer is laying on a centralized State Department, he wants also to see that ambassadors are given "greater authority to commit the United States in nonbudgetary matters," whatever that means.

#### **Inconsistencies**

What Mr. Mayer seems to overlook is a lesson which his own research makes clear, namely, as foreign policy becomes a crucial element in the national scheme, everyone wants a piece of the action. Does he really believe that some paper reorganization or a noble directive will stop the President (or the President's men) from intervening where he chooses, or deter him from appointing whom he pleases? Does Mr. Mayer's five-year study reveal how to make Congress curtail its detailed oversight of foreign policy, at a time when that same Congress already feels shorn of the power it once had? Would State welcome the CIA as a subordinate organization? What would State do with it, even if such an unlikely transfer came to pass? And how does Mr. Mayer reconcile his view of a centralized State Department operating with decentralized ambassadorial staffs in 120 posts throughout the world?

Apparently Mr. Mayer never got to an old adage attributed to Edmund Burke, one that fits not only the conduct of foreign policy but its administration as well: in grave matters of foreign affairs the choice most often is between the undesirable and the intolerable. Mr. Mayer should have applied this sobering thoughts to his research; he should have ended his book posing only the problems, not the "solutions." ■

## Ask Dr. Korcak



**Q.**

WASHINGTON

*How do you prevent heat stroke when jogging in the summer?*

**A.**

Summer runners should pay close attention to the well-known rules for training: heat acclimatization, taking plenty of fluids, and diet. Running in the early morning or after sundown on hot summer days will reduce the risk of heat stroke. Reducing speed and distance of running on hot, humid days will also help. Should heat stroke occur, rapid cooling of all heat injury patients without delay is imperative. Rapid cooling minimizes the chances of serious injury from heat stroke, which can include kidney damage and blood clots.

**Q.**

MIDDLE EAST

*I flew home when my father died, and my post cabled the medical division for approval. Why should it have done so?*

**A.**

Your post erred; a telegram from the Office of Medical Services verifying your father's death wasn't necessary. Emergency visitation travel in the event of a death of an immediate family member (parent, stepparent, child, stepchild, brother or sister) is authorized immediately by the overseas post. Authority from us in Washington isn't needed.

**Q.**

SOUTH ASIA

*I've heard that tetracycline should not be given to young children. Is this true?*

**A.**

Tetracycline is an antibiotic; it can

produce a yellow-gray stain of the teeth if given during the years when permanent teeth are forming. If tetracycline is given to a woman during the last trimester of pregnancy, or to an infant during the first three months of life, discoloration of the baby teeth occurs. The sensitive period of staining of the permanent teeth occurs between three months and eight years of age. Although the stains from tetracycline are permanent, the tooth enamel is seldom affected and the teeth can function well.

**Q.**

EUROPE

*What's the difference between osteoarthritis and rheumatoid arthritis? Do you have to be over 50 to have one or the other?*

**A.**

Arthritis means an inflammation of a joint. A joint is any articulation in the body where two or more bones come together, such as the shoulders, wrists, knees or hips. In osteoarthritis, the cartilage which is the rubbery protective substance that cushions the bones, is worn away; the bones begin to rub together and cause the joint to become tender, painful and swollen. Osteoarthritis is seen more often in the older-age group, especially in the knees and hips, the weight-bearing joints. In contrast to osteoarthritis, rheumatoid arthritis often begins before the age of 40; women are affected

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

by it three times more frequently than men. It can also occur in young children. Rheumatoid arthritis often causes pain and swelling of several joints simultaneously, including the hands, feet or wrists. These patients frequently complain of joint stiffness and pain, primarily in the early morning; they show improvement later in the day.

**Q.**

SOUTHERN EUROPE

*I've forgotten the numbering system for sunscreens. I don't want any sun-rays to reach my skin, since I've had skin cancers removed in the past. Do I buy lotions with the higher or the lower numbers?*

**A.**

The higher. All sunscreen products sold in the United States now bear an SPF (skin protection factor) number on their labels, to indicate the degree of protection offered from sunburn. Of course, the more that ultraviolet rays are screened out, the less tanning will occur. The SPF number is a useful device, but consultation with your physician can help you determine the level of protection you need, and guide in your selection of a sunscreen product. Remember: In addition to using a sunblock product, it is best to stay indoors during the intense period of ultraviolet rays (10 a.m. to 3 p.m.). Also, if you must be outside during this time, wear wide-brimmed hats, long sleeves, and cool, loose-fitting clothes. And seek the shelter of umbrellas or shade.

**Q.**

PACIFIC ISLANDS

*I know monthly breast self-examination is important. When is the best time women should do this exam—and what kinds of things should we look for?*

—(Continued on Page 65)

## Grievance Actions

### He fraternized; suspension sticks

(G-066(3))—The grievant, while stationed in a communist country, fraternized with a national of that country, in violation of written U.S. Government policy. His agency proposed to discipline him by suspending him without pay for several working days. He grieved, claiming he was unaware of the policy and that his actions didn't threaten U.S. security.

The board accepted the grievant's assertion that he didn't know of the specific policy he had violated, but found that the length of his service and his previous experience with communist countries argued that he should have understood his actions were of a type the Government sought to prevent. The board cited 5 FAM 903b: "Each employee is responsible for being familiar with and adhering to all security regulations." It found that the policy violated was aimed at eliminating the potential for harm to U.S. interests from the prohibited activities. Thus the grievant's claim that no actual harm had occurred missed the point.

The grievance was denied. □

### Grievant wins on 1 count, loses on the others

(G-088(3))—The officer's tour of duty abroad was abruptly halted before he became eligible for home leave, and he was reassigned to Washington. Shortly thereafter, he received from the post a copy, in draft, of his performance evaluation report which, in his opinion, contained a number of inconsistencies. In his grievance before the agency, he asked that (1) the evaluation report be expunged and rewritten, (2) the agency review his entire performance file, (3) he be awarded some form of compensation for the loss of home leave, and (4) the agency reprimand the rating officer. Additionally, he claimed the staff at the post abroad was too large and thus a waste of the taxpayers' money, and asked that the agency reconsider its

staffing pattern there. In response, the agency expunged the evaluation report, but denied the other remedies. Not satisfied, the officer appealed to the board.

The board found it would be inappropriate to direct the agency to review the entire performance file, inasmuch as the officer had not expressed any purpose for the review. He didn't contest the contents of any of his evaluation reports, nor did he ask to be provided with any benefit which might accrue from the review.

With regard to the question of home leave, the board found that the transfer back to Washington was not improper; the grievant did not contend otherwise. Thus, pursuant to regulations on home leave eligibility, the officer simply didn't serve abroad long enough to earn the leave. As he was not deprived of an entitlement, the board concluded there was no basis for granting the relief he requested. The board rejected his demand regarding the staffing pattern at post, on jurisdictional grounds. It said it has neither the authority nor the resources to judge whether the staffing patterns of the foreign affairs agencies are justified or economically sound.

Finally, the board noted it didn't have before it any evidence to warrant a recommendation to the agency to reprimand the rating officer. The

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

grievance was denied. □

### Agency won't pay child's fare; board seconds it

(G-091(3))—The officer claimed reimbursement for round-trip travel to post by his minor child, who is at school in the United States, and for whom he receives neither educational allowance nor separate maintenance. When the agency denied his claim, he grieved before the board that he was denied a financial benefit accorded him by the Foreign Service Act of 1980 and pertinent regulations. The act authorizes the Secretary to pay travel and related expenses of members of the Service and their families, including costs incurred for one round trip per year for each child below age 21, of a member assigned abroad in order to visit the member abroad if the child does not regularly reside with the member and the member does not receive an educational allowance or educational travel allowance. The agency's position is that the regulations that the grievant cited were promulgated to permit payment by the agency of one round trip per year for each child below age 21, of a member of the Service stationed abroad, to visit either of the child's separated parents. Inasmuch as the grievant and his wife are residing together at post, he is not entitled to reimbursement. The agency pointed out further that the regulation represents the results of negotiations carried on between the foreign affairs agencies and the employee organizations, and the negotiations resulted in limiting the travel benefits of the statute to children of separated parents.

The board found that the statute gave the agency discretionary authority to pay for travel of minor children, and pointed out that the final wording of the implementing regulation was not unilaterally arrived at by the agency acting alone. Indeed, the regulation was mutually agreed upon by managements of the several foreign affairs agencies and employee

representatives. Consequently, as the grievant wasn't a separated parent, he is not entitled to the reimbursement.

The grievance was denied. □

### Premium pay awarded, but only partially

(G-112(2))—When the grievant arrived at post, he was told he'd be expected to perform extra duties. Premium pay was requested for the grievant promptly after his arrival at post. The grievant knew that his predecessor had received premium pay for the same duties. After several attempts by the post to obtain approval, premium pay was formally refused. Nevertheless, the grievant continued to perform extra duties throughout his tour at the post. He grieved while still at post, asking for premium pay retroactive to the time of his arrival.

The board found that the grievant had been ordered to perform extra duties and that regulations provide for premium pay accordingly. On the other hand, when the premium pay was formally refused, both the grievant and the post should have known that other means would have to be found to meet the post's need for the extra services the grievant was providing.

The grievant's agency was ordered to pay him premium pay from

his arrival at post until he received formal refusal of premium pay. □

### Grievance filed late, so merits don't matter

(G-116(3))—The grievant's agency denied his request for removal of alleged improper evaluation material from his file. When the grievant appealed this denial to the board 84 days later, the agency submitted that the board shouldn't consider the complaint because it hadn't been filed within the 60 days required by regulations, even though the grievant had been informed of this requirement.

The board considered the reasons given by the grievant for the late filing, but was unable to find good cause for the failure to meet the 60-day requirement. Accordingly, the board declined to consider the merits of the case. □

### Expurgation of report didn't cure it

(G-126(3))—The grievant, an untenured officer, claimed that an evaluation report contained inaccurate and falsely prejudicial material. As remedy, he asked removal of the report from his file, and additional time to achieve tenure. His agency denied the grievance but offered to discuss deletion of portions of the report.

After negotiations with the grievant's lawyer, the agency agreed to a total of 20 deletions, but no other remedies. The board found that the expurgated report was so different in tone and substance from the original version that its retention wouldn't be warranted. It noted that the unexpurgated version had been seen by a tenuring panel, and stated that the panel shouldn't have seen a report which the agency later admitted was seriously flawed.

The agency claimed that the grievance shouldn't be considered by the board because it was filed with the board more than 60 days after the grievant had received the agency's final review. The board found that the letter to the grievant, which the agency considered its final review, was capable of being understood rather as an offer to negotiate a partial remedy. It concluded that the agency wouldn't be harmed by extending the period for appealing to the board, and determined that the grievance was properly before the board.

The board ordered expunction of the grieved report and the results of the tenuring panel review. The board recommended a new limited appointment for an additional 17 months of service, to permit two additional reviews by tenuring panels. ■

"But how am I going to tell the ambassador that my wife refuses to give a dinner party for the visiting dignitaries?"





# Education and Training

## Schedule of courses at Foreign Service Institute

Program	Aug.	Sept.	Oct.	Length of course
<b>Area studies</b>				
Africa, Sub-Sahara	13	—	8	2 weeks
East Asia	13	—	—	2 weeks
Latin America	13	—	8	2 weeks
Near East and North Africa	13	—	8	2 weeks
People's Republic of China	—	—	22	2 weeks
South Asia	13	—	—	2 weeks
Southeast Asia	13	—	8	2 weeks
USSR/eastern Europe	13	—	8	2 weeks
Western Europe	13	—	8	2 weeks
<b>Overseas Briefing Center</b>				
Two-week family workshop	—	—	22	2 weeks
English-teaching seminar	—	24	—	1 week
Community skills seminar	7	—	2	3 days
Regulations, allowances and finances in the Foreign Service	—	11	—	3 days
<b>Re-entry</b>				
(Mondays)	—	—	1	1 day
(Wednesdays)	—	—	17	1 day
(Saturdays)	—	—	20	1 day
<b>Center for the Study of Foreign Affairs</b>				
Foreign policy symposia	Dates to be announced			1 day
Science and technology symposia	Dates to be announced			1 day
International conflict management: A case study on Zimbabwe	Dates to be announced			1 day
<b>Executive seminar in national and international affairs</b>				
	—	4	—	10 months
<b>Language and advanced area courses</b>				
Afrikaans	27	—	—	24 weeks
Amharic	27	—	—	24/44 weeks
Arabic (Egyptian)	27	—	—	24/44 weeks
Arabic (modern standard)	27	—	—	24/44 weeks
Arabic (western)	27	—	—	24/44 weeks
Arabic, modern standard (advanced, in Tunis)	6	—	—	12/15 months
Bengali	27	—	—	24/44 weeks
Bulgarian	27	—	—	24/44 weeks
Burmese	27	—	—	24/44 weeks
Chinese (standard)	27	—	—	24/44 weeks
Czech	27	—	—	24/44 weeks
Danish	27	—	—	24 weeks
Dari (Afghan Persian)	27	—	—	24/44 weeks
Dutch	27	—	—	24 weeks
Finnish	27	—	—	24/44 weeks
French	27	24	22	20 weeks
German	27	—	22	20 weeks
Greek	27	—	—	24/44 weeks
Hebrew	27	—	—	24/44 weeks
Hindi	27	—	—	24/44 weeks
Hungarian	27	—	—	24/44 weeks
Indonesian	27	—	—	32 weeks
Italian	27	—	22	20 weeks
Japanese	27	—	—	24/44 weeks
Japanese (advanced, in Yokohama)	6	—	—	12/15 months
Khmer (Cambodian)	27	—	—	44 weeks
Korean	27	—	—	24/44 weeks
Korean (advanced, in Seoul)	27	—	—	44 weeks

—(Continued on next page)

## Equal employment seminar for execs: July 18

A one-day management seminar on equal employment opportunity, for executives, managers and supervisors, will be given July 18 at the Foreign Service Institute. It will consist of discussions, audio-visual presentations and practical assignments. It is billed as "not an 'awareness' session, but a management training course designed to enhance your effectiveness in providing leadership to prevent complaints by addressing the situations which give rise to them, as well as the rights and responsibilities of all employees under the laws, regulations and Department policy."

The seminar will cover such topics as prima facie discrimination, reasonable accommodation, effect/impact of discrimination and sexual harassment. Attendance at the seminar will fulfill the requirements that all supervisory personnel must attend a basic EEO training course. Officers of

## Solution to Diplo-Croctic No. 26

(See June issue)

(John K.) Galbraith:  
*The Voice of the Poor*

"The will to national independence is the most powerful force in our time. To infringe upon it is to touch the most sensitive of nerves. This has been true for the Soviets; it has been true for us. Respecting that independence, we can have friends; impairing it, we can expect only rejection."

A. Gemini	O. Instinctive
B. Architect	P. Cotton
C. Little Dipper	Q. Eclipse
D. Belgeuse	R. One-Two
E. Reject	S. Fomalhaut
F. Andromeda	T. Thornbush
G. Inexperience	U. Hoopes
H. Taurus	V. Efficient
I. Have-Nots	W. Perseid Meteor Shower
J. The Twins	X. Opinion Day
K. Hornet's Nest	Y. Of The Sun
L. Evening Star	Z. Rin Tin Tin
M. Venus	
N. Office Wife	

**EDUCATION AND TRAINING**

the Department, grades FO-1 through 3, GS-15 through 12 or FP-1 through 3, are eligible. Depending on space availability, consideration will be given to supervisory personnel in lower grades. □

**On community skills**

The Overseas Briefing Center is offering a workshop called "Community Skills," August 7-9, 9:15 a.m.-3 p.m., at the Foreign Service Institute. Designed primarily for potential community liaison officers abroad, the course addresses mental health concerns and includes information on stress management, counseling, drug and alcohol abuse and techniques for running workshops. For information, call the center, 235-8784. □

**Workshop on reporting**

"Analytic Reporting Skills," a 10-day workshop on the techniques of political and economic analysis, will be offered by the Foreign Service Institute, July 30-August 10. For information, call 235-8776 or your bureau training officer. ■

**Telecommunications group schedules July 9 meeting**

Study Groups C and D and the joint working party of the U.S. Organization of the International Telegraph and Telephone Consultative Committee will meet July 9, 1:30-4:30 p.m., in Room 1408. The first group deals with telephony, the second with matters in telecommunication relating to the development of international digital data transmission.

The purpose of the meeting will be to review the progress of the past plenary period, examine and discuss new and/or revised recommendations; examine the proposed new questions for the plenary period 1985-1988; and develop the reports of the study groups and joint working party to the national committee meeting on the following day.

Members of the public may attend the meeting and join in the

—(Continued from preceding page)

Program	Aug.	Sept.	Oct.	Length of course
Lao	27	—	—	24/44 weeks
Malay	27	—	—	32 weeks
Norwegian	27	—	—	24 weeks
Pilipino (Tagalog)	27	—	—	24/44 weeks
Polish	27	—	—	24/44 weeks
Portuguese	27	—	22	24 weeks
Romanian	27	—	—	24 weeks
Russian	27	—	—	24/44 weeks
Serbo-Croatian	27	—	—	24/44 weeks
Spanish	27	24	22	20 weeks
Swahili	27	—	—	24 weeks
Swedish	27	—	—	24 weeks
Thai	27	—	—	24/44 weeks
Turkish	27	—	—	24/44 weeks
Urdu	27	—	—	24/44 weeks
<b>Familiarization and short-term (FAST) courses</b>				
Arabic, Egyptian	—	—	22	6 weeks
Arabic, formal spoken (replaces Gulf, Hijazi and Levantine)	—	—	22	6 weeks
Chinese	27	—	—	6 weeks
French (Metrop.)	27	24	22	10 weeks
French (sub-Sah.)	27	24	22	10 weeks
German	27	—	22	10 weeks
Indonesian/Malay	—	—	22	6 weeks
Italian	27	—	22	10 weeks
Polish	—	—	22	6 weeks
Portuguese (L.A.)	27	—	22	10 weeks
Portuguese (Eur.)	27	—	22	10 weeks
Russian	—	—	22	6 weeks
Serbo-Croatian	—	—	22	6 weeks
Spanish (L.A.)	27	24	22	10 weeks
Spanish (Eur.)	27	24	22	10 weeks
Turkish	—	—	22	6 weeks
Hindu	6	—	—	6 weeks
<b>Early morning language classes</b>				
Chinese	—	—	1	17 weeks
French	—	—	1	17 weeks
German	—	—	1	17 weeks
Italian	—	—	1	17 weeks
Portuguese	—	—	1	17 weeks
Russian	—	—	1	17 weeks
Spanish	—	—	1	17 weeks
<b>Mid-level officer professional development</b>				
	—	4	—	20 weeks
<b>Administrative training</b>				
*Administrative CORE	—	4	1,22	3 weeks
General services operations	13	24	22	3 weeks
Personnel operations	13	24	—	2 weeks
Budget and financial management	13	24	22	6 weeks
**Coping with violence abroad	6,13, 20,27	4,10, 17,24	1,15, 29	1 day
*Prerequisite before taking GSO, PER and B&F.				
**This course used to be available on a walk-in basis. You must now pre-register.				
<b>Consular training</b>				
ConGenRosslyn basic consular course	Continuous enrollment			24 days
Immigration law and visa operations	*Correspondence course			6 months

—(Continued on next page)

—(Continued from preceding page)

Program	July	Aug.	Sept.	Length of course
Nationality law and consular procedure	*Correspondence course			6 months
Overseas citizens services	*Correspondence course			6 months
	*See Airgram A-2653			
<b>Executive development</b>				
Executive performance seminar	—	—	14	5 days
*Inspectors' management training	—	10	—	3 days
*Inspectors' training seminar	—	6	—	2 days
Supervisory studies seminar	—	—	21	5 days
Executive EEO seminar	—	19	—	1 day
*By invitation only				
<b>Political training</b>				
Foreign affairs interdepartmental seminar	—	17	—	2 weeks
<b>Economic Training</b>				
Foreign Service economic/commercial studies	13	—	—	26 weeks
Information systems studies program	—	4	—	20 weeks
<b>Orientation</b>				
Orientation for Foreign Service officers	22	—	17	6½ days
Orientation for Department officers	6	—	1	1½ days
Orientation for Foreign Service personnel	6	—	1	1 week
Department clerical orientation	13	17	1	5 days
<b>Foreign Service secretarial training</b>				
Foreign Service secretarial training	27	—	22	6 days
Foreign Service secretarial refresher/re-entry	To be arranged			Individual
First-time ambassador's secretary's briefing	To be arranged			Individual
<b>Communications skills</b>				
Speech and oral communications	—	—	2	6 weeks 30 hours
Reading dynamics	—	—	15	20 hours
Fundamentals of speech	—	—	29	24 hours
<b>Clerical workshops</b>				
Managing words (word processing training)	To be arranged			Individual
Re-entry briefing	To be arranged			Individual
OCR telegram preparation workshop	To be arranged			Individual
Workshop in preparation of travel vouchers	To be arranged			Individual
Typewriting laboratory	—	—	2	9 weeks 72 hours
Stenography laboratory	—	—	2	9 weeks 72 hours
Stenography laboratory (advanced)	To be arranged			Individual
<b>Secretarial skills</b>				
Management skills seminar for secretaries	—	24	—	3 days off-site
Human relations and secretarial office procedures	—	—	1	3 days
<b>Workshops for managers</b>				
Effective oral communication for managers	—	—	22	18 hours
Effective writing for managers	—	—	8	5 weeks 20 hours ■

discussion subject to instructions of the chairman.

Persons who plan to attend should

advise Earl Barbely at the U.S. Department of State, telephone (202) 632-3405. □

### Life in the Foreign Service

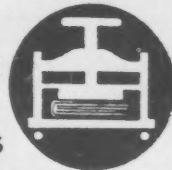
Looking for homes: Mao, a turtle (a very big turtle); Carla, a baboon; and Boubou, a monkey, are going to the Zoo unless you have a better idea. All are basically friendly and easy to take care of. Mao is blind. Contact Jon Anderson, AID. (The foregoing is reprinted from the newsletter of the U.S. embassy in Mali, Les Cacahouttes de Bamako.)

