

State

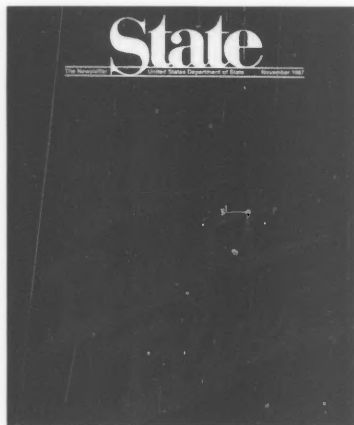
The Newsletter

United States Department of State

November 1987

Announcement

In this issue, at the request of the Departments of Commerce and Agriculture, STATE begins limited coverage of the overseas operations of Commerce's U.S. and Foreign Commercial Service and Agriculture's Foreign Agricultural Service and Animal and Plant Health Inspection Service. See Page 24 for news and features. Their material has been incorporated as well in a few other sections of the magazine.



THE COVER—That's right—the blues. Story begins on Page 2.



Letters to the Editor

Nobody's home

KINSHASA, ZAIRE

DEAR EDITOR:

In early June I had an unpleasant and inconvenient experience with Department emergency procedures. It was learned that my mother would have to undergo an emergency operation with little chance of success, and my brother telephoned the Department office that is supposed to assist in these matters, using the number provided by the Department when I left for my first post in 1983. A recording informed my family that the number was no longer in service, but it did not provide the new number. My brother then called the Department switchboard, but it was unable to connect him with that office. Finally he was put through to the desk officer for my post.

The desk officer suggested that my brother continue to try to call, as the Department had no better success at telephoning the office than did private individuals. When my brother suggested a cable, the desk officer said that it would take 18 hours for a cable to reach Zaire. My brother then telephoned me at the embassy in Kinshasa.

I left immediately on receipt of the news about my mother, to catch a flight to the States. Once at home in Missouri, I was able with about five long-distance calls to be connected to the assistance office. I passed this number to the attending physician, who telephoned it twice, only to find that the person with whom he needed to speak was not in the office. The secretary informed him that the office would not return a long-distance call. Eventually the nurse in the intensive care unit was able to speak with someone else in the assistance office, who took the information, and a cable was sent authorizing my emergency visitation travel.

Needless to say, I found this support less than adequate. At a time of considerable stress and much activity,

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Senior editor Barnett B. Lester
Editor Sanford Watzman

Associate editor Donna Gigliotti
Staff assistant Arlene Stratton □

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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 number is (202) 647-1649.

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Department Operations

An interview on the cutbacks: They're coming

Grove calls this State's 'worst budget crisis in modern times'

Charged with implementation of the Department's economy program, Brandon H. Grove Jr. was making his initial organizing moves when STATE requested an interview. He was questioned by editor Sanford Watzman.

Q—AMBASSADOR GROVE, before we get into this exchange, it's worth noting that, because of our editorial deadlines, I'm here one day earlier than I'd like to be