#### ASSOCIATION OF AMERICAN FOREIGN SERVICE WOMEN

## BOOK FAIR 84

needs

books  
stamps  
paintings  
posters  
records



TAX DEDUCTIBLE  
BENEFIT AAFSW  
SCHOLARSHIP FUND,  
COMMUNITY PROJECTS

CALL NOW  
(202) 223-5796  
WE'LL PICK UP

Department of State

---

## Post of the Month: Medan

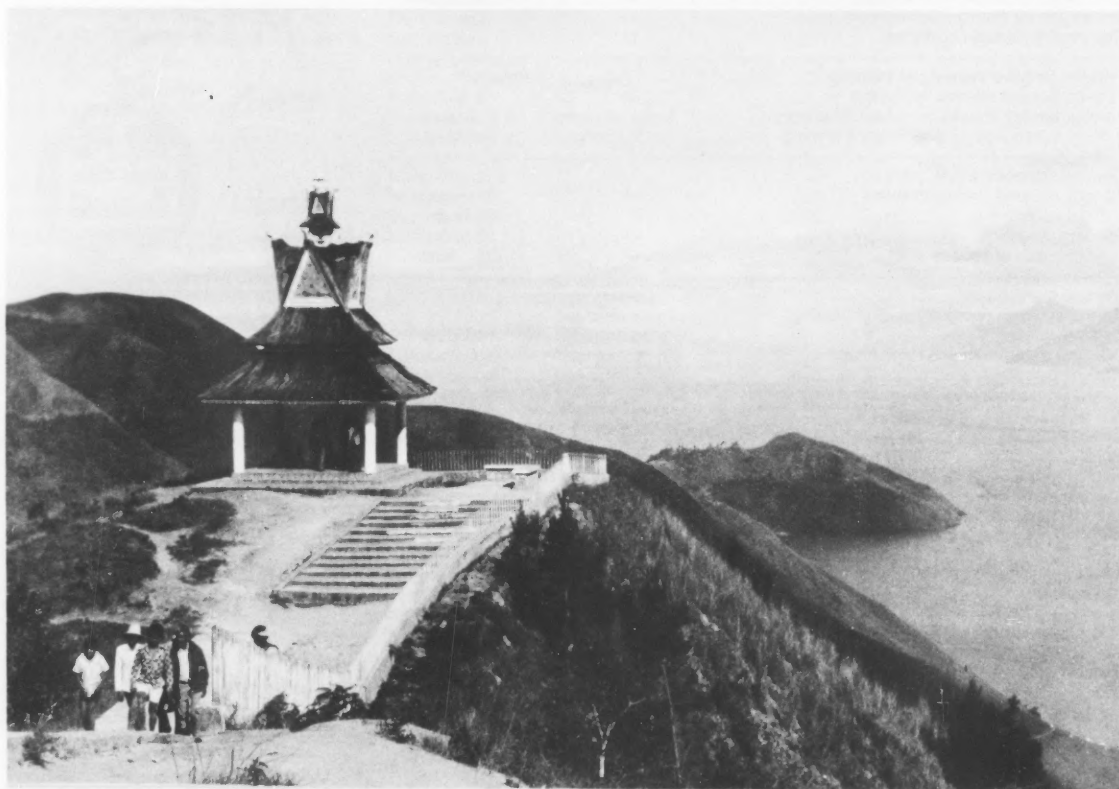
---

**M**EDAN is on the island of Sumatra, just west of the Malay peninsula. Sumatra is one of several islands between Singapore and Australia that comprise the Republic of Indonesia. Foreign Service families at the consulate are featured as part of STATE's continuing series. (Photos by Sue Klingaman, Bill Campbell, Kevin Herbert)



The consulate.

*Danau Toba*, a 400-square-kilometer volcanic crater lake, some three hours from Medan.





**Mount Sinabung, one of many volcanoes on the island.**

**Photo affairs officer *Bill Dawson* bargains with pony driver on fare to town.**



**Chief guard *Pak Lubis*.**

**The post office building. This landmark was built by the Dutch in 1911.**

POST OF THE MONTH: MEDAN

Principal officer *Susan Klingaman* balances rice offering at village ceremony.



Budget and fiscal assistant *Mr. Lee*.



Administrative officer *Bill Campbell*.

Consular officer *Pat McHugh*, center. Other divers are unidentified.





**Bill and Latha Dawson, right, with Ruch and Marty Poland of the Save the Children Federation.**

**Ready for school are Noel Campbell, Mathew and Beth Herbert, driver Abdul Malik.**



**Linda Campbell with Mr. and Mrs. Ben at shop that caters to the foreign community.**



**General services assistant Johnny Kosen and principal officer Susan Klingaman with maintenance employees, clockwise, from left: Mulyono, Rahman, Siwa, Suparman, Taib, Sailiman, Darsun, Sujari, Kamal. ■**

## Honors and Awards

### Awards for reporting waste, fraud

The Department has announced establishment of an Inspector General's Award to recognize employees whose disclosures of waste, fraud or mismanagement result in cost savings for State. Awards will be paid in cash—up to \$10,000 or 1% of the cost saving attributable to the disclosure. In special cases a presidential award of \$20,000 would be recommended.

A Department Notice of June 8, which gives details on administration of the award, said:

“Particular credit will be given to disclosures of fraud, misappropriation and similar wrongful misuse of authority. To qualify for this award, revelations of waste or mismanagement must go beyond the more routine questions of operational efficiency or of priorities and style of management and should uncover significant or fundamental failings or errors with substantial cost consequences.

“Disclosure may be made to responsible supervisory or managerial officials, or to personnel in the Office of the Inspector General or the Office of Security . . . Any employee of the Department may nominate an employee for this award . . . The identity of any employee nominated for a cash award will be kept confidential if the employee so requests . . .” □

### State's 'public members' group cites Eagleburger

Former Under Secretary Lawrence S. Eagleburger recently was presented the first “Public Diplomacy Award” of the Public Members Association of the Foreign Service, at its annual banquet at the Cosmos Club. President Joseph M. Dukert read the citation, which portrayed Mr. Eagleburger as “a skilled craftsman in an age-old art . . . He has known when to be bold and when discretion was the order of the day.” Mr. Eagleburger, who held the No. 3 position in the Department, recently retired with the rank of career ambassador.



KINGSTON, Jamaica—Ambassador William A. Hewitt presents Meritorious Honor Award to Daniel L. Foster, budget and management officer, for service he performed while assigned to the Office of the

Inspector General. Mr. Foster investigated the illegal conversion of official funds in international accounts, resulting in the recovery of \$412,000 and the criminal conviction of the guilty party.



Mr. Eagleburger, right, receives award from Mr. Dukert. With them is Mrs. Eagleburger.

The association is comprised of citizens in various occupations who are chosen by the Department to represent the public on Foreign Service selection boards. Members may also be called upon to assist Foreign Service inspection teams. □

### Tell it to STATE

To broaden its coverage of men and women who are honored with awards, STATE invites overseas posts and bureaus and offices in the United States to transmit to the editor a copy of the award nomination once the award is approved. Nominations that relate anecdotes and that contain concrete examples are particularly welcome.

### Senator has praise for 2

Two staffers at Embassy Caracas—personnel officer Joseph Hilliard and consular officer Carmen Martinez—were commended for their work in remarks inserted in the Congressional Record on May 15 by Senator Carl Levin (D.-Mich.). The praise was for their service to a friend and constituent of Mr. Levin who became ill on a Caribbean cruise. The constituent recovered after a short hospital stay. ■



## Personnel: Civil Service



**FOREIGN SERVICE INSTITUTE—Graduates of the Communications and Clerical Skills Division, front row, from left: Cecilia Hollingsworth, Audree**

**Holton, Michelle Holland, LaVerne Dixon, Cynthia Courts, Jessie Colson (coordinator), Consuelo Ferrara, Cheryl McMillan, Corlis Alston, Cor-**

**delia Thurston, Judy James, Rose Chaen-Kwok, Michiko Ware, DeLanta Jones. Second row: Brenda Roache, David Frampton, Elize Bartley, John**

**Morton, Antoinette Noseda, Annette Fasulo, Mitzi Dulin, Donna Garrett (deputy coordinator). (Photo by Tom Bash)**

### Promotions

**GG-6**

**Ruggiero, Vincent P.**, U.S. Mission to the United Nations

**GM-13**

**Hawley, Sakae Matsuo**, Passport Agency, Los Angeles

**GM-14**

**Fox, Cindy J.**, Bureau of Consular Affairs, Public Affairs Staff

**GS-3**

**Booth, Karen Nina**, Citizens Emergency Center

**Carper Jr., Frank W.**, Passport Services

**Glover, Tuwanna W.**, Diplomatic Pouch and Courier Services

**Hoofnagle, Lutchiae Ann**, Economic and Business Affairs, Office of Interna-

tional Trade, Developing Countries and Trade Organizations Division

**GS-4**

**Bridgeforth, Latanya Kelly**, Bureau of Personnel, Office of Management

**Cole, Wanda M.**, Office of Public and Diplomatic Liaison

**Devlin, Beverly J.**, Office of Security, Evaluations

**Gates, Lloyd Wayne**, Diplomatic Pouch and Courier Services

**Haskins, Debra D.**, Passport Services

**Johnson, Carolyn D.**, Economic and Business Affairs

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

**Miller, Beverly L.**, Refugee Programs, Regulations and Correspondence

Division

**Mitchell, Shirley**, Passport Agency, Chicago

**Persons, Karen R.**, Passport Agency, Houston

**Revis, Melanie D.**, Passport Agency, Houston

**Starnes, Franchetta**, Passport Agency, Chicago

**Tolbert, Butrina B.**, Passport Agency, Houston

**GS-5**

**Chick, Jeannie Helen**, Foreign Service Institute

**Cureton, Deanna J.**, Passport Services

**Davis, Joyce E.**, Bureau of Personnel, Office of Recruitment, Examination and Employment

**Fruglietti, Marie L.**, Office of Supply, Transportation and Procurement

**Gross, Janice M.**, Office of Inter-African Affairs

**Keys, Delores D.**, Communications Center

**Leduna, Rufino R.**, Office of Supply, Transportation and Procurement

**Libera, Thomas V.**, Bureau of Personnel, Office of Foreign Service Career Development and Assignments

**Morrison, Lillian L.**, Passport Agency, Chicago

**Paukert, Jill D.**, Office of Central American Affairs

**Robinson, Catherine A.**, Office of Communications, Maintenance and Logistics Division

**Rouse, Patricia Lee**, Office of Supply, Transportation and Procurement

**Stubblefield, Faylenn H.**, Passport Agency, Houston

**Vore, Eric Charles**, Intelligence and Research, Office of Intelligence

PERSONNEL: CIVIL SERVICE

- Support  
**Williams, Clarie B.**, Inter-American Affairs
- GS-6**  
**Brooks, Doris A.**, International Organization Affairs, Office of International Conferences  
**Brown, Anita A.**, European and Canadian Affairs, Office of Security and Political Affairs  
**Coles, Shelly W.**, Economic and Business Affairs, Office of East-West Trade, Security Export Controls Division  
**Cook, D. Lucille**, Refugee Programs  
**Curtis, Gale L.**, Economic and Business Affairs, Planning and Economic Analysis Staff  
**Davis, Clara Manuel**, Intelligence and Research, Office of Intelligence Support  
**Deitchman, Kathryn Ann**, Oceans and International Environmental and Scientific Affairs, Office of Cooperative Science and Technology Programs  
**Feltault, Beverly T.**, Bureau of Personnel, Office of Civil Service Career Development and Assignments  
**Jackson, Ruth N.**, Economic and Business Affairs, Textiles Division  
**Kidd, Patricia E.**, Intelligence and Research, Soviet Foreign Political Division  
**Palmer, Articlees**, Passport Services  
**Richardson, Mary T.**, Intelligence and Research, Soviet Foreign Political Division  
**Schofield, Robin Greene**, Bureau of Personnel, Office of Civil Service Career Development and Assignments  
**Womack, Ernestine**, Office of the Inspector General, Coordination and Review Staff
- GS-7**  
**Cormier, Elizabeth C.**, Passport Agency, Boston  
**Eatmon, Frederica P.**, European and Canadian Affairs, Office of Security and Political Affairs  
**Edwards, Kevin T.**, Information Systems Office, Systems Design and Programming Division  
**Exler, Randee Sue**, Office of Public Programs  
**Hill, Eunice Edwards**, Foreign Service Institute  
**Logan, Laurie J.**, Passport Services  
**Makell, Sheron L.**, Oceans and International Environmental and Scientific Affairs, Office of Non-Proliferation and Export Policy  
**Nicholson, Sandra L.**, Passport Agency, Boston  
**Pratt, Elizabeth J.**, Office of Communications, Maintenance and Logistics Division  
**Sepal, Michael James**, Passport Agency, Seattle  
**Stewart, Battie H.**, Passport Agency, Washington  
**Suter, Frances E.**, Foreign Service Institute  
**Sweeney, Wanda Fortune**, Bureau of Personnel, Office of Management  
**Wills, Beverly Ann**, Oceans and International Environmental and Scientific Affairs, Office of Nuclear Technology and Safeguards
- GS-8**  
**Davis, Thomasine L.**, Congressional Relations  
**Ferguson, Deborah F.**, Congressional Relations  
**Lewis, Cynthia M.**, Economic and Business Affairs  
**McDaniel, Joyce D.**, Office of the Ambassador at Large  
**Preloh, Cynthia H.**, Economic and Business Affairs  
**Simpson, Gwendolyn E.**, Office of Fiscal Operations
- GS-9**  
**Hampton, Ronald E.**, Foreign Affairs Information Management Center  
**Han, Lori Jean**, Passport Agency, San Francisco  
**Hinton, Elizabeth K.**, Office of Fiscal Operations  
**Miller, Scott H.**, Passport Agency, New York  
**Waple, Laura Graham**, Bureau of Personnel, Office of Civil Service Career Development and Assignments  
**Zyvoloski, Mildred I.**, International Organization Affairs, Office of International Conferences
- GS-10**  
**DeLaine, Johnnie S.**, Foreign Affairs Information Management Center  
**Hamer, Betty J.**, Office of Accounting  
**Lowe, Edgar Arno**, Passport Agency, Houston
- GS-11**  
**Deily, Theresa M.**, Information Systems Office, Systems Design and Programming Division  
**Mullen, Steven James**, Passport Agency, San Francisco  
**Somerville, Carol Baxter**, Office of Protocol
- GS-12**  
**Bates, Betty F.**, Foreign Affairs Information Management Center  
**Ettleman, Vicki Lynn**, Foreign Affairs Information Management Center  
**Hunt, Lee**, Congressional Relations  
**Jackson, Celeste A.**, Foreign Affairs Information Management Center  
**Johnson, Joyce L.**, Office of Management Operations
- GS-13**  
**Grafeld, Margaret P.**, Foreign Affairs Information Management Center
- Ponce, Antoinette M.**, Office of Management Operations  
**Sussman, Colleen A.**, Office of Public Communication
- GS-14**  
**Coffey, Marguerite R.**, Consular Affairs, Program Planning and Coordination Staff
- GS-15**  
**Cabelly, Robert J.**, African Affairs
- WG-4**  
**Parrotte, Willis R.**, Office of Protocol
- WG-5**  
**Carter, Sandra M.**, Office of Facilities Management and Administrative Services
- Appointments**  
**Anderson, Cynthia Yvonne**, International Organization Affairs  
**Anderson, Joseph A.**, Bureau of Personnel, Office of Management  
**Archie, Barbara B.**, Passport Agency, Chicago  
**Archie, Frances M.**, Office for Combatting Terrorism  
**Arenas, Jorge Ivan**, Passport Agency, Miami  
**Avery, Teresa Y.**, Foreign Service Institute  
**Beckett, George S.**, Office of Security  
**Benjamin, Summer Jamal**, Passport Agency, Houston  
**Bentley, Juil M.**, Passport Agency, Chicago  
**Biswas, Gwendolyn G.**, Passport Agency, Philadelphia  
**Bleecker, Marybeth**, Passport Agency, Philadelphia  
**Bonar Jr., James Sloan**, Passport Services  
**Bracey, Glynnis A.**, Bureau of Management, Executive Office  
**Bracken, Karen Ann**, Passport Agency, Philadelphia  
**Branson, Ruth N.**, Passport Agency, San Francisco

**Brooks, Renee N.**, Bureau of Personnel, Office of Management

**Brooks, William Lyman**, Intelligence and Research, Office of Analysis for Northeast Asia

**Brown, Christine S.**, Passport Agency, Houston

**Brown, Gregory Robert**, Passport Agency, Boston

**Brown, Robin M.**, Office of Performance Evaluation

**Butler, Rochelle**, Passport Agency, Chicago

**Cabrejas Jr., Rene A.**, Passport Agency, Chicago

**Cahill, Alice M.**, Passport Agency, Los Angeles

**Cain Jr., Frank M.**, Diplomatic Pouch and Courier Services

**Carle, Jack M.**, Classification/Declassification Center

**Carson, Shawn**, Office of Facilities Management and Administrative Services

**Carter, Katherine Y.**, Passport Agency, New Orleans

**Cassara, Ana C.**, Foreign Service Institute

**Cates, Barbara F.**, European and Canadian Affairs

**Chu, Robert Y.**, Office of the Legal Adviser

**Coates, Leon D.**, Bureau of Personnel, Office of Management

**Coles, Kevin L.**, European and Canadian Affairs

**Compton, Michael Scott**, Consular Affairs, Overseas Citizens Services

**Conway, Dorothy M.**, Office of Communications, Communications and Planning Engineering Division

**Cosby, Monique D.**, Passport Agency, Washington

**Cowsert, Sharon Burke**, Passport Agency, Washington

**Dandridge, Sharlene**, Passport Agency, Philadelphia

**Davis, Jeffrey Mead**, Bureau of Public Affairs

**Davis, Katrina L.**, Politico-Military Affairs



(Photo by Donna Gigliotti)

### State has a big league typist

Eunice Leonard, a secretary in the Historian's Office who types over 100 words per minute, competed recently in Baltimore—unsuccessfully—as one of seven finalists in a nationwide speed-typing contest.

"I had all my speed," Ms. Leonard said of the experience, "but I made some errors because I couldn't

adjust to the automatic return on the typewriter I had to use. But I'm looking forward to trying again next year. Now I know what to expect."

A Civil Service employee in the Department since 1971, Ms. Leonard worked in the Information Systems Office for eight years and in Western European Affairs for three years before joining the Historian's Office in 1982.

**De Carme Jr., William C.**, Passport Agency, Philadelphia

**Deason, Songa Stewart**, Passport Agency, Houston

**Dious Jr., Robert A.**, Bureau of Personnel, Office of Management

**Dobbs, Michael**, Passport Agency, Washington

**Donahue, James P.**, Passport Agency, Boston

**Dowling, Richard**, Passport Agency, Philadelphia

**Duffy, Kathleen Mary**, Passport Services

**Dumanian, Andrew J.**, Passport Agency, Boston

**Dyke, Eva J.**, Pre-Assignment Center

**Dykes, Andrea A.**, Passport Agency, Philadelphia

**Eagleburger, Lawrence S.**, Office of the Under Secretary for Political Affairs

**Easley, Caroline**, Passport Agency, Chicago

**Easterling, Brenda Annette**, Passport Agency, San Francisco

**Eaton, Lynda K.**, Passport Agency, Los Angeles

**Ecton, Patricia Ann**, Passport Agency, Houston

**Eley, Bettie Ann**, Passport Agency, Washington

**Farrow, Leroy N.**, International Organization Affairs

**Feltault, Kelly A.**, Office of Communications, Communications and Planning Engineering Division

**Fenner, Ellen**, Office of Communications, Foreign Operations

**Ferguson, Paul F.**, Office of the Executive Secretariat

**Fleming, Mitchell D.**, Passport Services

**Flemming, Crystal L.**, Economic and Business Affairs

**Forcier, Annette Denise**, Near Eastern and South Asian Affairs

**Gardner, Patricia Ann**, Passport Agency, Houston

**Geoghegan, Sheila M.**, Bureau of Personnel, Office of Management

**Gibson, Johnny Lee**, Passport Agency, Washington

**Gipson, Shelia R.**, Passport Agency, Chicago

**Gonzales-Hughes, Cathy Ann**, Passport Agency, San Francisco

**Goodwin, Laura K.**, Office of Supply, Transportation and Procurement

**Green, Gloria**, Passport Agency, Los Angeles

**Gregorio, Thomas Peter**, Passport Services

**Gribble, Marion L.**, Classification/Declassification

**PERSONNEL: CIVIL SERVICE**

Center  
**Griffin, Jennifer G.**, Passport Agency, Houston  
**Grosh, Lisa J.**, Bureau of Personnel, Office of Management  
**Guzman, Gary**, Passport Agency, Houston  
**Haney, Vanessa**, Passport Agency, Chicago  
**Harris, Deneen Karlet**, Passport Agency, Houston  
**Harris, Maurice**, Passport Agency, Chicago  
**Harris, Yvonne**, Passport Agency, Chicago  
**Haspiel, Erica A.**, Passport Agency, San Francisco  
**Hausmann, Marisa Danielle**, Near Eastern and South Asian Affairs  
**Herrera, Dennis J.**, Bureau of Personnel, Office of Management  
**Hickman, Chynita E.**, Passport Services  
**Hightower, Deene**, Passport Agency, Miami  
**Hinds, Kelli Diane**, Passport Agency, Seattle  
**Hodge, Maureen A.**, Passport Agency, Washington  
**Holton, Audree B.**, Foreign Affairs Information Management Center  
**Hopkins, William H.**, Office of Facilities Management and Administrative Services  
**Jackson, Eldora Camille**, Diplomatic Pouch and Courier Services  
**Jacobs, Deana**, Passport Services  
**Jolly, Inger M.**, Inter-American Affairs  
**Juergens, Jack Warren**, Classification/Declassification Center  
**Junn, Jane Y.**, Bureau of Personnel, Office of Management  
**Kantz, Katherine**, Bureau of Management, Executive Office  
**King, Stephen T.**, Diplomatic Pouch and Courier Services  
**Lathan, Robert Lee**, Passport Agency, Houston  
**Lauderdale, Teresa J.**, Family Liaison Office  
**Leaver, Betty Lou**, Foreign Service Institute  
**Lee, Debra Ann**, Passport Agency, New Orleans  
**Litt, Beatrice**, Foreign Service Institute  
**Lockette, Vanessa J.**, Passport Agency, Chicago  
**Lum, Linda Li Ching**, Bureau of Personnel, Office of Management  
**Macklin, Monica Lynn**, Passport Agency, Washington  
**Maguire, Mary S.**, European and Canadian Affairs  
**Makle, Thomas E.**, Information Systems Office, Systems Design and Programming Division  
**Malarkey, Ryan**, Office of Human Rights  
**Maloy, Richard Earnest**, Passport Agency, Houston  
**Massey, Richard C.**, Office of Protocol  
**Massey, Richard W.**, Passport Agency, Houston  
**Maul, Luvenia E.**, Passport Agency, Philadelphia  
**McDonald, Stephen**, Office of Supply, Transportation and Procurement  
**McLean, Lisa Catherine**, Oceans and International Environmental and Scientific Affairs  
**McManus, John F.**, Bureau of Personnel, Office of Management  
**Miller, Alexandra Gates**, Office of Protocol  
**Miller, Victor**, Foreign Service Institute  
**Mills, Jeffrey A.**, Intelligence and Research  
**Mitchell, Regina Lee**, Passport Services  
**Modelist, Clara Faye**, Passport Agency, Houston  
**Morrison, Alan Garvin**, Passport Services  
**Newcomb III, William J.**, Intelligence and Research, Communist Economic Relations Division  
**Ordway, Maryjo G.**, Foreign Service Institute  
**Osborne, Martin E.**, Economic and Business Affairs  
**Paulus, Joseph R.**, Passport Services  
**Petrone, Angela S.**, Passport Agency, Boston  
**Powell, Lynn Dierdre**, Oceans and International Environmental and Scientific Affairs  
**Pozon, Melita A.**, Passport Agency, Los Angeles  
**Pugh, Melanie**, Office of the Legal Adviser  
**Renwick, Lynn R.**, Office of Public Communication  
**Rhinehart, Rosalyn Grace**, Passport Agency, Houston  
**Richardson, Derek L.**, Office of the Comptroller, Budget and Planning  
**Richardson, Levi R.**, Foreign Affairs Information Management Center  
**Robertson, Claudette**, Passport Agency, New Orleans  
**Robertson, Gregory**, Bureau of Personnel, Office of Foreign Service Career Development and Assignments  
**Rodriguez, Kenneth J.**, Passport Agency, Los Angeles  
**Rolle, Franchon Denise**, Passport Agency, Miami  
**Rowan, Thomas P.**, Foreign Affairs Information Management Center  
**Ruhnke, Volko F.**, Information System Office, Systems Design and Programming Division  
**Saltman, Steven M.**, Office of Supply, Transportation and Procurement  
**Samuels, Michele Lavette**, Passport Agency, Chicago  
**Scudder, Diana Elizabeth**, Office of Performance Evaluation  
**Semakis, Katherine**, Consular Affairs, Office of Management and Administration  
**Shepard, Dale Boswell**, Office of the Comptroller, Financial Operations  
**Shimi, Safa Fadel**, Foreign Service Institute  
**Shimizu, Gary K.**, Passport Services  
**Simpson, Karl Anthony**, Foreign Affairs Information Management Center  
**Smiler, Cheryl**, Intelligence and Research  
**Smith, Donna Marie**, East Asian and Pacific Affairs  
**Smith, Suzanne Britt**, Congressional Relations  
**Spray, Wade J.**, Office of Supply, Transportation and Procurement  
**Steinberg, Morris**, Passport Services  
**Stevenson, Joyce A.**, Passport Agency, Chicago  
**Stoddart, Jonathan D.**, Classification/Declassification Center  
**Sybertz, Debra Ann**, Passport Agency, Seattle  
**Tate, Thomasina**, Passport Agency, Chicago  
**Taylor, Michael A.**, Passport Agency, Boston  
**Tebbens, Cheryl J.**, Passport Agency, Chicago  
**Temple, Amy S.**, Passport Agency, Philadelphia  
**Teweles, William J.**, Passport Agency, San Francisco  
**Thomas, Deborah Ann**, Passport Services  
**Thompson, Irene M.**, Office for Combating Terrorism  
**Tillman, Cassandra Lynette**, Passport Agency, Houston  
**Townsend, Meta K.**, Bureau of Personnel, Office of Management  
**Utz, Tina L.**, Office of Protocol  
**Van Cleave, Beatrice Ellen**, Passport Agency, Chicago  
**Van Dyke, Donna C.**, Foreign Affairs Information Management Center  
**Vance, Lauren M.**, Passport Agency, Chicago  
**Villanueva, Sinesio**, Passport Agency, Washington  
**Wallace, Regina Marie**, Near Eastern and South Asian Affairs  
**Wang, Dorothy J.**, Bureau of Personnel, Office of Management  
**Warneckl, Mark Corwin**,

Consular Affairs, Office of Management and Administration  
**Washington, Evelyn**, Passport Agency, Chicago  
**Weaver, Sylvester**, Passport Agency, San Francisco  
**Wenley, Sarah E.**, Foreign Service Institute  
**Wheeler, Abbie J.**, Passport Agency, Washington  
**Williams, Alan C.**, Passport Agency, Houston  
**Williams, Sharon Rhenea**, Passport Agency, Houston  
**Williams, Theodore I.**, Passport Agency, Chicago  
**Wilson, Cheryl Arnice**, Passport Agency, Washington  
**Withers, Karen McGhee**, Passport Agency, Houston  
**Wong, Douglas C.**, Medical Services  
**Wood, Teresa M.**, Pre-Assignment Center  
**Woodward, Elizabeth Hughes**, Visa Services, Office of Field Support and Liaison  
**Young, Tanya N.**, Inter-American Affairs

## Reassignments

**Alexander, Linda M.**, Diplomatic Pouch and Courier Services to Consular Affairs, Office of Management and Administration  
**Candelario, Fern M.**, Office of Mexican Affairs to European and Canadian Affairs  
**Cooper, Karen Marie**, Office of the Comptroller, Budget and Planning to Near Eastern and South Asian Affairs  
**Davis, Audrey C.**, Congressional Relations to International Narcotics Matters, Office of Program Management  
**Hulihan, Siobhan R.**, Bureau of Management, Executive Office to Office of Foreign Buildings  
**Iacovo, Dominick F.**, Office of UN System Coordination to Office of the Coordinator for International



**INTERNATIONAL ORGANIZATION AFFAIRS—Deputy assistant secretary Roger Kirk presents cash performance award to Bonnie McVey, Human Rights Affairs Office.**

Communications and Information Policy  
**Jose, Robert W.**, Office of the Executive Secretariat, Operations Center to Bureau of Personnel  
**Lynch, Janet E.**, Politico-Military Affairs, Office of Regional Security Affairs to International Organization Affairs, Office of Technical Specialized Agencies  
**Maher, Shannon M.**, Economic and Business Affairs, Office of International Finance and Development, Monetary Affairs to Office of Communications, Communications Center  
**Moore, Michele T.**, Office of Security, Evaluations to Bureau of Management, Executive Office  
**Parisek, Lisa P.**, Office of Accounting to Bureau of Personnel, Office of Recruitment, Examination and Employment  
**Pearson, Catherine D.**, Office of Communications to Office of Central American Affairs  
**Price, Stephen O.**, Office of the Secretary to Office of the Comptroller, Budget and Planning  
**Rubin, Phyllis N.**, International Organization Affairs, Office of Communications and UNESCO Affairs to Oceans and In-

ternational Environmental and Scientific Affairs, Office of Food and Natural Resources  
**Sifter, Michael D.**, Pre-Assignment Center to Office of Fiscal Operations  
**Williams, Brenda I.**, Consular Affairs, Office of Management and Administration to Bureau of Human Rights and Humanitarian Affairs

## Resignations

**Coleman Jr., Lennie**, Office of Supply, Transportation and Procurement  
**Delay, Sharon Ann**, Bureau of Personnel, Office of Foreign Service Career Development and Assignments  
**Eagleburger, Lawrence S.**, Office of the Under Secretary for Political Affairs  
**Gourlay, Margaret F.**, Public Affairs, Office of the Historian  
**Horton, Velda E.**, Passport Services  
**Hyman, Donald A.**, Passport Agency, New York  
**Sinnicki, Susan M.**, U.S. Mission to the United Nations  
**Spence, Barbara B.**, Bureau of Human Rights and Humanitarian Affairs  
**Tomseth, Wallapa C.**, Near Eastern and South Asian Affairs, Multinational Force and Observers

**White, Amanda S.**, Office of Fiscal Operations  
**Young, Thomas S.**, Consular Affairs, Office of Management and Administration

## Retirements

**Burke, Gene**, Passport Agency, Los Angeles  
**Catropo, Joseph R.**, Office of Supply, Transportation and Procurement  
**Guilbault, Jane A.**, Office of Protocol  
**Holland, Thelma S.**, Passport Services  
**Katz, Florence**, Passport Agency, Miami  
**Landis, Vivian Marie**, Office of the Ambassador at Large and Special Envoy for Central America  
**Okarmus, Margaret J.**, Office of Foreign Buildings  
**Want, Mary Dorothy**, Office of Foreign Buildings □

## Cash awards

Fourteen employees in the Office of the Comptroller have been selected to receive cash awards. The 14 are:  
**Robert S. Byrnes**  
**Richard L. Greene**  
**Kimberlee D. Fordyce App**  
**Austin P. McHale III**  
**Kenneth J. Harris**  
**Roger C. Nottingham**  
**Martha J. Shafshuf**  
**Thelma G. Boteler**  
**Norman Deans**  
**Ermine E. Ford**  
**Joseph C. Maestri**  
**Shirley S. Bush**  
**Howard F. Smith**  
**Adeline B. Parker** □

## Less than full-time

Final regulations on career employment under other than full-time work schedule, e.g., part-time, seasonal, on-call, and intermittent, have been issued by the U.S. Office of Personnel Management. The complete text is available in the Office of Civil Service Career Development and Assignments, Room 2429. ■

## Personnel: Foreign Service

### Appointments

- Abbott, Shirley Levoy**, Maseru  
**Adams, Richard J.**, Training Complement  
**Anderson, Thomas H.**, Bridgetown  
**Aroian, Lois A.**, Training Complement  
**Ashely, Sonia**, Tegucigalpa  
**Belcher, Mariam S.**, Guatemala  
**Berwick, Leslie A.**, Quito  
**Betts, Timothy A.**, Training Complement  
**Blanton Jr., John E.**, Medical Services  
**Bolton, Joyce A.**, Antwerp  
**Bonkowsky, Elizabeth L.**, Training Complement  
**Brown, Chantal Lucie**, Kingston  
**Brudvig, Lee A.**, Training Complement  
**Burns, Beatrz Q.**, Havana  
**Campbell, George A.**, Ankara  
**Carter, Leigh G.**, Training Complement  
**Casebeer, Cheryl A.**, Training Complement  
**Clouatre, Dana L.**, East Asian and Pacific Affairs  
**Connell, Cynthia C.**, Training Complement  
**Costa, Carol A.**, Caracas  
**Crawford, Ave**, Buenos Aires  
**Decoux, Kim Marie**, Athens  
**Dieffenbacher, Theodore E.**, Sao Paulo  
**Dooley, William W.**, London  
**Dunn, Clara Ann**, Bridgetown  
**Durkin, Kenneth M.**, Training Complement  
**Florence, Richard B.**, Copenhagen  
**Freund, James F.**, Training Complement  
**Gordon, Diane G.**, Santiago  
**Grandfield, Mary E.**, Training Complement  
**Gwaltney, Sheila S.**, Training Complement  
**Harris, James C.**, Kuala Lumpur  
**Hoh, Christopher J.**, Training Complement  
**Holmes, Linda M.**, Training Complement  
**Holstein, Eleanor J.**, Training Complement  
**Hurley, Sharon V.**, Office of Legislation, Regulations and Advisory Assistance  
**Ibarra, Louise A.**, Havana  
**Invergo, Michael W.**, Port-au-Prince  
**Irwin, Jeffrey C.**, Training Complement  
**Jennings, Thomas M.**, Rio de Janeiro  
**Johnson, Bradford H.**, Training Complement  
**Johnson, Sura R.**, Training Complement  
**Jones, Philip M.**, Training Complement  
**Keane, Graciela C.**, Buenos Aires  
**Kelley, Danny L.**, U.S. Mission Geneva  
**Kelley, Susan V.**, Bogota  
**Klinger, Brodrick A.**, Training Complement  
**Krolikowski, Dale R.**, Manila  
**Lawson, James M.**, Nicosia  
**Lewis, James A.**, Training Complement  
**Litzenberger Jr., Earle D.**, Training Complement  
**Logsdon, Michael J.**, Madrid  
**Machado, Myrna F.**, Buenos Aires  
**Marlowe, Lara**, Training Complement  
**Mather, John C.**, Training Complement  
**McCalley Jr., Gray**, Training Complement  
**Meyer, Matthew A.**, Training Complement  
**Miller, Samuel K.**, Office of Communications, Maintenance and Logistics Division  
**Milliken, Stephan L.**, Training Complement  
**Moser, William H.**, Training Complement  
**Mowatt-Larssen Jr., Rolf**, Training Complement  
**Nelson, Andrea J.**, Bonn  
**Norman, Marc E.**, Training Complement  
**Otto, Stanley A.**, Training Complement  
**Pomper, Joseph M.**, Training Complement  
**Press, Isis**, Managua  
**Quinn, Catherine Cassidy**, San Salvador  
**Robbins, Gary D.**, Training Complement  
**Rueda, Maria Magdalena**, Buenos Aires  
**Sasseville, Albert L.**, San Jose  
**Scalise, George J.**, Athens  
**Schmadel, Fredericka A.**, Training Complement  
**Shannon Jr., Thomas A.**, Training Complement  
**Shepherd, Susan E.**, Training Complement  
**Sherman, Peter S.**, Training Complement  
**Silliman, Douglas A.**, Training Complement  
**Simpson, Charles H.**, Mexico  
**Smith, Moffett R.**, Nassau  
**Stevens, Sandra A.**, Training Complement  
**Strickland, Brian A.**, Athens  
**Susser, Marc J.**, Training Complement  
**Taubenfeld, Rita**, Bureau of Personnel  
**Taylor, Janice**, Mexico  
**Todd, Evelyne J.**, Havana  
**Torres, Joseph B.**, Training Complement  
**Trdl, Teresa N.**, Santo Domingo  
**Trigg, Ronald A.**, Training Complement  
**Varney, William F.**, Amman  
**Walker, Constance S.**, Seoul  
**Weiland, Stirton O.**, Manila  
**White, Wilma Joan**, The Hague  
**Willis, Sheree W.**, Training Complement  
**Young, William G.**, Near Eastern and South Asian Affairs  
**Zullo, Harry B.**, Kingston
- Transfers**  
**Abell, Nancy C.**, United Kingdom to Bombay  
**Acs, Frank J.**, Thailand to Beijing  
**Agnew, Elizabeth Jamieson**, Training Complement to Dakar  
**Akahloun, Eleanor L.**, Equal Employment Opportunity and Civil Rights to Bureau of Personnel, Office of Foreign Service Career Development and Assignments  
**Anderson, Joan N.**, Morocco to Office of the Inspector General  
**Arena, Drew Charles**, Mexico to Inter-American Affairs  
**Askman, Diana D.**, El Salvador to Warsaw  
**Baker III, Richard W.**, Foreign Service Institute to Canberra  
**Blacken, John D.**, Santo Domingo to Office of the Coordinator for Public Diplomacy for Latin America and the Caribbean  
**Borom, Jeraldine N.**, Surinam to St. Johns  
**Bouchard, Donald J.**, Inter-American Affairs to Office of the Director General of the Foreign Service and Director of Personnel  
**Boulanger, John P.**, Diplomatic Pouch and Courier Services to Berlin  
**Branstner, Terry Lee**, Jamaica to Berlin  
**Brewington, Harry K.**, Office of Communications to Monrovia  
**Brooks, Barbara A.**, Soviet Union to Near Eastern and South Asian Affairs  
**Brouwer, Elizabeth**, Norway to Sofia  
**Brownfield, William R.**, Inter-American Affairs to Office of the Under Secretary for Political Affairs  
**Brushel, Marjorie A.**, Inter-American Affairs, Office of the U.S. Representative to the Organization of American States to Bureau of Personnel  
**Burke, Dorothy**, Inter-American Affairs to Canberra  
**Burke, J. Grant**, Intelligence and Research, Office of Economic Analysis to Congressional Relations  
**Carragher, James J.**, Bureau of Personnel to Buenos

## Transfer Tremors .....by ebp

I was almost transferred to KATHMANDU, but where was that ONE PAL in the bureau who didn't put it through for me?

I was almost transferred to OMAN, but I was afraid I wouldn't be able to import

my favorite beverage, a MUSCATel.

I was almost transferred to ITALY but, no matter how much one TRIES, Terrible things do happen, and one doesn't always get a post of choice.

- Aires
- Casperino, Ada M.**, Inter-American Affairs to Mexico
- Champagne, Rita V.**, Bureau of Personnel to Inter-American Affairs, Office of the U.S. Representative to the Organization of American States
- Chapin, Frederic L.**, Inter-American Affairs to Office of the Inspector General
- Clare III, Daniel H.**, Office of the Counselor to Asuncion
- Clark, James C.**, Caracas to Office of Communications
- Cleary, Frances L.**, European and Canadian Affairs to St. Georges
- Clute, Claude J.**, Office of Communications to Bangkok
- Cohen, Herman J.**, Intelligence and Research to Office of the Director General of the Foreign Service and Director of Personnel
- Coles, Michael O.**, Morocco to Near Eastern and South Asian Affairs
- Collins III, Frank**, Guyana to Frankfurt
- Coyne, Patricia M.**, India to Lagos
- Crumpler, Lester W.**, Philippines to Oslo
- Dankert, Roger L.**, Office of the Director General of the Foreign Service and Director of Personnel to Office of Policy Coordination
- Dargin, William T.**, Switzerland to Damascus
- DeGraffenreid, William L.**, Germany to Office of Communications
- DePierre-Hollowell, Daria**, Mexico to London
- Deibler, Roy A.**, Sudan to Office of Security, Technical Services
- Durkee, Sharon S.**, Chile to Inter-American Affairs
- Eissler Jr., Victor C.**, African Affairs to Lubumbashi
- Evans-Rivera, Betty S.**, Near Eastern and South Asian Affairs to Medical Services
- Fagan, Joseph F.**, Canada to Wellington
- Fernandez, Joseph F.**, Bureau of Personnel to Inter-American Affairs
- Fitzsimmons, Michael T.**, Office of Communications to Monrovia
- Ford, Janet A.**, Antigua to Inter-American Affairs
- Friedland, Sidney**, Oceans and International Environmental and Scientific Affairs, Office of Cooperative Science and Technology Programs to Office for Combatting Terrorism
- Gamber, Nancy E.**, Czechoslovakia to Bonn
- Garcia, Rudolph R.**, Niger to African Affairs
- Garrett III, Earl Norbert**, Egypt to Near Eastern and South Asian Affairs
- Gatto, Donald J.**, Swaziland to Training Complement
- Graham, Barbara J.**, European and Canadian Affairs to Lisbon
- Grandy, Michael B.**, European and Canadian Affairs to Ankara
- Gustafson, Marianne U.**, Spain to European and Canadian Affairs
- Gwyn, Keith M.**, Foreign Service Institute, Language Training to Office of Security
- Hall, James Henry**, Guangzhou to Shenyang
- Hamilton, Anne W.**, Argentina to Oceans and International Environmental and Scientific Affairs, Office of Ocean Law and Policy
- Hanks, Mary N.**, Honduras to Equal Employment Opportunity and Civil Rights
- Hansen, Nikki L.**, European and Canadian Affairs to Commerce Department
- Harman, Sally L.**, Foreign Service Institute to Inter-American Affairs
- Harper, David**, Addis Ababa to Dakar
- Hill, Betty P.**, Norway to Seoul
- Hollin, Mary B.**, Guinea-Bissau to Florence
- Howard Jr., Edwin W.**, Colombia to Office of Security
- Howard, Richard B.**, Office of Southern Cone Affairs to Buenos Aires
- Hush, James A.**, Office of Security, Investigations to Rome
- Itoh, William H.**, East Asian and Pacific Affairs to Office of the Under Secretary for Political Affairs
- Jabbour, Pierre H.**, Defense Department to Office of Management Operations
- Janin, Henry H.**, Lebanon to Near Eastern and South Asian Affairs
- Jensen, James C.**, Office of Communications, Communications Center to Diplomatic Pouch and Courier Services
- Johnson, Thurlow R.**, Cyprus to Yaounde
- Jones, Deborah Kay**, Argentina to Baghdad
- Kahdy, Sally E.**, Switzerland to Hamilton
- Kaminski, Michele L.**, Morocco to Berlin
- Kelly, Edmund H.**, Oceans and International Environmental and Scientific Affairs, Office of Cooperative Science and Technology Programs to Congressional Relations
- Kennedy Jr., Charles S.**, Consular Affairs to Public Affairs
- Kirby, Harmon E.**, Near Eastern and South Asian Affairs to Rabat
- Kirkpatrick, Barbara Kay**, Saudi Arabia to European and Canadian Affairs
- Kolesnik, James C.**, Germany to Office of Management Operations
- Krebs, Sheldon I.**, East Asian and Pacific Affairs to Office of the Executive Secretariat, Operations Center
- Larkin, Norma T.**, Dominican Republic to Inter-American Affairs
- Lee, Hon K.**, East Asian and Pacific Affairs to Shanghai
- Lee, Vicki Y.**, East Asian and Pacific Affairs to Shanghai
- Leech, Eleanor B.**, Foreign Service Institute to Lima
- Loney, Scott R.**, Qatar to Near Eastern and South Asian Affairs
- Longo, Michael L.**, Brazil to Office of Communications
- Lowe, Benjamin M.**, Mexico to Capetown
- Maimone, Diane**, European and Canadian Affairs to Office of the Ambassador at Large and Special Envoy for Central America
- Mainland, Edward A.**, United States Information Agency to Office of Human Rights
- Malfara, Joseph J.**, Ecuador to Colombo
- Marshall, Jim B.**, Bureau of Personnel to Congressional Relations

---

**PERSONNEL: FOREIGN SERVICE**

---

- Martin, Bryce J.**, Liberia to Office of Communications
- Martino, Jon Joseph**, Barbados to Niamey
- Matthews, James J.**, Spain to European and Canadian Affairs
- May, Drew Stephen**, East Asian and Pacific Affairs, Office of Pacific Islands Affairs to Foreign Service Institute, Language Training
- Maynard, Daniel C.**, Uganda to Office of Communications
- McGlinchey, James M.**, Economic and Business Affairs, Planning and Economic Analysis Staff to Foreign Service Institute, Language Training
- McNeilly, Sandra J.**, Greece to International Organization Affairs, Office of International Economic Policy
- McGill, Robert M.**, Liberia to Office of Communications
- McIntyre, Elizabeth A.**, European and Canadian Affairs to Lisbon
- Merricks, Newton H.**, Sri Lanka to Beijing
- Metzel, Jack D.**, Zaire to Office of Communications
- Minnick, Clarissa C.**, Peru to Athens
- Minnick, Ray D.**, Peru to Athens
- Mitchell, George R.**, Office of Security to San Jose
- Nader, Louisa G.**, Ethiopia to Office of Communications
- Nicholson, Marc E.**, Portugal to Foreign Service Institute
- O'Hara, Harry John**, Office of the Executive Secretariat, Operations Center to Foreign Service Institute, Language Training
- Osowski, Ronald S.**, Sweden to Cairo
- Parker, Andrew Charles**, Haiti to Kingston
- Pech, Dorothy**, Lebanon to Beijing
- Pelletreau, Nancy Leslie**, India to Tokyo
- Peltier, Alec M.**, Foreign Service Institute to New Delhi
- Perry, June Carter**, Training Complement to Lusaka
- Peters, Lauralee M.**, Near Eastern and South Asian Affairs to Economic and Business Affairs, Aviation Negotiations Division
- Pezzi, Leo Rene**, Lebanon to Monrovia
- Piccioni, Marion F.**, Hong Kong to Paramaribo
- Popadiuk, Roman**, Mexico to Office of the Executive Secretariat, Operations Center
- Powell, D. Bryan**, Singapore to East Asian and Pacific Affairs
- Powell, Glenn**, Office of Communications, Communications and Planning Engineering Division to Maintenance and Logistics Division
- Ramos, David Reyes**, Mexico to Training Complement
- Raphel, Arnold L.**, Politico-Military Affairs to Near Eastern and South Asian Affairs
- Ratcliff, Susan M.**, Inter-American Affairs to Mexico
- Ridge, Eleanor M.**, Office of Human Rights to International Organization Affairs, Office of Communications and UNESCO Affairs
- Robins, David Snyder**, Foreign Service Institute, Language Training to Belgrade
- Sala, Joseph Lee**, Inter-American Affairs, Office of Regional Political Programs to Office of Management Operations
- Samson, David T.**, Inter-American Affairs to Manila
- Sand, Barbara M.**, Barbados to Niamey
- Schaumburg, Bernd W.**, Office of Security, Investigations to Pretoria
- Shippy, Amelia Ellen**, Special Domestic Assignments Program to Office of the Executive Secretariat, Operations Center
- Sindelar III, H. Richard**, Foreign Service Institute to Intelligence and Research, Office of Intelligence Support
- Snell, Terry R.**, Thailand to Special Domestic Assignments Program
- Spence, Melvin T.**, Foreign Service Institute to Abidjan
- Spinney, Norman J.**, Georgetown to Office of Communications
- Stigliani, Nicholas A.**, Italy to Johannesburg
- Sullivan, Joseph Gerard**, Office of the Counselor to Tel Aviv
- Sulser, Jack A.**, Politico-Military Affairs to Bureau of Personnel
- Tarby, Dorothy M.**, Italy to Moscow
- Taylor, Larry W.**, Somalia to Moscow
- Thornton, Calvin F.**, Office of Communications, Communications Center Division to Diplomatic Pouch and Courier Services
- Topka, Jeanne E.**, Niger to Bureau of Personnel
- Trum, James G.**, Nigeria to African Affairs
- Wagner, Connie Ann**, China to Hong Kong
- Walbridge Jr., John H.**, African Affairs to Bangui
- Wallace, Kenneth Irvin**, Italy to Nouakchott
- Ward, June E.**, Pakistan to Bandar Seri
- Welter, Daniel R.**, France to Office of the Inspector General
- Williams, John E.**, Honduras to Bonn
- Woo, Brian C.**, Office of the Executive Secretariat, Operations Center to Foreign Service Institute

**Resignations**

- Carroll, Joan R.**, Brasilia
- Clouatre, Dana L.**, East Asian and Pacific Affairs
- Colloton, Carol A.**, U.S. Mission to International Organizations in Vienna
- Gossom, Cynthia A.**, Office of Security, Evaluations
- Huang, Kang S.**, Training Complement
- Majewski, Susan M.**, Belgrade
- Martin, Laura Spencer**, Sao Paulo
- Oldham, Glenn Vincent**, Office of Security
- Sailer, Camille E.**, Seoul
- Steven, Robert S.**, Bureau of Human Rights and Humanitarian Affairs

**Retirements**

- Callard, Robert A.**, Lima
- Eagleburger, Lawrence S.**, Office of the Under Secretary for Political Affairs
- Granzow, Elizabeth R.**, Tegucigalpa
- Sanders Jr., Cameron H.**, Oceans and International Environmental and Scientific Affairs, Office of Nuclear Technology and Safeguards
- Schadler, John A.**, Medical Services
- Schneider, David T.**, Near Eastern and South Asian Affairs
- Simpson, Virginia M.**, Office of Public and Diplomatic Liaison
- Stoddart, Jonathan D.**, European and Canadian Affairs ■

**Solicitations**

Proposed regulations on solicitation for the Combined Federal Campaign have been issued by the U.S. Office of

Personnel Management. The complete text is available in the Office of Civil Service Career Development and Assignments, Room 2429. □



# Bureau Notes

## The Seventh Floor

### Office of the Secretary

SECRETARY SHULTZ traveled to Columbia, S.C., May 5, to address the South Carolina Bar Association. He was accompanied by MRS. SHULTZ; THOMAS FARRELL and MICHAEL BUTLER, special assistants to the Secretary; and KATHLEEN HANSER, secretary, Office of the Secretary . . . On May 11, the Secretary traveled to Hot Springs, Va., to address the Business Council. He was accompanied by Mrs. Shultz; KAREN CLARK, special assistant to the Secretary; and Ms. Hanser . . . The Secretary visited Detroit, May 14, for a speech before the League of Women Voters. Mr. Farrell and Ms. Hanser made the trip to provide support . . . In connection with the spring ministerial meeting of NATO's North Atlantic Council, Mr. Shultz visited the Wye Plantation on Maryland's Eastern Shore, May 29-30, for informal discussions with the foreign ministers. Accompanying the Secretary were JOYCE NESMITH, staff assistant; Mr. Farrell, Mr. Butler and Ms. Hanser.

Secretary Shultz headed the U.S. delegation to the inauguration of President JOSE NAPOLEON DUARTE of El Salvador, May 31-June 2. While in Central America, Mr. Shultz made a brief visit to Managua, Nicaragua, to consult with government officials there. Immediately following the talks in Managua, he traveled to Europe, where he participated in the President's visit (June 1-10) to Ireland and the economic summit in London. In Central America, the Secretary was accompanied by RAYMOND SEITZ; Mr. Butler; Mr. Farrell; BRUNSON MCKINLEY, deputy executive secretary of the Department; EDWARD GNEHM, director, Secretariat Staff; GEORGE TWOHIE, executive director, Executive Secretariat; LYNDA DUNN, secretary to the executive assistant; BONNIE ROBERTS, secretary, Office of the Secretary; MARGERY LEMB, staff officer, Secretariat Staff; SHARON OHTA and BONITA BENDER, secretaries, Secretariat Staff. During the European portion, the Secretary was supported by Mr. Seitz; Mr. McKinley; Ms. Clark; Mr. Farrell; Ms. Dunn; Ms. Hanser; Mr. Twohie; ROBERT CLARKE and C.J. HALL, staff officers, Secretariat Staff; and MILDRED ENGRAS, SAADIA SARKIS and DIANE STUART, secretaries, Secretariat Staff. □

### Secretariat Staff

EDWARD GNEHM is to depart this summer to become deputy chief of mission in Amman, Jordan . . . MICHELLE BOVA, from Congressional Relations, will be the new director . . . MARIJAYNE MILLER joined the office, May 14, from the China desk to replace LINDA LEYBLE for a year

. . . CHARLES LUNDY is the summer intern this year. □

### Operations Center

On May 18 the Operations Center, Executive Secretariat, awarded certificates of appreciation to the deputy director, senior watch officers, watch officers and the operations assistant, who were leaving for new positions. Director RICHARD KAUZLARICH presented the certificates to RUTH DAVIS, who was to become chief of training and liaison, Office of Foreign Service Career Development and Assignments; WILLIAM GARLAND, who was joining the Office of the U.S. Representative to the Conference on Disarmament in Europe, as executive secretary; ANGELIA HORKEY, who was to become a consular officer with the Office of Overseas Citizens Services, Citizens Emergency Center; ADRIAEN MORSE, who was heading for Embassy Tel Aviv as the administrative counselor; HARRY O'HARA, who was entering the mid-level course at the Foreign Service Institute; W. GREGORY PERETT, who was joining the Office of Western European Affairs, Italian desk; and THOMAS L. RANDALL JR., who was to become chief of the Financial/Medical Division of the Citizens Emergency Center, Bureau of Consular Affairs . . . W. ROBERT PEARSON, former senior watch officer, has become deputy director of the Operations Center.

Recent arrivals in the center include ROBERT AYLING, senior watch officer, from Embassy London; KEITH EDDINS, watch officer, from Embassy Santo Domingo; CHARLES J. HORKEY, operations assistant, from the Office of Security; BRIAN KELSEY, watch officer, from Embassy Belgrade; SHELDON KREBS, senior watch officer, from the Office of Chinese Affairs; JOHN MORTON, operations assistant, from the Pre-Assignment Center; DAVID PEARCE, watch officer, from Liaison Office Riyadh; ROMAN POPADIUK, watch officer, from Embassy Mexico; and A. ELLEN SHIPPY, senior watch officer, from a detail with the Mayor's office in Seattle, Wash. □

### Office of the Deputy Secretary

Deputy Secretary KENNETH W. DAM traveled to Paris, May 16-18, where he cochaired the annual conference of the Organization on Economic Cooperation and Development, and held bilateral consultations with the Japanese minister of foreign affairs and the British foreign secretary. □

### Office of the Special Adviser for Public Diplomacy

GILBERT A. ROBINSON, special adviser to the Secretary for public diplomacy, represented the Department at the May 4-6 conference on the media and foreign policy, in Williamsburg, Va., sponsored by the

Georgetown University Center for Strategic and International Studies . . . On May 8, Foreign Service Day, Mr. Robinson addressed the Public Members Association, on the subject of public diplomacy . . . On May 22, JAMES GEORGE JATRAS of the special adviser's office, addressed Groveton High School students in Alexandria, Va., on U.S. policy toward the Soviet Union. □

### Policy Planning Council

Council chairman PETER W. RODMAN hosted bilateral policy planning talks with diplomats from France, the United Kingdom and West Germany. Participants included council members JEREMY AZRAEL, PAUL BOEKER and ROBERT OSGOOD and members of the staff . . . Mr. Boeker participated in a Council on Foreign Relations meeting in New York, on "Systemic Issues for U.S. Foreign Policy," May 16 . . . Mr. Azrael participated in a Council on Foreign Relations meeting in New York, on "U.S. Policy Implications and Options," May 17 . . . Mr. Osgood traveled to Spain, West Germany and the Netherlands, to meet with embassy and government officials, military officers and journalists, on a USIA-sponsored trip, May 5-14. His visit included participation in seminars at the Social Science Research Institute in Bonn, the International Affairs Institute in Madrid, and the Clingendael Institute in Amsterdam.

Staff member DAVID LONG traveled through Montana, Wyoming, Idaho, Utah, Nevada and California, June 7-21, to speak at local service organizations, universities and corporations about the Middle East . . . Staff member HUGH DE SANTIS participated in an electronic dialogue with Reykjavik, for a conference on "NATO: Cohesion or Fragmentation?" and joined a delegation headed by GEORGE KENNAN to a colloquium in Kiev on U.S.-Soviet relations. □

### Office of Protocol

The chief of protocol, SELWA ROOSEVELT, escorted members of the diplomatic corps to the Capitol and to Arlington Cemetery for the burial of the unknown serviceman of the Vietnam conflict . . . RICHARD GOOKIN, associate chief, coordinated this event, with the assistance of MARY KAY PASKUS of the ceremonials section.

Under the guidance of the deputy chief TIMOTHY TOWELL, REBECCA BOYD, with PAMELA GARDNER, CATHY GERARDI and MARK BIEDLINGMAIER, coordinated protocol responsibilities for the May 29-31 ministerial meeting of the North Atlantic Council. Members of the protocol staff greeted the 15 NATO foreign ministers and secretary general JOSEPH LUNS on their arrival and departure. The office also arranged social events for the NATO dele-

## BUREAU NOTES

gates, international staff and spouses.

President MIGUEL DE LA MADRID HURTADO of Mexico and his wife were guests of the President and Mrs. Reagan on a state visit to the United States in May. Protocol officer JAMES MANNING, assisted by LINDA WHEELER, coordinated the visit ... CATHERINE MURDOCK, assistant chief of protocol for visits, handled arrangements for the official working visit of QUETT K. J. MASIRE, president of Botswana, and his wife. Assisting Ms. Murdock was Mr. Biedlingmaier ... The office participated in the 12 private visits of foreign leaders to Washington in May.

LAWRENCE DUNHAM and LINDA MYSLIWIY coordinated arrangements for, and escorted, the presidential elections delegation to El Salvador, and the presidential delegation to the Berlin airlift 35th anniversary. JAMES MANNING and MARY MASSERINI handled arrangements for, and traveled with, the presidential delegation to the 40th anniversary of the liberation of Rome ... In May the ceremonials section organized 19 events, including the luncheon hosted by the Secretary and Mrs. Shultz in honor of the president of Mexico, in the Thomas Jefferson Room, and the attendance of the diplomatic corps at the joint session of Congress for the address of President de la Madrid.

Mrs. Roosevelt presided at swearing-in ceremonies for MICHAEL HAYDEN ARMACOST as under secretary of state for political affairs; TIMOTHY TOWELL presided for SHIRLEY ABBOTT as ambassador to Lesotho; Mr. Gookin for ROBERT T. HENNEMEYER as ambassador to The Gambia, and THOMAS H. ANDERSON JR. as ambassador to Barbados ... JANETTE McCONNELAUGHEY met with officials at the U.S. mission in New York, and at Dulles Airport, for discussions on custom procedures ... ALEXANDRA MILLER has joined the office staff, in the Visits Section. □

## Administration

### Office of Communications

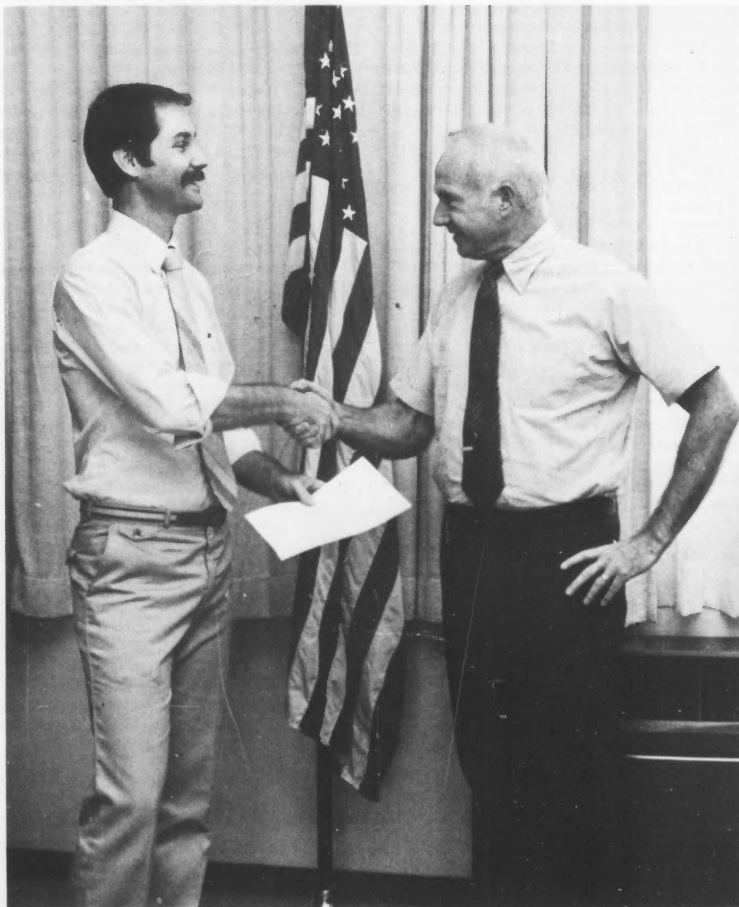
The following staff members were in Washington on consultation recently: MICHAEL BOWCUTT, Kinshasa; HARRY LARSON, Paramaribo; FRANK MORGAN, Dar es Salaam; JOHN WILLIAMS, Bonn; JOHN ALSTON, communications rover, Karachi; DUANE BREDECK, Amman; BENJAMIN CANDELARIA, Istanbul; ROBERT DODSON, Leningrad; DAVID FERGUSON, Panama; RUDY GARCIA, communications rover, Africa; SHIRLEY KERN, Canberra; WILLIAM McMANUS, Bangui; THOMAS NASETKA, JOSEPH SUDDATH, Canberra; TIMOTHY TICKNER, Manila; WILLIAM TONER, Quito; and WILLIAM DOTSON, Frankfurt.

The following have completed courses in the Communications Training Division: RUDY LORENZ, Vientiane; CHARLES LYNDE, Washington rover; CAMILLE MIDDLETON, Sofia; WILLIAM TONER, Quito; FREDERICK ELMENDORF, Tegucigalpa; TIMOTHY TICKNER, Manila; BARBARA BARTFIELD, Curacao; ELIZABETH BROUWER, Sofia; JUNE FOSTER, Paramaribo; SHIRLEY HAMPTON, Vancouver; NOEL HARRINGTON, Guangzhou; ELEANOR SANTON, Izmir; JUNE WARD, Bandar Seri Begawan; ROSE BRANDT, Poznan; SALLY KAHDY, Hamilton; RICHARD CLAUSELLE, Communications Center Division; RONALD OSLOWSKI, Cairo; ALBERT PFEIFER,

Brasilia; RUSSELL LeCLAIR, Antananarivo; KENNETH WALLACE, Nouakchott; PATRICK BENTZ, Nairobi; CARLA FLEMING, Cairo; ROGER GROVDAHL, Nairobi; JOHN LAPOLLA, Rome; GERALD MAJEWSKI, Cairo; MONTE MARCHANT, Reykjavik; JOHN VARNER, Geneva; PAUL WHITE, Jidda; DOROTHY TARBY, Moscow; LEON GALANOS, Planning and Engineering Division; RUDY GARCIA, communications rover, Africa; DUANE BREDECK, Amman; HAROLD GERWIG, Paris; and AL BROWN, GEORGE GORISEK, VERNON ROBINSON and RAYMOND NORRIS, Communications Center Division. □

**PARAMARIBO, Suriname—Communications program officer Carl A. Tucker re-**

**ceives \$500 cash award from Ambassador Robert W. Duemling.**



### Office of Security

Deputy assistant secretary DAVID C. FIELDS, with JOHN CLEMMONS, assistant director for protective security, and DENNIS WILLIAMS, chief, Dignitary Protection Division, traveled to the Wye Plantation, May 29, to check on security arrangements for the NATO ministerial conference . . . From May 21-22, Mr. Fields attended a regional security officer conference in Guatemala, then visited several posts in Central America, returning to the Department May 26 . . . On June 1 he traveled to New York, to attend an American Society for Industrial Security seminar.

MIKE WILLIAMS and FRANK SKINNER have joined the Education and Training Staff . . . LATANIA BRIDGE-FORTH transferred to the Bureau of Personnel, Office of Management . . . KELLY VOGEL transferred to the Division of Investigations.

ED MOTEKEW attended the defensive tactics course at Fairfax, Va. . . BOB STANDLEY attended the Treasury Enforcement Telecommunications System instructors course at the Federal Law Enforcement Training Center, Glynco, Ga. . . ROY HIGGINS, JEFF BOZWORTH, BILL PENN, JOHN KONICKI and Mr. Standley provided instruction in a joint federal training program for the Salvadoran judicial protection unit, at Glynco . . . Mr. Higgins and Mr. Bozworth briefed Liberian police officials on dignitary protection and protection of American interests abroad . . . RICH STANKO, BETH SALAMANKA, Mr. Motekew, Mr. Williams, Mr. Standley, Mr. Skinner and Mr. Higgins participated in the NATO ministerial conference.

The Division of Investigations welcomed ANDREW DILLARD, KELLY VOGEL and CATHY McDERMOTT . . . JAMES CRONIN



**BRASILIA, Brazil**—John W. Corris Jr., left, receives Superior Honor Award from Ambassador Diego C. Asencio for his performance as terrorism coordinator and regional security officer. He has since departed post for Spanish-language training, en route to Bogota this fall.

departed on a two-month protective security assignment, in support of Ambassador WILLIAM WILSON who was recently confirmed as envoy to the Vatican . . . WALTER DEERING attended a meeting at El Paso, Tex., May 7-9 . . . The following members of the Division of Investigations assisted with the NATO conference: THOMAS CHASE, JOHN P. CHORNYAK, LOU M. POSSANZA, JOHN C. MURPHY, JOHN J. STEIN, CHARLIE R. CHASE, Mr. Deering, MIKE G. CONSIDINE, ROBERT D. BOOTH, GERRY HOLLENBECK, DARWIN CADOGAN, HENRY M. JENKINS and STEPHEN P. BURCHYNS . . . JAMES PRIETSCH returned from a three-week temporary assignment in Ireland in sup-

port of the President's visit.

MARTIN T. DONNELLY, chief, General Fraud Section, has been selected as the regional security officer for the American embassy in Dar es Salaam . . . THOMAS CHACE, chief, Consular Malfeasance Section, was recently assigned to the Washington Field Office as a unit supervisor . . . BERND SCHAUMBERG, chief, Special Investigations Branch, was assigned as the original security officer at the American embassy in Pretoria.

On May 2 JAMES M. CHRISTOPHER, regional security officer in Tegucigalpa, was selected as "Security Officer of the Year," for his performance over the last two years and for his "initiative, resourcefulness, and solid leadership in establishing a comprehensive security program" at Tegucigalpa . . . GERALD LOPEZ, assistant special agent-in-charge, Miami Field Office, was selected as runner-up, for his performance in passport fraud investigations. □

### African Affairs

Assistant Secretary CHESTER A. CROCKER traveled to London, Bonn and Paris, for bilateral discussions on African issues. He then traveled, May 8-11, to Khartoum, Cairo and London, with the director of East African affairs, RICHARD BOGOSIAN, and special assistant WILLIAM POPE, for bilateral discussions. On May 15, Mr. Crocker received the Botswana minister of information and public service, DANIEL KWELAGOBE. He met with a group of

**LIBREVILLE, Gabon**—At awards ceremony, from left: Fred M. Shaver, Japhet Nzie, Jean Boutchuin, Ambassador Francis Terry McNamara, Antoine Nguengang, Paul Zoua, Emmanuel Assoume.



**AFRICAN AFFAIRS**—The U.S. ambassador to Botswana, *Theodore C. Maino*, left, during consultations in Washington, presents Meritorious Honor Award to *Jack D. Segal*, who was political/economic officer in Gaborone before being assigned to the Bureau of Intelligence and Research.



members of the African diplomatic corps, headed by the ambassador of the Ivory Coast. Mr. Crocker met with the multiparty conference of Namibia, in Washington, May 21, and traveled to New York, to meet with the secretary general of the United Nations, May 23, and the Portuguese foreign minister, May 31, in Washington.

Deputy assistant secretary LEONARD ROBINSON was appointed acting president of the African Development Foundation, in early June. This new responsibility is in addition to his duties as deputy assistant secretary . . . On June 6 Mr. Robinson traveled to Philadelphia to address the World Affairs Council and a group of businessmen, on trade and investment towards Africa . . . On June 4 deputy assistant secretary PRINCETON LYMAN addressed a group of approximately 45 members of a National Security Agency/Brookings Institution conference, in Washington, D.C.

GLENN A. MUNRO, deputy director, Office of Central African Affairs, departed June 25 for his new assignment as coordinator for Foreign Service officer orientation programs, at the Foreign Service Institute. He had been replaced by ROBERT M. MAXIM, political officer from Ottawa, who assumed his new duties June 18 . . .

JEFFREY DAVIDOW, director, Office of Regional Affairs, traveled, May 30–June 14, for consultations with embassy personnel in Abidjan and Nairobi, and orientation visits to Monrovia, Kampala and Addis Ababa. □

### Arms Control and Disarmament Agency

Intermediate-range nuclear forces chief negotiator PAUL H. NITZE met with 20 foreign ambassadors resident in Washington, May 14, to update them on U.S.-Soviet negotiation prospects, in a session sponsored by the Foreign Policy Association . . . Later in the month Ambassador NITZE addressed the American Association for the Advancement of Science, on his negotiating experiences with the Soviet Union, and took part in a panel on arms control-related topics . . . Chaired by Arms Control and Disarmament Agency director KENNETH L. ADELMAN, the agency's second annual planning conference was held in West Virginia, May 31–June 1. Focal points for discussion at the Coolfont session were the range of options for continuing arms control negotiations with the Soviet Union, as well as management and personnel improvements.

Top Government, private sector and media arms control experts assembled in mid-June to discuss arms control and national security issues,

### Department of Look-Alikes



Mr. Singh



Mr. Clark



Mr. Smith

**R**EMEMBER the cover photo of STATE's April issue? It featured Davindar Singh, a Foreign Service national, as part of the New Delhi post-of-the-month treatment. It might just as well have featured, as it turns out, Reed Clark, who also owns a turban and who works in the Bureau of Consular Affairs, or Eddie O. Smith, a former State fire protection officer, who doesn't own a turban but who qualifies with his beard. From all this, do you get that spooky feeling?

at the Aspen Institute center on Maryland's East-ern Shore. The June 14-16 seminar featured participation by director Adelman, negotiators Nitze and EDWARD L. ROWNY, and others such as national security adviser ROBERT McFARLANE; former national security adviser BRENT SCOWCROFT; former strategic arms limitation talks negotiator U. ALEXIS JOHNSON; Ambassador MAX KAMPELMAN; the assistant secretary of state for European and Canadian affairs, RICHARD R. BURT; the assistant secretary of defense for international security policy, RICHARD PERLE; and Congressman LES ASPIN (D.-Wisc.). Media participants included STEVEN WEISMAN and HEDRICK SMITH, New York Times; MARVIN KALB, National Broadcasting Co.; BARRY DUNSMORE, American Broadcasting Co.; FRED HIATT, Washington Post; and WILLIAM BEECHER, Boston Globe.

During late May CAROLYN STETTNER, Bureau of Verification and Intelligence, attended the Ghent, Belgium, "First World Conference: New Compounds in Biological and Chemical Warfare and Toxicological Evaluation." □

## Consular Affairs

Assistant Secretary JOAN M. CLARK participated in the Hong Kong refugee conference co-chaired by the Bureau for Refugee Programs, the American Council of Voluntary Agencies, and the U.S. Immigration and Naturalization Service, on May 29 . . . On May 30-June 1 Ms. Clark was the keynote speaker, and deputy consul general RICHARD WILLIAMS gave welcoming remarks, at the East Asia and Pacific consular conference, in Hong Kong. Agenda items included legislative initiatives; visa, refugee and immigration issues; public affairs; and consular management, training, resources and operations. Bureau participants included Ms. Clark, EDWARD M. ROWELL, LOUIS P. GOELZ, VERNON D. PENNER, PHYLLIS A. BUCKSKO, DONALD K. PARSONS and JUNE E. HEIL. Also participating were officials from Management, Refugee Programs, East Asian and Pacific Affairs, the Legal Adviser's Office, and consular officers from 15 regional posts. Representatives from Immigration and Naturalization, Customs, the Social Security Administration, and the U.S. Office of Management and Budget also attended . . . On June 4 Ms. Clark presented introductory remarks, and consul general Wever Gim welcomed participants, at the China in-country conference in Guangzhou. Agenda items included immigrant and nonimmigrant visa issues to overseas citizens services.

The deputy assistant secretary for overseas citizens services, Mr. Penner, and JAY RINI, chief, Federal Benefits Unit, Overseas Citizens Services, participated in the federal benefits officer meeting in Rome, June 4-8. En route to Rome, Mr. Penner stopped at Tel Aviv for consultations with the embassy . . . Public affairs adviser CINDY J. FOX participated in a conference

on public affairs and the media sponsored by Immigration and Naturalization, in Glynco, Ga., May 30-June 1 . . . On May 21-25, GEORGIA ROGERS, deputy director, Citizens Emergency Center, filled in for the director of the passport agency at Stamford, Conn . . . In early May, PATRICK HEGARTY, Overseas Citizens Services, attended meetings in San Diego and Brownsville, Tex., on implementation of the U.S.-Mexican convention on the return of stolen vehicles . . . LOIS MATTESON, director, Refugee Processing and Humanitarian Affairs, Visa Office, traveled to Thailand to assist Immigration and Naturalization with refugee processing, May 8-July 8 . . . DONNA HAMILTON, chief, Systems Liaison and Procedures Division, attended an automation data processing conference in Miami, followed by consultations with Immigration and Naturalization, Miami, on the Cuban-Haitian task force, June 3-6 . . . KENNETH SHIVERS, Systems Liaison and Procedures Division, traveled to Monterrey, to assist in installation and training of consulate personnel in the use of the immigrant visa applicant control system . . . On May 7, JOHN SCOTT ROHLF, Domestic Anti-Fraud Division, assisted in providing passport fraud training at the Stamford Passport Agency . . . On May 22, MARLENE SCHWARTZ, MAL ZERDEN and RICK NOYES, Acceptance Facilities and Insular Coordination Division, conducted a passport training seminar for military agents, in Alexandria, Va . . . On May 22-24,

**AMMAN, Jordan—Ambassador Richard N. Viets presents Meritorious Honor Award and meritorious service increase to Lincoln Benedicto, left, chief of consular section.**



LYNN PETERSON, Office of Special Operations, participated in the "Laws at Work Conference" in Los Angeles . . . Mr. Peterson cochaired the panel on "Criminal Implications of False Identification," and Mr. Deaner presented an overview of passport fraud . . . On May 16, DANIEL PAPPAS, Domestic Anti-Fraud Division, addressed Customs agents, on passport fraud, at the Law Enforcement Training Center in Glynco . . . On May 14-18 Passport Services hosted a delegation of senior Venezuelan officials looking into the feasibility of installing the machine-readable passport. Consultations were also held with Visa Services, the Government Printing Office and Immigration and Naturalization . . . JACK MARKEY, Domestic Anti-Fraud Division, served as escort officer for the week.

ANN SWIFT has completed her assignment as acting director of Citizens Consular Services, and is to take up her new assignment in Athens . . . CARMEN DIPLACIDO, director, Citizens Consular Services, returned, June 6, following a year at the National War College . . . GARY BASEK, Citizens Emergency Center, also completed his tour of duty and is being reassigned to Montreal . . . The Citizens Emergency Center welcomed ANGELIA HORKEY to the Welfare/Whereabouts Division. Ms. HORKEY had previously been assigned to the Operations Center . . . Overseas Citizens Services welcomed summer employees RENE BROOKS, ADRIENNE FAUZ, JACQUES WHITFIELD, MICHAEL SCOTT COMPTON and DEBBIE SMITH . . . The Public Affairs Office welcomed summer employees LISA WOODWARD and BARBARA DELLY. □

## East Asian and Pacific Affairs

On May 16 Assistant Secretary PAUL WOLFOWITZ spoke to the annual meeting of the Council on Foreign Relations, China Council, at the Metropolitan Club, on the President's trip to China. He participated in the visit of Foreign Minister MOCHTAR KUSUMAATMAJDA of Indonesia, May 21. On May 31, he addressed the annual meeting of the National Council for U.S.-China trade.

Ambassador WILLIAM SHERMAN accompanied Defense Secretary CASPAR WEINBERGER to Seoul, to attend the annual security consultative meeting, and to Tokyo, for discussions with senior Japanese officials, May 7-11. He led the U.S. delegation to the annual meeting of the UN Trusteeship Council, in New York, May 14-June 14. From June 6-8 he accompanied the President and the Secretary to the London economic summit, to participate in the bilaterals with the Japanese prime minister and foreign minister ... HENRY BARDACH, director, Office of Economic Policy, spoke on "Economic Dynamism in East Asia and Pacific," at a meeting of the Far East task force of the San Antonio Chamber of Commerce, June 1, and on

**RANGOON, Burma**—At retirement ceremony, from left: Ambassador Daniel A. O'Donohue; U Saw Hla Aung Laik, agricultural specialist; Daw Khin Khin Myint (Daisy), procurement clerk.



"U.S. Economic Relations with East Asia," at a faculty and student colloquium on the San Antonio campus of the University of Texas, June 4.

Korea country director DAVID LAMBERTSON left the office, June 13; his next post is deputy chief of mission in Canberra. He was replaced by HARRIET ISOM ... In other personnel changes in the Office of Korean Affairs, DAVID STRAUB (formerly of the embassy in Seoul) replaced FRANK DAVENPORT as the South Korea desk officer, and LEE COLDREN (Kabul) was slated to replace BARBARA HARVEY as the North Korea desk officer.

JOSEPH A.B. WINDER, director, Indonesia, Malaysia, Brunei and Singapore affairs, accompanied VICE PRESIDENT BUSH and his visit to Jakarta, May 10-12. Mr. Winder consulted briefly in Kuala Lumpur and Singapore prior to his return to Washington. He also participated in the intergovernmental group on Indonesia, in The Hague, June 4-5 ... The U.S. ambassador to the United Nations, JEANE KIRKPATRICK, was accompanied on her trip through the East Asian area, May 16-June 8, by ALPHONSE F. LaPORTA, deputy director, Indonesia, Malaysia, Brunei and Singapore affairs, and by DEAN WELTY of the China desk. Mr. LaPorta consulted briefly in Bandar Seri Begawan, Jakarta, Singapore and Surabaya ... JOHN H. HOLDRIDGE, ambassador to Indonesia, was in the Department for consultations, May 14-23.

ALFRED M. LEHN, the Indonesian desk officer, traveled to Fort Bragg, Fayetteville, N.C., May 29-June 1, to participate in the 26th international affairs symposium of the John F. Kennedy School of Special Warfare ... DAVID E. BROWN, the new political counselor in Kuala Lumpur, and THOMAS ROBINSON, assigned as the new consul in Medan, consulted in the Department ... Japan desk director DESAIX ANDERSON traveled to Tokyo with the Vice President, and stayed on for consultations with the embassy, May 7-25. Mr. Anderson also traveled to the London economic summit, June 7 ... Japan desk officer REA BRAZEL traveled to Hawaii for technology talks and industrial policy discussions with the Japanese, April 11-20 ... Japan desk economic officer JACK CRODDY participated in a conference at Princeton University's Woodrow Wilson School, on U.S.-Japan relations and trade in services, May 14-16 ... The Japan desk welcomed summer intern CARTER MACKLEY, who arrived June 4.

Staff assistant JUDITH STROTZ left the bureau, June 15, to prepare for her new assignment in Beijing ... DANIEL O'DONOHUE, ambassador to Burma, was in the Department on consultations, June 4-13. □

## Economic and Business Affairs

On May 15 Assistant Secretary RICHARD T. McCORMACK participated in a meeting of the President's Steering Group on Hunger, at the White House. He represented the Department at the Overseas Private Investment Corp. board meeting, May 22. On the same day he participated in a briefing for 150 tax professionals, at the White House, where he spoke on the international debt situation. He attended the Brookings-United Nations Association of the United States of America conference on "The United Nations in World Affairs: Options for the United States," at Brookings, May 24-25. On June 5 he addressed the International Conference of Ports of the Future, in Philadelphia. His remarks centered on America's future in world trade.

On May 22 G. PAUL BALABANIS, director, Planning and Economic Analysis Staff, participated in a symposium presented by the Center for the Study of Foreign Affairs, in cooperation with the Overseas Development Council. The discussions concerned the future of international banking in the Third World. He also addressed a U.S. delegation of financial and banking experts, May 31. The delegation, from the "People-to-People Citizen Ambassador Program," requested a briefing on U.S.-European economic issues before departing to several European capitals ... ROBERT J. McSWAIN, same office, attended a Data Resources, Inc., conference on the international economic outlook, May 23-24, in New York.

PAUL PILKAUSKAS, chief, Textiles Division, headed a U.S. textile negotiating team to

Indonesia, May 29-June 1, for consultations on several textile categories. He also accompanied the team to Hong Kong, Seoul and Taipei, where similar textile negotiations were conducted ... BONNIE LINCOLN, chief, Tropical Products Division, participated in the 60th annual convention of the American Cotton Shippers Association, in New Orleans, May 10-11 ... STEVE MULLER, same division, met with the board of directors of the National Coffee Association, in New York, June 1, to discuss recent market developments ... MARC WALL, Office of Development Finance, was the State representative at the annual meeting of the African Development Bank and Fund, in Tunis, Tunisia, May 9-12.

FRANKLIN K. WILLIS, deputy assistant secretary for transportation and telecommunications, acted as cochairman of the U.S. delegation at the sixth round of talks, May 14-18, with the Consultative Shipping Group, which represents the major maritime nations of Europe, and Japan. On the agenda were elements of a possible agreement to maintain a maximum degree of open-market competition in international sea trade after the UN "Code of Conduct for Liner Conferences" goes into effect ... GORDON BROWN, director, Office of Maritime and Land Transport, headed the U.S. delegation to the June 4-8 meetings of the Organization for Economic Cooperation and Development's Maritime Transport Committee, and its working group and special group on international organizations. The committee and working group discussed a draft "Council Recommendation on Shipping Policy," and the special group formulated common positions to be taken by industrialized countries at an upcoming UN "Conference on Conditions for Registration of Ships."

E. ALLAN WENDT, deputy assistant secretary for international energy and resources policy, was in St. Germain en Laye, June 21-26, to attend an informal meeting sponsored by the International Energy Agency, to discuss oil stocks ... CHARLES HIGGINSON, director, Office of Energy Producer-Country Affairs, spoke at the Northeast Gas Markets, Inc., meeting in Boston, April 11, on U.S. gas policy, with emphasis on Canadian gas exports to the United States ... ROBERT PASTORINO, chief, Industrial and Strategic Materials Division, participated in the meetings of the International Natural Rubber Organization, in Kuala Lumpur, Malaysia, May 7-18. He served as chairman of the council during that period.

From April 27-May 27 LARRY W. ROEDER JR., Office of East-West Trade, assisted DALE TAHTINEN, deputy assistant secretary for international trade controls, in multilateral Coordinating Committee on Export Controls negotiations, intended to set new embargo limits for communist Asia and Europe (less Yugoslavia) on communications switches, computers, software and related technology. For the purposes of the negotiations, Mr. Roeder acted as deputy to JOHN SPILLANE, permanent U.S. delegate to the committee. Mr. Roeder led the U.S. computer team in bilateral discussions in Paris with

the Japanese and Italian delegations, on the embargo of computers and air traffic control systems, respectively, and with the British delegation, on the control of emerging software—one of the most contentious issues of the session. For its two meetings, Mr. Roeder also chaired the Computer Technical Working Group (made up of 10 of the member governments of the Coordinating Committee on Export Controls) and the U.S. delegation, during the single meeting of the Communication Switching Technical Working Group ... RON KIRKPATRICK, chief, Security Export Controls Division, led a team to multilateral Coordinating Committee on Export Controls negotiations in Paris, May 28-31, to finalize list review talks on an embargo definition for robotics.

New employees in the bureau include BOHDAN BULAWKA, Office of International Communications Policy; LUTCHIAE HOOFNAGLE, Developing Countries and Trade Organizations Division; and CHERYL EDWARDS, Developed Country Trade Division. □

## European and Canadian Affairs

On May 10 JOHN C. KORNBLUM, director, Office of Central European Affairs, accompanied a presidential delegation to attend ceremonies commemorating the 35th anniversary of the Berlin airlift. Before returning on May 18 he stopped at the embassy in Bonn for consultations ... Mr. Kornblum chaired a meeting of NATO Berlin experts, May 28, at the NATO ministerial in Washington ... KEITH P. McCORMICK, officer-in-charge, East German affairs, attended a conference at

Harvard, May 18-20, on the German Democratic Republic ... DOUGLAS H. JONES, officer-in-charge, Federal Republic of Germany affairs, attended a conference of U.S.-German academics, on current issues, at Tufts, in mid-May.

ERIC REHFELD, special assistant, Office of European Security and Political Affairs, participated as a member of the U.S. delegation to the NATO Joint Communications-Electronics Committee meeting, the week of May 21, at NATO headquarters in Brussels ... The following members of the Office of European Security and Political Affairs participated in the spring ministerial meeting of NATO's North Atlantic Council, at the Department and the Wye Plantation, Queenstown, Md., May 29-31: JOHN H. HAWES (office director), RAY CALDWELL (deputy office director), GEORGE WARD, PAT MOON, JOSEPH LIMPRECHT, JOHN HAMILTON, DONALD BANDLER, FREDERICA EATMON, EILEEN BIERNACKI, BRUCE BURTON, MICHAEL GUEST, Lt. Col. ROBERT A. WATTERS, MICHAEL LEKSON, HELEN GROSS, TONI GETZE, RICHARD A. SMITH JR., THOMAS OCHILTREE, ROBERT DRISCOLL and MARY ELLEN BOREM.

PETER COLLINS joined the Office of

**REYKJAVIK, Iceland—President Vigdis Finnbogadottir, left foreground, with Pamela Saunders Bremet, wife of the American ambassador, at an exhibition of contemporary American craft art arranged with assistance from the embassy. Proceeds will fund a scholarship for Icelandic artists to study in the United States.**



## BUREAU NOTES

**BORDEAUX, France**—Ambassador *Evan Galbraith* presents retirement certificate, after her 30 years of service, to *Denise Hoo-Paris*.

Southern European Affairs, May 23, as deputy director, after completing a senior training fellowship at the Hoover Institution at Stanford University ... **MICHAEL COTTER**, country officer for Turkey, left at the end of May for French language training and a position as political officer at Embassy Kinshasa ... **ARMA JANE KARAER** entered on duty, June 4, as country officer for Turkey, replacing Mr. Cotter. Mrs. Karaer recently completed an academic year at the Air War College, Montgomery, Ala. ... **ANGEL RABASA** has also joined the Turkish desk, having served previously as regional security officer for Latin America in the Bureau of Politico-Military Affairs, as consultant to the National Bipartisan Commission on Latin America, and as a student at the Armed Forces Staff College ... **EDRIC SHERMAN**, officer-in-charge, Cyprus affairs, consulted on the Cyprus question, with UN officials in New York, May 12. He also met with officials of the Foreign and Commonwealth Office, in London, May 14.

**ERIC J. BOSWELL**, deputy executive director, participated in the President's visit to Ballyporeen, Ireland ... **SARITA CABANILLAS** and **MARGARET GWYNN** were detailed to London to assist with the preparations there ... Post management officer **WAYNE LOGSDON** visited Warsaw, to inspect damage caused by a flash electrical fire in the chancery. □

## Human Rights and Humanitarian Affairs

Agudath Israel of America presented its 1984 Humanitarian Award to Assistant Secretary **ELLIOTT ABRAMS** at its 62nd annual dinner, June 3. On May 10-13 Mr. Abrams participated as a member of the official U.S. delegation to ceremonies commemorating the 35th anniversary of the Berlin airlift. On May 16 he testified before the House Subcommittee on Human Rights and International Organizations, on the subject of torture ... In other public appearances Mr. Abrams addressed the Baltimore chapter of the American Jewish Committee; the Research Center for Religion in Closed Societies, Marymount College, Arlington, Va.; the National Assembly of Global Crossroads, Washington; the Interdepartmental Seminar on Foreign Affairs, Foreign Service Institute; White House ceremonies in recognition of Jewish Heritage Week ... He gave the keynote address to a convention of the American Jewish Press Association, and he was interviewed by **WILLIAM BUCKLEY** for his show, "Firing Line."

Senior deputy assistant secretary **GARY**



**MATTHEWS** briefed members of the Joint Baltic American National Committee and the Ukrainian Congress Committee of America, at a program sponsored by the White House Office of Public Liaison ... Deputy assistant secretary **CHARLES FAIRBANKS** participated in a conference on "Nuclear Weapons and the Nature of Politics," sponsored by the University of Chicago ... **JAMES THYDEN**, director, Office of Human Rights, traveled to El Salvador and Nicaragua for consultations with government officials and private interest groups.

**WARD THOMPSON** has joined the bureau as director, Office for Policy and Programs ... **RALPH GRANER**, director, Office of Multilateral Affairs, has left the bureau to assume responsibilities as deputy chief of mission, N'Djamena, Chad ... **RYAN MALARKEY** has joined the bureau as special assistant to the assistant secretary ... **CECILIA SODHI** has joined the bureau as a staff aide ... **BRENDA WILLIAMS** has joined the Office of Asylum Affairs, as secretary. □

## Intelligence and Research

*Office of Analysis for the Soviet Union and Eastern Europe*: **ALVIN KAPUSTA**, special assistant for Soviet nationalities,

chaired a panel at the American Association for the Advancement of Slavic Studies conference, on "The Study of Soviet Nationalities: Current Status, Sources for Research and Future Prospects"; he presented a paper on the subject, May 11 ... **PAUL GOBLE**, analyst, attended the same meeting and presented a paper, "The Charm of the Unfamiliar: Exoticism and the Study of Soviet Nationalities in the West," also May 11 ... **MARTHA MAUTNER**, deputy director, spoke to a student assembly arranged by the Pittsburgh World Affairs Council, May 18; she addressed the Seton Hill College alumnae banquet, on U.S.-Soviet relations, in Greensburg, Pa., May 19 ... **MORTON SCHWARTZ**, analyst, participated in a U.S.-Soviet negotiation simulation, at the University of California, San Diego, May 21-22; he spoke on U.S.-Soviet relations at the Brookings Institution advanced study program conference for business executives, May 24 ... **JOHN PARKER**, analyst, spoke on U.S.-Soviet relations and arms control, to the Willamette World Affairs Council, Eugene, Ore., May 18-19 ... **SIDNEY PLOSS**, analyst, spoke on "The Soviet Succession Riddle," at the Kennan Institute for Advanced Russian Studies, May 16.

*Office of Analysis for Africa*: **Martin Lowenkopf**, deputy director, addressed the seminar on the political scene in Africa that was sponsored by the Brookings Institution, June 4-6. □





## Inter-American Affairs

JOHN CURRY, deputy director, Office of Regional Economic Policy, traveled to Lima, Peru, March 29, as part of the U.S. delegation to the 20th session of the Economic Commission on Latin America . . . He also was part of the U.S. delegation to the Organization of American States' special committee on finance and trade meeting, in Lima, April 7 . . . STANLEY T. MYLES addressed the Lions Club of Calvert County, Md., on Central America economic assistance, May 7 . . . ROBERT BENZINGER addressed the Lions Club of Frederick, Md., on Central America policy, April 19.

N. SHAW SMITH, director, Office of Central American and Panamanian Affairs, accompanied Assistant Secretary LANGHORNE A. MOTLEY to El Salvador, May 31, for the presidential inauguration, and to Nicaragua, to participate in the Secretary's visit there . . . PETER SARROS, the bureau's special assistant for public diplomacy, took part in a foreign policy conference sponsored by the World Affairs Council of St. Louis, May 23-24. He spoke on central America at the Rotary Club of Kansas City, May 25. On May 29 he led a seminar on Central America policy at Charlottesville, Va. . . Panama desk officer KENNETH R. AUDROU met with visiting members of the Society of Friends, at William Penn House, May 21, to discuss U.S. policy in Central America.

Belize desk officer GREGORY B. SPROW traveled, May 15-20, to Glynco, Ga., to work with members of the Salvadoran Judicial Protection Unit at the Federal Law Enforcement Training Center . . . Joining the Office of Central American and Panamanian Affairs are secretary MARGARET MELCHER

**BRIDGETOWN, Barbados—At safe-driving awards ceremony, left to right: Winston C. Parker; Ludlow Flower III, chargé d'affaires; Anthony E. Cox.**

and summer interns LAURA SCOTT and LINDA PAOLOZZI. Regional affairs officer DONNA HRINAK and secretary DENISE TROY departed for reassignment to Sao Paulo and Sydney.

GEORGE W. LANDAU, ambassador to Venezuela, was in the Department, May 7-13, on consultations . . . The ambassador to Bolivia, EDWIN G. CORR, was in the Department, May 7-14, on consultations . . . LEWIS A. TAMBS, ambassador to Colombia, was in the Department, May 7-10, on consultations . . . LAWRENCE G. ROSSIN, country officer for Peru, traveled to Peru, June 4-18, on an orientation visit . . . Ambassador JOHN A. GAVIN was in Washington, May 14-17 . . . JIM LANDBERG, deputy director, Office of Mexican Affairs, spoke on U.S.-Mexican relations, at Valdosta College, Valdosta, Ga., May 21.

PAUL STORING, special representative for the International Boundary and Water Commission, addressed a conference on international bridges and border crossings, sponsored by the University of Texas and Pan American University, at Edinburgh, Tex., April 14. He also attended a meeting of the Mexico-Texas Bridge Owners Association . . . CLIFF METZNER, science counselor at Embassy Mexico, was in Washington on consultations. He and Commissioner JOSEPH FRIEDKIN (International Boundary and Water Commission) attended the Arizona Governor's Commission on Border Environment, May 24-25.

MICHAEL SKOL, deputy director, Office of Policy Planning and Coordination, took part in a panel discussion on Central America,

on Chicago's public radio outlet, May 14. He then met with the editorial board of the Chicago Tribune. Following the Chicago meetings, he traveled to California for a round of radio and editorial board appearances, culminating in a panel at Stanford University on "U.S. Media, Foreign Policy and Latin America." . . . Policy planning staff member JOHN HAMILTON accompanied Central American special envoy HARRY SHLAUDEMANN to the region on separate visits, March 29-April 5; April 22-26; and May 3-4. On May 30 he defended U.S. Central American policy at an interdenominational church conference in Hartford, Conn. □

## International Narcotics Matters

Assistant Secretary DOMINICK L. DICARLO, accompanied by Program Office director PETER LORD, visited Ecuador, May 28-30, and Peru, May 31-June 2, to review narcotics control issues. In Peru they were joined by CARLTON TURNER, special assistant to the President and director for drug abuse policy, who also visited Colombia, Panama and Mexico to discuss drug issues . . . Deputy assistant secretary JON THOMAS visited Mexico City, June 3-7, to join Mr. Turner and to review the narcotics control program.

Deputy assistant secretaries CLYDE D. TAYLOR and LOWELL C. KILDAY, Bureau of Inter-American Affairs, testified, May 24, before the House Foreign Affairs Committee's task force on international narcotics control, on the status of narcotics control activities in Colombia following the assassination of Minister of Justice LARA BONILLA. . . Mr.

**LISBON, Portugal—Regional security officer James R. Donovan receives award for contributions to international drug enforcement. At left is Richard Dunagan of Drug Enforcement Administration; at right is Ambassador H. Allen Holmes.**



## BUREAU NOTES

Taylor spoke at the University of Seattle, on the "Great Decisions" theme, "International Drug Traffic—Can It Be Stopped?" He met with the media and U.S. and state law enforcement authorities in Seattle, and senior Royal Canadian Mounted Police officials at Vancouver ... SYDNEY GOLDSMITH, program officer for Bolivia and Peru, returned from a 30-day temporary duty stay in Bolivia, on April 30 ... Demand reduction consultant MANUEL GALLARDO left on a three-week visit to Germany, Spain, France and Italy, May 28, to discuss drug abuse issues ... Program officer ELENA KIM attended a Drug Enforcement Administration-sponsored international conference, in Rome, May 6-11, on the diversion of drugs and essential chemicals.

JOHN L. McGRUDER JR., deputy executive director, has been reassigned to Management Operations as chief of Operations Planning Staff ... AUDREY DAVIS has been reassigned from Congressional Relations to this bureau's Program Office.

Visitors to the bureau included Ambassadors EVERETT BRIGGS (Panama), CLAYTON McMANAWAY (Haiti), DANIEL O'DONAHUE (Burma), DEANE HINTON (Pakistan), DIEGO ASENCIO (Brazil), GEORGE LANDAU (Venezuela); Post Narcotics Assistance Unit chiefs AL BRYANT (Burma), GARRETT, SWEANY (Bolivia), JOHN CASWELL (Peru), MACK TANNER (Thailand), CAESAR BERNAL (Colombia), LEIGH BRILLIANT (Pakistan); narcotics counselor KENNETH QUINN (UN mission in Vienna); narcotics coordinator LARRY BENEDICT (Turkey); and principal officer THOMAS L. ROBINSON (Medan) ... Foreign visitors to the bureau included the deputy director general of the Turkish national police, YUSUF AYDIN; EJAZ NIAK of the Pakistan ministry of finance; Hong Kong narcotics commissioner GORDON MORTIMER; the Bolivian foreign minister GUSTAVO FERNANDEZ; and JIANG BING, director, Bureau of Drug Administration and Policy, Chinese ministry of public health. □

## International Organization Affairs

Assistant Secretary GREGORY J. NEWELL attended the final week of the 31st session of the governing council of the UN Development Program, as representative. Other participants on the delegation, from the bureau, included ANTONIO GAYOSO, director, Office of International Development, as alternate representative; HARRY GLAZER and HARTFORD T. JENNINGS of the same office, as advisers; and SHAUNA ABDALLA, as delegation secretary. The council met in Geneva, June 4-29.

NANCY C. REYNOLDS, U.S. representative to the UN Commission on the Status of Women, led the U.S. delegation to the 30th

regular session of the commission, in Vienna, February 15-24. JEAN BROWARD SHELVIN GERARD, U.S. ambassador to UNESCO, headed the delegation to the commission's second extraordinary session as preparatory committee for the 1985 World Conference on Women, in Vienna, February 27-March 7. Deputy assistant secretary JEAN C. BERGAUST served as alternate representative at both meetings ... Jean Bergaust and JULIA JACOBSON, deputy director for international women's programs, attended the March 26-30 meeting of the UN Economic Commission for Asia and the Pacific, as U.S. representative and alternate representative, respectively. The Tokyo meeting considered regional priorities for the World Conference on Women.

BEVERLY ZWEIBEN, Office of Human Rights Affairs, served as an adviser to the U.S. delegation to the first regular session of the Economic and Social Council, in New York, May 10-16 ... EDWARD M. MALLOY, deputy director, Office of International Development, traveled to Addis Ababa for the 10th World Food Council ministerial, June 11-15 ... EUGENE W. MOORE, Office of Development and Humanitarian Programs, served as adviser at the session of the World

Food Program committee on food aid policies and programs, in Rome, May 28-June 8 ... FRANK S. LANCETTI, Office of Technical and Specialized Agencies, was an adviser on the U.S. delegation to the 36th session of the World Meteorological Organization executive council meeting, in Geneva, June 6-23 ... PAUL J. BYRNES, director, Office of Technical and Specialized Agencies, and THOMAS GABBERT, agency director for science and technology, Office of Technical and Specialized Agencies, served as advisers at the June meeting of the board of governors of the International Atomic Energy Agency ... WILLIAM SERGEANT, deputy director for transportation and telecommunications, Office of Technical and Specialized Agencies, headed the U.S. delegation to the June meeting of the International Maritime Organization council, in London ... D. CLARK NORTON, Office of Transportation and Telecommunications, Office of Technical and Specialized Agencies, was a member of the U.S. delegation to the 19th congress of the Universal Postal Union, in Hamburg, June 18-July 27.

NEIL A. BOYER, director for health and narcotics programs, served on the U.S. delegation to the executive committee meeting of the Pan American Health Organization, in

## Department of They ARE Alikes



Mr. Reagan



Mr. Reagan

IF BOTH of these men look like President Reagan, then they should—because they are. Both portraits are by African artists working separately, each in an unusual medium. The one on the right, fashioned from butterfly wings by Alphonse Ngouadeke, was sent to Mr. Reagan by General Andre Kolingba, president of the Central African Republic. The portrait on the left, executed entirely in banana leaves, in Rwanda, by Kahyndo S'yalengha, is reproduced here courtesy of the USIA World.

Washington, June 25-29 ... F. GRAY HANDLEY of the directorate transferred, May 19, to the directorate for UNESCO affairs ... PAUL HILBURN, deputy director for international labor and industrial affairs, Office of Technical and Specialized Agencies, was an adviser on the U.S. delegation to the 226th governing body meeting of the International Labor Organization, in Geneva, May 28-June 1. He was also an adviser on the U.S. delegation to the International Labor Conference, June 6-27 ... ERNEST C. GRIGG III, officer-in-charge of multilateral and institutional affairs, and ELIZABETH BARNETT, who handles decolonization matters, served as advisers to the U.S. delegation at the 51st session of the UN Trusteeship Council, in New York, May 14-25. THERESA HAYDEN served as secretary to the delegation.

JAMES D. PHILLIPS, Office of Communications and UNESCO Affairs, has been assigned to Casablanca ... JANET LYNCH, Bureau of Politico-Military Affairs, has transferred to the Office of Technical Specialized Agencies ... MILDRED ZYVOLOSKI, Office of the Counselor, has been assigned to the Office of International Conferences ... DOMENICK IACOVO, Office of UN System Coordination, has transferred to the Office of the Coordinator for International Communications and Information Policy ... BEVERLY WILLIAMS, Bureau of Administration, has been assigned to the Office of UN Political and Multilateral Affairs ... CAROLYN JOHNSON, Bureau of Economic and Business Affairs, has been assigned to the Office of Communications and UNESCO Affairs ... MARIAN DICKERSON, Bureau of Intelligence and Research, has been selected as secretary to the deputy assistant secretary for private sector initiatives ... LEROY FARROW, CYNTHIA ANDERSON and DOUGLAS OWENS are summer employees in the bureau ... PETER O'MEARA, GABRIELA GOLDFARB and MARYBETH FRAZIER are interning in the bureau. □

## Legal Adviser's Office

The legal adviser, DAVIS R. ROBINSON, argued the Gulf of Maine case before the International Court of Justice, at The Hague, April 2-May 11. He was accompanied by DAVID A. COLSON, BRUCE C. RASHKOW, RAYMOND A. MEYER, MARY W. ENNIS, PETER WARD COMFORT, BRIAN FLANAGAN, NEIL F. GITIN and MICHAEL J. DANAHER. The support

**The Ross Dam Treaty is signed, settling a long-standing transboundary environmental dispute. Seated: Allan J. MacEachen, left, and Secretary Shultz. Assisting them: Sheila Tooze, Canadian embassy; Genevieve Bell, Legal Adviser's Office.**

staff consisted of EILEEN M. MALONEY, DARLYCE ELEY, MARY SIMSON, MARTHA WRIGHT and RUTH DHOOP ... On April 27 Mr. Robinson, accompanied by deputy legal advisers DANIEL W. McGOVERN and MICHAEL G. KOZAK, appeared before the International Court of Justice to oppose the request for interim measures of protection by Nicaragua. A partial timetable for the next phase of the case was set, with Nicaragua's brief due June 30 and the U.S. reply brief August 19. Assisting Mr. Robinson in this case were DAVID H. SMALL, PATRICK NORTON, JONATHAN B. SCHWARTZ, Mr. Danaher and ELIZABETH KEEFER. Secretaries were E. JANICE DENNY and JOAN L. VANDERLYKE.

HAROLD G. MAIER, counselor on international law, was elected to the board of editors of the American Journal of International Law, at the annual meeting of the American Society of International Law, in Washington, April 11-14. He was also elected to a four-year term on the society's executive council. On April 13 he spoke to competitors in the 1984 Jessup Moot Court Competition, on the role of the Legal Adviser's Office in the Department ... He gave a paper, "The Act of State Doctrine: Current Developments and Practice," for the panel, "Litigation with Foreign States and Foreign Officials." The program, for continuing legal education by the International Law Section of the American Bar Association, was in conjunction with the American Bar Association's mid-winter meeting, February 8, in Las Vegas ... ROBERT E. DALTON, assistant legal adviser for treaty affairs, and MARY BETH WEST, assistant legal adviser for European and Canadian affairs, were in Athens as members of the U.S. delegation dealing with the peaceful settlement of disputes, March 21-April 10 and April 9-May 2. □

## Management

### Office of the Under Secretary

Under Secretary RONALD I. SPIERS traveled to Africa, May 29-June 13. He addressed emergency action planning conferences in Abidjan, Ivory Coast, and Nairobi, Kenya, and visited embassies in Lagos, Nigeria; Lome, Togo; Kampala, Uganda; and Cairo, Egypt, to discuss management issues. Special assistant ROBERT B. NOLAN accompanied him.

Executive assistant SHELDON J. KRYS traveled to Colombo, Sri Lanka, and Tel Aviv, Israel, to establish the new Israeli interest section in Sri Lanka under the auspices of the U.S. embassy, May 11-18 ... Mr. Nolan accompanied former Under Secretary JEROME VAN GORKOM to East Berlin to continue property negotiations, May 10-16 ... MICHAEL USSERY, Office of the White House Liaison, accompanied Senator ROBERT DOLE (R.-Kan.), who headed the White House delegation to commemorate the 40th anniversary of the liberation of Rome, May 31-June 3 ... DANIEL NICHOLS of that office accompanied the observer group to El Salvador, to oversee the election, May 5-7. Mr. Nichols, in addition, accompanied the White House delegation to West Berlin, to commemorate the Berlin airlift, May 10-13. □

### Office of Management Operations

Director BILL De PREE addressed the mid-level class at the Foreign Service Institute, on "State's Internal Budget Process," April 17; he met with the students for a brown-bag lunch, May 1 ... Senior deputy director DON PETERSON traveled to Hong Kong, May 29-June 1, to represent the under secretary for management at the East Asia and Pa-



## BUREAU NOTES

cific consular conference ... Deputy director KAREN KING and ROGER BURGESS, analyst, traveled to Dakar and Rome, June 5-18, to conduct a survey of the overseas contracting project. Mr. Burgess also visited The Hague to discuss this project ... Analysts SAMUEL PEALE and DEAN DIZIKES have departed for assignments to Riyadh and Copenhagen, respectively, after several months of language training ... JAMES OVERLY joined the staff in April as an analyst. □

### Medical Services

Dr. FRANK HART traveled with SECRETARY SHULTZ to San Salvador and Managua, in early June, and then with the Secretary's party to Ireland. Dr. STUART SCHEER, Bonn, provided medical coverage for the Secretary's entourage for the rest of the European trip ... KUMIKO CROSS completed her La Paz tour and consulted in Washington before beginning her home leave. Her onward assignment is sea-level Tegucigalpa ... In mid-June Dr. ROBERT FULLER and

his family traveled to Dhaka, after finishing orientation in Washington ... In early July Dr. DAVID SPEES was to have arrived in Kinshasa to begin his first tour as a regional medical officer. Dr. and Mrs. Spees took French language training before traveling to post ... New regional medical officer JOHN BLANTON also finished his initial orientation briefings and was to travel to his new post, Lagos, in mid-July ... Also in orientation were ELAINE LEACH and CANDACE MOORE, who were to travel to their new posts, Khartoum and Niamey, respectively. Mrs. Leach was to arrive in the Sudan in mid-July, and Mrs. Moore in Niger in mid-September, after French language training.

Early in June Dr. ALFRED HENDERSON was feted before going to Beijing, where he was to begin his excursion tour as the first regional medical officer in China ... ELIZABETH GRANZOW consulted in Washington in May, for her retirement-out processing, and is on a tour of Europe with her colleague, MARY BUTTERO, who also retired in May ... In mid-June LIN CARROLL-KLINGER traveled to Washington from

Khartoum, to begin her consultations prior to home leave and her onward Jakarta posting ... Dr. ARNOLD WEBER also began his home leave in the United States, and was to return to Belgrade in mid-summer for two more years ... MARJORIE HARWOOD was to travel to New Delhi via Warsaw, to begin her India assignment in early July. Mrs. Harwood's husband is assigned in Poland. □

### Near Eastern and South Asian Affairs

On May 5, Assistant Secretary RICHARD MURPHY was the luncheon speaker at the annual meeting of the National Association of Arab Americans; he discussed "U.S. Policy in the Middle East." Mr. Murphy met with retired Foreign Service personnel on May 7, Foreign Service Day, to discuss events and U.S.

**ISLAMABAD, Pakistan**—Communications supervisor *Ali Sher Khan*, left, receives commendation from Ambassador *Deane R. Hinton*.



policy in the Near East, South Asia and North Africa.

Deputy assistant secretary ARNOLD RAPHEL met with members of the United Jewish Appeal, May 20, and discussed U.S. policy in the Middle East . . . Deputy assistant secretary JAMES PLACKE traveled to New York, June 1, to participate in an International Research Institute forum on "Trends in the International Oil Market." On May 8, Mr. Placke met with the Executive-Diplomat Seminar in the Department, and discussed U.S. policy and economic issues in the Persian Gulf region. He also participated in Middle East policy panels as part of a Department-sponsored leadership meeting in Cleveland, May 14 . . . On June 2 deputy assistant secretary ROBERT PELLETREAU met with the English-Speaking Union, in New York, to discuss U.S. Middle East policy issue. On May 5 he participated in a panel discussion on Jerusalem, at the annual meeting of the National Association of Arab Americans. On May 10 he met with the Black Leadership Forum, in the Department, to discuss U.S. policy in the Middle East . . . On May 26 deputy assistant secretary HOWARD SCHAFFER met with the National Federation of Asian Indians in America, at its annual meeting, to discuss U.S.-India relations . . . JOHN BLODGETT, deputy director, Office of India, Nepal and Sri Lanka Affairs, met with the same group, to discuss the economic aspects of U.S.-India relations.

Executive director BRYCE M. GERLACH visited bureau posts in Cairo, Jidda, Riyadh, Bahrain, Kuwait, Tunis, Algiers, Rabat and Beirut, May 16-June 9, to discuss administrative and management matters. While in Cairo, May 24-27, he attended the conference of the regional Marine Corps noncommissioned officers . . . On May 21 BROOKS WRAPPELMEIER, director, Office of Arabian Peninsula Affairs, met with members of the American Legion National Security Policy Committee, to discuss Arabian Peninsula and Persian Gulf issues.

PHILIP WILCOX, director, regional affairs, accompanied Under Secretary W. ALLEN WALLIS and an interagency team which visited London, Paris, Bonn and Rome, April 22-28, to discuss regional energy and other issues. Mr. Wilcox also spoke on the Iran-Iraq war, at the annual meeting of the Federal Energy Bar, in Washington, May 3 . . . DAVID GREENLEE, Office of Israel and Arab-Israeli Affairs, met, May 2, with a Washington Mission Program group visiting from Lexington, Ky., to discuss U.S.-Israeli relations . . . On May 9 JOHN HERBST, same office, met with a mission group visiting from Connecticut . . . India desk officer ALAN EASTHAM met with the Indian Medical Association of America, May 25, at the White House, to discuss U.S.-India relations.

Ambassadors consulting in the bureau included NICHOLAS A. VELIOTES, Egypt;

JOHN H. REED, Sri Lanka; HARRY G. BARNES JR., India; DEANE R. HINTON, Pakistan; and RICHARD N. VIETS, Jordan. □

## Oceans and International Environmental and Scientific Affairs

Assistant Secretary JAMES L. MALONE traveled to Cooperstown, N.Y., May 13-14, to attend a seminar on nonproliferation sponsored by the Stanley Foundation . . . On May 15 he hosted the oceans principals group meeting at the Department, including a luncheon in the Henry Clay Room . . . He spoke at the Japan American Society of Washington meeting, May 18 . . . He presented a paper to the Council of Presidents of Scientific Societies, in Washington, May 19 . . . Mr. Malone gave welcoming remarks at the NATO Science Committee meeting, and cohosted a reception for the group at the Smithsonian Institution's Arts and Industry Building.

Principal deputy assistant secretary HARRY R. MARSHALL JR. led the U.S. delegation to a meeting of the Environment Committee of the Organization for Economic Co-

operation and Development, in Paris, May 9-11. Among actions taken at the meeting was the election of a new bureau for the Environment Committee. Deputy assistant secretary MARY ROSE HUGHES was one of the vice chairmen and chairwomen elected to this bureau . . . While in Paris, Mr. Marshall met with officials in the French ministry of foreign affairs and space agencies, as well as the European Space Agency, to discuss bilateral outer space matters . . . Mr. Marshall met in Washington with officials of the French foreign affairs ministry to negotiate a science and technology agreement.

On May 4 RICHARD E. BENEDICK, coordinator of population affairs, spoke on "Population Trends and Policies on the Eve of the 1984 International Conference on Population," at the annual meeting of the Population Association of America, in Minneapolis. On May 15 he was moderator of a symposium presented by the Center for the Study of Foreign Affairs, Foreign Service Institute, on "Population and the Global Community." Other speakers at the symposium included RAFAEL SALAS, executive director, UN Fund for Population Activities, and Msgr. JAMES MCHUGH, director of the Development Program for Natural Family Planning . . . Mr. Benedick also spoke, May 18, at the Popula-



"'OI' George here is our 'Battleship Iowa.' Whenever we figure out some use for him,

we dust him off and put him back in service."

## BUREAU NOTES

tion Reference Bureau in Washington on preparations for the 1984 International Conference on Population, before numerous representatives of population and research organizations ... He held consultations in Bonn, May 21, with the German government, on international population assistance policies ... From May 22-25, he attended a high-level international roundtable on "Population Issues of Vital Concern in Preparation for the International Conference on Population," sponsored by the German Foundation for International Development and the UN Fund for Population Activities, which brought together ministers and population experts from numerous countries. On May 28-29, Mr. Benedick held discussions in Rome with officials of the Vatican, the UN Food and Agriculture Organization, and the Italian government. On May 31 he was interviewed in New York by WOR-TV, for the program "Straight Talk."

MARTIN PROCHNIK, director, Office of Energy Technology Cooperation, was the State member of a U.S. Government team that traveled to Rio de Janeiro, the week of May 10, to begin the process of negotiating an energy research and development agreement with Brazil.

RAY ARNAUDO, Office of Fisheries Affairs, attended the annual meeting of the North Pacific Fur Seal Commission, in Moscow, April 9-13. The commission set harvest levels for 1984, while noting the problems of a declining seal population, and increasing entanglement of seals in discarded nets and debris ... DAN REIFSNYDER, Office of Fisheries Affairs, attended the inaugural meeting of the U.S. Section of the North Atlantic Salmon Conservation Organization, in Boston, April 11, and the first annual meeting of the North Atlantic Salmon Conservation Organization, in Edinburgh, May 22-25. The North Atlantic Salmon Conservation Organization adopted regulatory measures for 1984-85 in the northeast Atlantic, but did not reach agreement on regulatory measures off western Greenland for 1984 ... R. TUCKER SCULLY, director, Office of Oceans and Polar Affairs, headed the U.S. delegation to a special Antarctic consultative party meeting on mineral resources, in Tokyo, May 21-31 ... DAVID TELLEEN, same office, participated on the delegation as well ... LINDA SHERMAN, Office of Oceans and Polar Affairs, joined the White House travel advance team in April/May to prepare the arrangements for PRESIDENT REAGAN's visit to Shanghai, China ... ALBERT CHAPMAN, polar affairs officer, led a group of fifteen U.S. agency representatives to the Beaufort Sea Annual Review, a bilateral meeting with Canada concerning hydrocarbon development and impacts in the Arctic. This year discussions took place May 23 in Anchorage, Alaska, followed the next day by a tour of the giant oil field at Prudhoe Bay ... ROBERT BLUMBERG, deputy director, Office of Oceans and Polar Af-

airs, was vice chairman of the U.S. delegation to the International Maritime Organization diplomatic conference on liability and compensation in connection with the carriage of certain substances by sea, in London, April 30-May 25.

The acting director of the Office of Environment and Health, THOMAS F. WILSON, was alternate head of the U.S. delegation to a conference on air pollution in Europe, May 2-4, in Munich. The conference was held to prepare for a ministerial-level conference on the same subject, June 24-27, in the Federal Republic of Germany ... Mr. Wilson headed a U.S. delegation to an ad hoc meeting on financing for the European monitoring program in Geneva, May 28-30. The monitoring program has been established to carry out provisions of the convention of long-range transboundary air pollution, to which the United States is a party ... RALPH ROSS, Office of Environment and Health, headed the U.S. delegation to the first meeting of the ad hoc group of experts for exchange of information on potentially harmful chemicals—in particular, pesticides—in Noorwijderhout, The Netherlands, March 26-30. □

## Personnel

Director general ALFRED L. ATHERTON JR. was interviewed on the U.S. Chamber of Commerce's "Biznet" show, May 4, and appeared on the "Today" show, May 15. He attended a White House seminar on

public management, May 30-June 1 ... HERMAN J. COHEN has replaced ANDREW L. STEIGMAN as deputy assistant secretary for personnel, with responsibility for Foreign Service assignments, performance evaluation, grievances and public affairs ... DONALD J. BOUCHARD has replaced CLINT A. LAUDERDALE as deputy assistant secretary, with responsibility for the Civil Service, Foreign Service nationals, management, recruitment and employee relations ... Mr. Cohen represented the bureau at the consular affairs conference in Hong Kong, and consulted with posts in Korea and the Philippines, May 25-June 2. □

## Politico-Military Affairs

Rear Admiral JONATHAN T. HOWE, director of the bureau, testified on the administration's policy on arms control verification, May 24, before the House Permanent Select Committee on Intelligence ... Mr. Howe addressed the members of the "Capstone" course, a National Defense University program for general and flag officers. The bureau sponsored a visit to the Department by members of the course, May 10 ... Mr. Howe hosted a successful second round of politico-military talks with Australia, on the Indian Ocean, May 24-25. A six-man delegation from Canberra represented the Australian side. New Zealand representatives also participated. Deputy di-



BUREAU OF PERSONNEL—Three directors general—Alfred L. Atherton Jr., left, Joan M. Clark and Harry G. Barnes Jr., right—attend farewell party for Andrew L. Steigman, second from left, and Clint A. Steigman, second from right, deputy assistant secretaries for personnel. Mr.

Steigman has since been assigned to Georgetown University; Miss Clark is now assistant secretary for consular affairs; Mr. Lauderdale is now ambassador to Guyana; and Mr. Barnes went on to become ambassador in India. (Photo by Ann Thomas)



## Refugee Programs

On May 29 director JAMES N. PURCELL JR. co-hosted an East Asia refugee meeting in Hong Kong. Other hosts were DORIS M. MEISSNER, executive associate commissioner, Immigration and Naturalization Service, and DALE S. DeHAAN, chairman, Committee on Migration and Refugee Affairs, American Council of Voluntary Agencies. Bureau participants included senior deputy assistant secretary ROBERT L. FUNSETH; MARGARET J. BARNHART, chief, Refugee Admissions Division; MICHAEL G. ANDERSON, Policy and Program Coordination Office; and refugee coordinators and officers from Bangkok, Hong Kong, Kuala

Lumpur, Manila, Seoul, Singapore/Indonesia, and Tokyo; and the Orderly Departure Program director in Bangkok, DONALD I. COLIN. . . From May 30–June 1, Mr. Purcell, Mr. Funseth and Ms. Barnhart participated in the Asia/Pacific consular conference, also in Hong Kong. In late March Ms. Barnhart represented the bureau at the western and eastern European consular conferences, in Madrid and Vienna. She also visited Bucharest and Frankfurt, to discuss refugee operations and to observe refugee processing. . . BRUCE A. FLATIN, director, Office of Refugee Admissions, Processing and Training, traveled to Thailand, April 30–May 6, to consult on refugee matters, to discuss refugee operations, and to visit refugee camps in that country.

Deputy assistant secretary ARTHUR E. DEWEY traveled to Pakistan, Thailand and Japan, May 4–25. During the Pakistan leg of the trip, he was accompanied by HARRY C. BLANEY III, director, Office of Asian Refugee Affairs. They inspected assistance operations for over two million Afghan refugees. While in Thailand, Mr. Dewey visited camps supporting over 200,000 persons displaced along the Thai/Kampuchean border. These camps are administered by the UN Border Relief Operation. Mr. Dewey was then joined by

DONALD M. KRUMM, program officer, Office of Emergency Operations, in reviewing efforts to combat pirate attacks in the Gulf of Thailand on refugees departing Vietnam by boat.

Special assistant ALAN E. VAN EGMOND traveled to Geneva, Switzerland, May 8–15, to participate in a meeting of donors concerning renewing of the anti-piracy program for 1984–1985. The meeting was convened by the UN high commissioner for refugees. . . JUDITH J. CHAVCHAVADZE, deputy director, Office of European, Near Eastern and Latin American Refugee Affairs, inspected programs which the United States is funding in Israel and the occupied territories, May 10–29. The initial part of her trip focused on United Israel Appeal grant institutions. She then visited Palestine refugee camps in the West Bank and Gaza, to review programs of the UN Relief and Works Agency.

RICHARD C. DUNBAR joined the bureau, May 29. DONALD C. ELLSON reported on duty, June 6, as chief, Regulations and Correspondence Division. The bureau welcomed the following summer interns: MARIAN ABERNATHY, DANIEL CHUEH, JAMES GLASER, DOROTHY WANG and JOAN WOLFE. ■

**REFUGEE PROGRAMS**—At meeting, from left: *Abdulahim Farah*, UN under secretary general; *Peter Onu*, Organization of African Unity; *H. Eugene Douglas*, U.S. coordinator for refugee affairs; *Richard Smyser*, deputy UN high commissioner for refugees; *David Feldman*, technical team; *James N. Purcell Jr.*, director, Bureau for Refugee Programs; *Arthur Brown*, UN Development Program.





# Current Publications

## Public affairs bureau lists offerings

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy. The publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520. Telephone: (202) 632-6576-6.

### President Reagan

"U.S. Interests in Central America," address to the nation, Washington, May 9 (Current Policy No. 576).

"The United States and China: Building a Lasting Friendship," Fudan University, Shanghai, China, April 30 (Current Policy No. 575).

"A Historic Opportunity for the United States and China," Great Hall of the People, Beijing, China, April 27 (Current Policy No. 574).

### Secretary Shultz

"Trade, Interdependence, and Conflicts of Jurisdiction," South Carolina Bar Association, Columbia, S.C., May 5 (Current Policy No. 573).

"Realism and Responsibility: The U.S. Approach to Arms Control," League of Women Voters, Detroit, May 14 (Current Policy No. 577).

### Central America and Caribbean basin

"U.S. Central American Policy at a Crossroads," Langhorne A. Motley, assistant secretary for inter-American affairs, Subcommittee on Western Hemisphere Affairs, House Foreign Relations Committee, May 2 (Current Policy No. 572).

"U.S. Relations with Honduras and Nicaragua," James H. Michel, deputy assistant secretary for inter-American affairs, Subcommittee on Military Installations and Facilities, House Armed Services Committee, March 28 (Current Policy No. 569).

### International economics

"The Near West: America and the Pacific," Allen Wallis, under secretary for economic affairs, World Affairs Council, Pittsburgh, May 9, 1983 (Current Policy No. 578).

"An Expanding Private Sector: Key to Unprecedented Growth," J. William Middendorf II, ambassador to the Organization of American States, conference sponsored by the Brazilian Exporters Association, National Confederation of Commerce, State of Sao Paulo Federation of Industry, and Brazilian Courier Association, Rio de Janeiro, March 28, and Sao Paulo, March 30 (Current Policy

No. 570).

"East-West Relations and Technology Transfer," address delivered by Michael B. Marks, senior policy adviser for William Schneider Jr., under secretary for security assistance, science and technology, Federal Bar Association, Newton, Mass., March 29 (Current Policy No. 568).

### GIST

Africa: U.S. policy (5/84).

NATO ministerial meeting (5/84).

U.S.-Mexican relations (5/84).

Arms control: Mutual and balanced force reduction talks (4/84).

### Background Notes

Denmark (3/84).

Ireland (5/84).

North Korea (4/84).

Norway (3/84).

Pakistan (4/84).

Somalia (3/84).

Upper Volta (4/84). □

## New volume issued on Korean war

The Department has released "Foreign Relations of the United States, 1952-1954, Volume XV, Korea." The volume presents almost 2,000 pages of previously highly-classified and unpublished documents on the policy deliberations and diplomatic negotiations which ended the Korean War. The Historian's Office at State says of the volume:

"By 1952, America's first limited war of the 20th century had become a military stalemate. Approximately the first 700 pages of the volume deal with the Truman administration's efforts to resolve the last remaining issue preventing peace in Korea, the conflict with the Communists over voluntary return of prisoners of war (POWs). Having made the difficult decision in early 1952 not to use force to repatriate captured Chinese and North Korean prisoners, Mr. Truman and his advisers faced an agonizing and unsuccessful search for a formula to resolve the POW deadlock. Casualties continued on the battlefield, as American and allied POWs languished in Communist POW camps. Mr. Truman was unable to secure peace at Panmunjon, at the United Nations or through indirect diplomacy. Adding to the President's frustrations were the increasingly authoritarian methods used by the president of the Republic of Korea, Syngman Rhee, against his elected political opponents.

"President Eisenhower came to office committed to end the War. His administration considered very tentatively the use of tactical atomic weapons if it could not achieve peace at the negotiating table. Secretary of State John Foster Dulles passed the hint of such a strategy to the People's Republic of China. The new American determination, as well as other considerations, moved the Communists closer to

*de facto* acceptance of the American position on the POW question. But President Rhee believed the impending armistice would mean the end of his dream of a unified Korea, and resisted it. The U.S. Government successfully embarked on a diplomatic campaign to obtain from Rhee a promise not to obstruct the armistice."

Copies of Volume XV (Department of State Publication Nos. 9347 and 9348; GPO Stock No. 044-000-02010-6) may be purchased for \$29 (domestic postpaid) from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C., 20402. Checks or money orders should be made out to the Superintendent of Documents. The "Foreign Relations" series has been published continuously since 1861 as the official record of U.S. foreign policy. The new volume, published in two parts, is the 8th of 16 covering the years 1952-1954.

The Office of the Historian has prepared a brief summary of the volume. For information, contact John P. Glennon, (202) 632-7768, or David W. Mabon, 632-3518. ■

## Money quiz

Q—I think I've lost some old bonds. Can they be replaced?

A—Yes. U.S. savings bonds are guaranteed as to principal and interest by the United States. If lost, stolen, mutilated, or destroyed, bonds will be replaced free of charge upon request, and will bear original issue dates. Requests for replacement should be sent to the Bureau of the Public Debt, 200 Third Street, Parkersburg, W.Va. 26101, along with as much information about the missing bonds as possible.

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

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

Q—Do U.S. savings bonds become part of an estate?

A—If, upon the death of the owner, there's a surviving owner or beneficiary named on the bonds, the bonds do not form a part of an estate for probate purposes. However, their value must usually be included in computing the gross estate for estate tax and inheritance tax purposes.

Q—Do I have to keep checking the financial pages to see what the interest rate is on my U.S. savings bonds?

A—No. There's no need to check on whether your bond interest is up or down. The interest accrues at a fixed rate at stated intervals.

DEPARTMENT OF STATE SALARY CHART 1984

RATES EFFECTIVE January 8, 1984

Authorized by Executive Order 12477 (Amends E.O. 12456)

Executive Schedule/Chief of Mission				Senior Foreign Service/Senior Executive Service			
EX-I	\$83,300	EX-II/COM-I	\$72,600	ES-1	\$59,223	ES-4	\$66,400
EX-III/COM-II	\$71,100	EX-IV/COM-III	\$69,900	ES-2	\$61,615	ES-5	\$68,150
EX-V/COM-IV	\$66,400			ES-3	\$64,008	ES-6	\$69,900

CATEGORY AND GRADE	STEP RATES WITHIN GRADE OR CLASS (DOLLARS)													
	1	2	3	4	5	6	7	8	9	10	11	12	13	14
GS	1	2	3	4	5	6	7	8	9	10	11	12	13	14
FS	1	2	3	4	5	6	7	8	9	10	11	12	13	14
18	81,311*	71,689*	74,002*	76,315*	78,628*	69,093*	71,067*	73,041*	75,015*					
17	69,376*	61,197	63,171	65,145	67,119*	58,910	60,593	62,276	63,959	65,642				
16	59,223	52,178	53,861	55,544	57,227	58,910	60,294	62,102	63,966	65,642				
15	50,495	42,928	44,359	45,790	48,652	50,083	51,514	52,945	54,376	55,807				
14	40,916	36,327	37,538	38,749	41,171	42,382	43,593	44,804	46,015	47,226				
13	33,154	30,549	31,567	32,585	34,621	35,639	36,657	37,675	38,693	39,711				
12	26,864	25,489	26,339	27,189	28,039	28,889	29,739	30,589	31,439	32,289				
11	23,199	21,066	21,768	22,470	23,172	23,874	24,576	25,278	25,980	26,682				
10	21,768	19,460	20,044	20,645	21,264	21,902	22,559	23,236	23,933	24,651				
9	21,066	17,397	17,919	18,456	19,010	19,580	20,168	20,773	21,396	22,038				
8	19,460	15,552	16,019	16,499	16,994	17,504	18,029	18,570	19,127	19,701				
7	17,397	15,497	16,014	16,531	17,048	17,565	18,082	18,599	19,116	19,633				
6	15,552	13,903	14,320	14,750	15,192	15,648	16,117	16,601	17,099	17,612				
5	13,903	12,427	12,841	13,255	13,669	14,083	14,497	14,911	15,325	15,739				
4	12,427	11,070	11,439	11,808	12,177	12,546	12,915	13,284	13,653	14,022				
3	11,070	10,146	10,386	10,722	11,008	11,456	11,783	12,110	12,437	12,764				
2	10,146	9,023	9,324	9,624	10,224	10,400	10,697	10,995	11,008	11,283				
1	9,023													

\* The rate of basic pay payable to employees at these rates is limited to the rate payable for level V of the Executive Schedule, which is \$66,400.

# Letters to the Editor

—(Continued from Page 1)

many American values and goals. I, actually, we, here at Embassy Kuala Lumpur, want to make sure that your readers know Malaysia was included in the deputy secretary's trip.

Thank you for your interesting and informative publication.

Sincerely,

WILLIAM K. KENDALL-JOHNSTON □

## 'Bronze Horseman'

WASHINGTON

DEAR SIR:

STATE's readers may wish to know a little more about "The Bronze Horseman" which appears in the May issue ("Post of the Month: Leningrad"). The equestrian monument to Peter the Great was executed



by the French sculptor Etienne-Maurice Falconet (1716-1791), who was invited to Saint Petersburg by Catherine the Great.

Falconet spent 11 years (1766-1776) in Russia to execute this masterpiece, which resolves admirably the technical problems posed by the casting of such an enormous monument, while at the same time conveying the image of a powerful and wise monarch.

Sincerely,

FRANK S. LANCETTI  
International Organization Affairs □

## We take a break

In keeping with STATE's annual practice, there will be no August issue of the magazine. There will be an August/September issue, with an August 9 copy deadline.

## Bribery case

WASHINGTON

DEAR SIR:

This letter is in response to the article (STATE, May) relating to two Hong Kong nationals being arrested and sent to prison for bribing a U.S. Government official at the consulate general in Hong Kong. Being thoroughly familiar with this particular investigation, I found the article to be misleading as to which office was responsible for the conduct of this investigation. This matter was initially reported by the regional security officer to the Division of Investigations, Office of Security, which, in turn, reported the matter to the inspector general . . .

Further, I was surprised to read that the regional security officer, Scott A. Tripp, was not mentioned by name in recognition of his outstanding efforts in following through on and executing the various intricate details that were an important part of this Office of Security-planned undercover operation. By our working together, the consular section, the immigration office, and the Hong Kong Government's Internal Commission Against Corruption, brought this case to a successful conclusion . . .

Sincerely,

JOHN P. CHORNYAK  
Special agent,  
Division of Investigations  
Office of Security ■

## 'Ask Dr. Korcak'

—(Continued from Page 28)

# A.

The best time to perform breast self-examination is two or three days after the end of a menstrual period, as the breasts are less tender and swollen then. Some of the changes to look for are unusual lumps or thickened areas, nipple discharge, or any dimpling or puckering of the nipple or breast. It's reassuring to remember that 8 out of 10 breast lumps are *not* cancerous.

Still any change noticed is best evaluated by your physician. Unfortunately, only about one-fourth of all women perform monthly breast self-examinations. If you're uncertain about how to examine your breasts, I urge you to ask your physician to assist you and to show you the correct technique. ■

## Money quiz

Q—How is interest paid on Series EE U.S. savings bonds?

A—Interest on EE bonds is compounded semiannually and is paid as part of the redemption value when the bonds are redeemed—anytime after six months from the date of issue. Interest is on a fixed, increasing scale until a bond is held five years. Then interest is paid at 85% of the average yield on five-year Treasury marketable securities during the life of the bond, but no less than 7.5% per annum.

Q—Do my older bonds get the market-based, variable rate?

A—Yes. All Series E and EE bonds and Freedom Shares that have not reached final maturity will get the market-based rate if held until their semiannual interest date on or after November 1, 1987, and thereafter. Bonds redeemed, or reaching final maturity, before that date will receive their current guaranteed yields.

Q—Suppose the guaranteed rate on an old bond is higher than the eventual market-based rate. Which do I get?

A—You get the higher rate.

Q—Are all older U.S. savings bonds still earning interest?

A—Series E Bonds issued in the 1940s stop earning interest exactly 40 years after their respective issue dates. Series H bonds issued in the 1950s will reach final maturity during the 1980s. All other E and H bonds, and all Freedom Shares, will keep earning interest into the 1990s. Bonds reaching final maturity and ceasing to earn interest should be exchanged (in the case of E bonds) for HH bonds, or redeemed.

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

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

## Obituaries

**Raymond J. Russell**, 41, a security officer assigned to Pretoria in 1982, died of cancer on May 19 at his home in Chantilly, Va.



**Mr. Russell**  
nos Aires, 1980-82.

Mr. Russell, a native of New York, was graduated from Fordham University in 1964. From 1966-71 he was an investigator with the Naval Investigative Services. Survivors include his wife, two sons and a daughter. The family suggests contributions to the American Cancer Society.

**Allison S. Curtis**, 54, a Foreign Service secretary assigned to Abu Dhabi, 1982-84, died of cancer on June 10 at George Washington University Hospital.



**Ms. Curtis**  
Vienna in 1978.

Ms. Curtis was born in Winnipeg, Canada. She was employed as a secretary for several private organizations in Canada and California, 1946-62. Survivors include a brother and two nephews. □

**Betty H. Davis**, 68, a former secretary in the Bureau of International Organization Affairs and wife of retired Foreign Service officer Hampton Davis, died of cancer at

George Washington University Hospital on May 17.

Her employment at State was from 1962 until 1966, and from 1975 to 1978. She accompanied her husband on assignments to Frankfurt and Baghdad.

Ms. Davis was born in Sioux City, Io. Other employment in Washington included the Federal Deposit Insurance Corp., 1938-42, and the Federal Trade Commission, 1949-55. A founding member of the Washington Cathedral Choral Society, she was vice president of its women's board, 1979-83. She also sang in the choirs of Episcopal churches here and in Frankfurt.

In addition to her husband, she leaves a son and a brother. □

**Julian F. Harrington**, 83, a career minister who was ambassador to Panama, 1955-60, died on May 5.

Mr. Harrington was born in Massachusetts. After attending Columbia University, he joined the Foreign Service in 1921. His assignments as a consular officer included Malaga, Antwerp, Dublin, Ottawa and Mexico City. He was chief of the Visa Division, 1940-42, then became first secretary and consular officer in both Madrid and Lisbon. From 1944-45, he was counselor in Brussels. Mr. Harrington was assigned to Ottawa as counselor in 1946, to Manila as minister in 1951 and to Hong Kong as minister-counselor in 1952. Before retiring in 1961, he served as special assistant to the deputy under secretary for administration.

There are no known survivors. □

**Leslie D. Polk**, 65, a retired Foreign Service officer who served in Paris as a trade promotion officer, 1969-71, died at Georgetown Univer-

sity Hospital on May 10.

Beginning his career in 1954, he was assigned to the U.S. Regional Organization in Paris. He was a commercial officer in Jidda and Damascus, and was officer-in-charge of Tunisian affairs, 1964-66. After serving as desk officer for Mauritania and Senegal-Gambia, he was assigned to Brussels as a political officer. Retiring in 1971, he worked at Meridian House International as a program officer, 1971-84.

A native of Swarthmore, Pa., Mr. Polk was graduated from Temple University. He earned a master's at Middlebury College, and attended the Sorbonne and the University of Grenoble in France. During World War II, he served overseas in the Army. Survivors include a son and a daughter, two brothers and four sisters. □

**Milton F. Spitz**, 79, a financial systems officer in the Bureau of Administration, 1959-70, died after a heart attack on May 10 at Jefferson Davis Memorial Hospital, Natchez, Miss. The operator of an antiques business since his retirement from State, he was on a business trip at the time of his death.

Mr. Spitz was born in Milwaukee. He worked as a civilian property disposal agent for the Army Air Force, 1941-45; as a budget officer at the War Assets Administration, 1945-48; and as chief of international accounting for the Air Force, 1948-59. Survivors include his wife and a daughter. □

**Patrick H. Armijo**, 82, a Foreign Service officer who served at Latin American posts, died of cancer at Arlington Hospital on June 3.

Joining State in 1942, he was a clerk in Cartagena and Quito, vice consul and disbursement officer in Bogota, vice consul in Managua, and vice consul and second secretary in Panama. Assigned to Washington in 1957, he was a budget officer and

travel accounts officer until he retired in 1962. He was then employed by the National Savings and Trust Bank for 10 years.

Mr. Armijo was born in Albuquerque. After serving in the Army for two years, he worked for the old United Fruit Co., 1922-42. Survivors include his wife, two daughters, a son, a sister and a grandson. □

**Charles John Stanley**, 69, who was assigned to Osaka-Kobe in 1959 as a consular officer, died on April 28.

During his 14 years with State, he served as an intelligence research specialist, 1951-56, and as consular officer and second secretary in Taipei, 1956-59. He retired in 1965.

Mr. Stanley was born in China. A graduate of Marietta College, he earned a master's and Ph.D. at Harvard. Other employment included the old War Department, 1946-47, the Department of the Navy, 1947-48, the American Council of Learned Societies, 1948-50, and the Social Science Research Council, 1950-51.

Survivors include his wife. □

**Wilma M. Downs**, 65, wife of retired Foreign Service officer Donald P. Downs, died of cancer on April 20 at her home in Pebble Beach, Calif. She accompanied her husband on assignments that included Belgrade, Trieste, Livorno, El Salvador, Panama and Budapest. Besides her husband, she leaves three sisters and a brother. □

### Deceased colleagues are honored at Rock Creek

A group of retired Foreign Service employees and their families gathered in Rock Creek Cemetery, May 28, for an observance honoring deceased Foreign Service colleagues, in a section of the cemetery reserved for members of Diplomatic and Consular Officers, Retired (DACOR). The organization said it wants to make the observance an annual event. Speakers included DACOR president H.G. Torbert Jr., director general Alfred L.

Atherton Jr. and Samuel D. Boykin, chairman, DACOR memorial committee.

The idea of "a civilian version" of Arlington National Cemetery, as a burial place for Foreign Service officers and members of their immediate families, had been conceived by Ambassador (ret.) Loy W. Henderson. After a DACOR memorial committee met with officials of Rock Creek Cemetery, the first portion of the memorial area—910 sites—was opened in 1965. These sites have been sold and 800 additional sites, adjacent to the first area, are now available. The granite monu-

ment in the area was designed by architect John Heberon, who designed the American Military Cemetery and memorial at St. Laurent-Sur-Mer, in Normandy.

Rock Creek Cemetery was established by St. Paul's Episcopal Church in 1719. The vestry operates the cemetery on a nonprofit basis. The cemetery, where many persons eminent in American history are buried, is open to persons of all faiths and races. The Archdiocese of Washington has decreed that members of the Roman Catholic Church may be interred in the DACOR memorial area. ■



Mr. Atherton, left, and Mr. Torbert at memorial observance. (Photo by Ann Thomas)

# Library Booklist

## American foreign policy and domestic politics

### Part II

#### General

- BROWN, Seyom. *The faces of power: constancy and change in United States foreign policy from Truman to Reagan*. 2nd ed. New York, Columbia Univ. Press, 1983. 672p. E744.B78 1983
- BUNDY, McGeorge and Edmund Muskie. *Presidential promises and performance*. New York, Free Press, 1980. 103p. JK518.B86
- CAPPS, Walter H. *The unfinished war: Vietnam and the American conscience*. Boston, Beacon Press, 1982. 177p. E169.I2.C27
- DALLEK, Robert. *The American style of foreign policy: cultural politics and foreign affairs*. New York, Knopf, 1983. 313p. E744.D22
- FINGER, Seymour Maxwell. *Your man at the UN: people, politics, and bureaucracy in making foreign policy*. New York, New York University Press, 1980. 320p. JX1977.2.U5F56
- HILDERBRAND, Robert C. *Power and the people: Executive management of public opinion in foreign affairs, 1897-1921*. Chapel Hill, Univ. of North Carolina Press, 1980. 262p. E744.H52
- HOLSTI, Ole R. and J.N. Rosenau. *American leadership in world affairs: Vietnam and the breakdown of consensus*. Boston, Allen and Unwin, 1984. 301p. E855.H63
- KEGLEY, Charles W. and Eugene R. Wittkopf. *American foreign policy: pattern and process*. New York, St. Martin's Press, 1979. 512p. JX1417.K43
- KLARE, Michael J. *Beyond the "Vietnam syndrome": U.S. interventionism in the 1980's*. Washington, Institute for Policy Studies, 1981. 137p. UA23.K489
- KRITZ, Mary M., ed. *U.S. immigration and refugee policy: global and domestic issues*. Lexington, MA, Lexington Books, 1983. 415p. JV6455.U17
- ONEAL, John R. *Foreign policy making in times of crisis*. Columbus, Ohio State Univ. Press, 1982. 358p. E744.053
- OSHINSKY, David M. *A conspiracy so immense: the world of Joe McCarthy*. New York, Free Press, 1983. 597p. E748.M43073
- PARKER, Thomas. *America's foreign policy, 1945-1976: its creators and critics*. New York, Facts on File, 1980. 246p. E840.6.P37
- QUESTER, George H. *American foreign policy: the lost consensus*. New York, Praeger, 1982. 276p. E744.Q47
- REILLY, John E. *American public opinion and U.S. foreign policy, 1983*. Chicago, Council on Foreign Relations, 1983. 38p. E876.R53
- SCHWAB, George, ed. *United States foreign policy at the crossroads*. Westport, CT, Greenwood Press, 1982. 268p. E840.U7
- STERN, Paula. *Water's edge: domestic politics and the making of American foreign policy*. Westport, CT, Greenwood Press, 1979. 265p. K104.T25S74
- SUTTER, Robert G. *The China quandary: domestic determinants of U.S. China policy, 1972-1982*. Boulder, CO, Westview Press, 1983. 194p. DS740.5.U5S848
- WATTS, William. *The United States and Asia: changing attitudes and policies*. Lexington, MA, Lexington Books, 1982. 121p. DS33.5.U6W37
- U.S.-Soviet relations**
- BLACK, Cyril E. and others. *Common sense in U.S.-Soviet trade*. Washington, American Committee on East-West Accord, 1983. 173p. HF3105.C58 1983
- BRAUCH, Hans Guenter and Duncan L. Clarke, eds. *Decisionmaking for arms limitation: assessment and prospects*. Cambridge, MA, Ballinger, 1983. 332p. JX1974.D395
- CHOMSKY, Noam. *Towards a new cold war: essays on the current crisis and how we got there*. New York, Pantheon Books, 1982. 498p. E840.C49
- CLINE, Ray S. *World power trends and U.S. foreign policy for the 1980's*. Boulder, CO, Westview Press, 1980. 228p. JX1395C576
- COLE, Paul M. and William J. Taylor, eds. *The nuclear freeze debate: arms control issues for the 1980's*. Boulder, CO, Westview Press, 1983. 245p. JX1974.7.N815
- FIRESTONE, Bernard J. *The quest for nuclear stability: John F. Kennedy and the Soviet Union*. Westport, CT, Greenwood Press, 1982. 176p. JX1974.F537
- FOSTER, H. Schuyler. *Activism replaces isolationism: U.S. public attitudes, 1940-1975*. Washington, Foxhall Press, 1983. 420p. E744.F7698
- HULETT, Louisa S. *Decade of détente: shifting definitions and denouement*. Washington, Univ. Press of America, 1982. 193p. DK69.H84
- ISAAK, Robert A. *American democracy and world power*. New York, St. Martin's Press, 1977. 216p. E873.18
- KEGLEY, Charles W. and Pat McGowan, eds. *Foreign policy, USA/USSR*. Beverly Hills, CA, Sage, 1982. 320p. JX1291.S25 vol. 7 Ref.
- KUTLER, Stanley I. *The American inquisition: justice and injustice in the Cold War*. New York, Hill and Wang, 1982. 285p. E743.5.K8
- OLVEY, Lee D. and others. *The economics of national security*. Wayne, N.J., Avery Publishing Group, 1984. 404p. HC110.D4058
- RASKIN, Marcus G. *The politics of national security*. New Brunswick, N.J., Transaction Books, 1979. 211p. UA10.5.R37
- SEABORG, Glenn T. *Kennedy, Khrushchev, and the Test Ban*. Berkeley, Univ. of California Press, 1981. 320p. JX1974.7.S4
- SMITH, Gerard C. *Doubletalk: the story of the first strategic arms limitation talks*. Garden City, NY, Doubleday, 1980. 556p. JX1974.75.S62
- TALBOTT, Strobe. *Endgame: the inside story of SALT II*. New York, Harper & Row, 1980. 319p. JX1974.75.T34
- Interest groups**
- Black Americans and the shaping of U.S. foreign policy; proceedings of a roundtable, May 22, 1980, Washington, D.C.* Washington, Joint Center for Political Studies, 1981. 56p. E840.B53
- CHOMSKY, Noam. *The fateful triangle: the United States, Israel, and the Palestinians*. Boston, South End Press, 1983. 481p. DS119.8.U5C56
- CONANT, Melvin. *The oil factor in U.S. foreign policy, 1980-1990*. Lexington, MA, Lexington Books, 1982. 119p. HD9565.C594
- DALY, John Charles, ed. *What should be the role of ethnic groups in U.S. foreign policy?* Washington, American Enterprise Institute, 1980. 28p. JX1417.W466
- GAZIT, Mordechai. *President Kennedy's policy toward the Arab states and Israel: analysis and documents*. Tel Aviv, Tel Aviv University, 1983. 133 p. DS63.2.U5G39
- GHAREEB, E., ed. *Split vision: the portrayal of Arabs in the American media*. Rev. ed. Washington, American-Arab Affairs Council, 1983. 407p. DS63.2.U5S64
- HAUCK, David. *Two decades of debate: the controversy over U.S. companies in South Africa*. Washington, Investor Responsibility Research Center, 1983. 163p. HG5851.A3H38
- KERN, Montague. *Television and Middle East diplomacy: President Carter's fall 1977 peace initiative*. Washington, Georgetown Univ., 1983. 51p. E872.K47
- OGENE, F. Chidozie. *Interest groups and the shaping of foreign policy; four case studies of United States African policy*. New York, St. Martin's Press, 1983. 224p. DT38.7.038
- SAID, Abdull Aziz, ed. *Ethnicity and U.S. foreign policy*. New York, Praeger, 1981. 242p. JX1417.E83 1981
- TSCHIRGI, Dan. *The politics of indecision: origins and implications of American involvement with the Palestine problem*. New York, Praeger, 1983. 341p. DS119.8.U5T73 ■

# The Super Bureaucrat SUPERCRAAT

BY  
**CHIP  
BECK**

HISTORY OF THE  
BUREAUCRACY  
PART II



AS WE REVIEW HISTORY'S  
FAMOUS BUREAUCRATS  
(AHEM, MY ANCESTORS)  
THIS JULY, WE NOTE  
TWO SPECIAL  
REVOLUTIONARY  
BUREAUCRATS.



## "ADMIRAL JOHN PAUL CRAAT"

"FATHER" OF THE U.S. NAVY'S  
BUREAUCRACY. WAS VERY LONG  
WINDED, WHICH HELPED TO FILL  
THE SAILS DURING TRANS-ATLANTIC  
VOYAGES. DURING A BATTLE WITH  
BRITISH SEA-FARING BUREAUCRATS,  
ADMIRAL CRAAT ISSUED HIS FAMOUS  
QUOTE: "I HAVE NOT YET STARTED  
TO ENGAGE MY OPPONENTS IN A  
STRUGGLE OF PHYSICAL CON-  
FRONTATION." A YEOMAN (NAVY  
TALK FOR SECRETARY) TOOK IT  
DOWN IN SHORTHAND, COULDN'T  
READ IT LATER, AND WROTE IT UP  
AS "I HAVE NOT YET BEGUN TO FIGHT  
IN THE END-OF-THE-REPORT."

BONG  
BONG  
BTHUNK

## "COLONIALCRAAT"

DEVELOPED THE  
LAND-BASED BUREAU-  
CRACY. RESPONSIBLE  
FOR THE CRACK IN THE  
LIBERTY BELL WHEN HE INSISTED  
IT BE RUNG IN  
TRIPPLICATE AT THE  
BEGINNING OF EACH  
WORK DAY.



MOVING  
RIGHT  
ALONG...



©1987  
CHIP BECK

## "REMBCRAT"

FIRST BUREAUCRAT TO PAINT  
HIMSELF INTO A CORNER, BUT  
CERTAINLY NOT THE LAST. SOME OF  
THE DOCTRINAIRE RENDERINGS  
REMBCRAT DEVELOPED WERE SO  
ARTISTICALLY CONCEIVED THAT THEY HAVE  
BECOME CLASSICS, - PRIZED COLLECTOR'S  
ITEMS. BUREAUCRATS WITH A REMBCRAT  
HANGING ON THEIR OFFICE WALL ARE TO  
BE ENVIED.



## "WILD BILL BUREAUCRAT"

WAS SO-CALLED FOR  
HIS RIOTOUS BEHAVIOR  
AT OFFICE PARTIES AND  
DURING LONG LUNCHEONS.  
WAS EVENTUALLY SHOT  
IN THE BACK BY A DISTRAUGHT  
SUBORDINATE DURING A  
BOARD MEETING AS WILD BILL  
WAS ATTEMPTING TO DEVELOP A NEW  
REG KNOWN AS THE "ACES AND EIGHTS"  
RULE.



## "SITTING BULLCRAAT"

FAMOUS REDSKIN BUREAUCRAT. KNOWN FOR SITTING  
AROUND CAMPFIRES WITH HIS SECTION CHIEFS  
MULLING OVER IMPORTANT DECISIONS WHILE HIS  
BRAVE SUBORDINATES STOOD AROUND IN THEIR  
LOINCLOTHS WAITING FOR SOME ACTION TO BE  
TAKEN. MOST KNOWN FOR HIS DECISION TO  
MASSACRE THE 7<sup>TH</sup> CAVALRY FOLLOWING  
RECEIPT OF A RUMOR THAT GENERAL CUSTER  
HAD REPEATEDLY MADE DEROGATORY  
MISPRONUNCIATIONS OF THE CHIEF'S NAME  
WHILE DISCUSSING INDIAN AFFAIRS.



## "BUFFALO" BILL CRATY

SO NICK-NAMED BECAUSE  
OF HIS ABILITY TO CONFUSE  
ALL CLIENTS, CUSTOMERS,  
OR CONSTITUENTS WHO HAD  
QUESTIONS ABOUT REGULATIONS,  
COURSES OF ACTION, OR OTHER  
GUIDANCE ON HOW TO SURVIVE IN  
THE WILDERNESS OF BUREAUCRACY.  
FIRST TO MASTER THE VITAL ART OF  
"SHOW AND TELL" OR "DOG-AND-PONY SHOW," TURNING A  
DUBIOUS PAST INTO A SECOND CAREER IN WHICH THE  
FIRST WAS EMBELLISHED AND EXAGGERATED.



## "KIT CRATSON"

PIONEER SCOUT FOR THE BUREAUCRACY.  
BEST KNOWN FOR HIS ABILITY TO LEAD  
EARLY BUREAUCRATIC EXPEDITIONS  
THROUGH THE WILDERNESS OF REGULATIONS  
AND HOSTILE INDIGENES. EARNED HIS  
NICKNAMED "KIT" BECAUSE OF HIS HABIT  
OF ALWAYS CARRYING SADDLEBAGS FULL OF  
NOTE PADS AND PENCILS WITH WHICH TO  
JOT DOWN MEMOS, THOUGHTS, ETC.



THERE GOES CRATSON  
GITTIN' OUT HIS FOOL 'KIT AGIN'!

## "THE CRAAT BOYS"

NOTORIOUS BUREAUCRATS OF  
THE WILD WEST. HAVING BEEN  
PART OF THE REBELLIOUS YOUNG  
TURKS WHO TRIED TO CHANGE THE  
FEDERAL SYSTEM DURING 'THE  
BUREAUCRATIC WAR,' JESSE AND  
FRANK CONTINUED TO WREAK  
HAVOC UPON THE EXPANDING WEST-  
WARD BUREAUCRACY. THEY ROBBED RULES AND REGULATIONS FOR  
YEARS BEFORE A DISORIENTED LITTLE BUREAUCRAT NAMED  
ROBERT FORD STABBED JESSE IN THE BACK FOR NOT GIVING HIM CREDIT FOR A REPORT HE HAD WRITTEN.



JESSE CRAAT



FRANK CRAAT



## "TEDDY ROOSECRAT"

BROUGHT THE BUREAUCRACY  
INTO THE 20<sup>TH</sup> CENTURY.  
MOTTO WAS "BE SNEAKY AND  
CARRY A BIG CLUB." AT SAN  
JUAN HILL HIS TROOPS  
PREFERRED TO FACE DEATH IN  
A MURDEROUS ASSAULT AGAINST  
ENEMY GUNS RATHER THAN RETURN TO  
GARRISON DUTY WITH "TEDDY CRAAT."

BUREAU OF PERSONNEL  
DEPARTMENT OF STATE, U.S.A.  
WASHINGTON, D.C. 20520

OFFICIAL BUSINESS

POSTAGE AND FEES PAID  
DEPARTMENT OF STATE  
STA-501

CONTROLLED CIRCULATION RATE



If address is incorrect  
please indicate change.  
Do not cover or destroy  
this address label.  
Mail change of address to:  
PA/OAP  
Room 5815A



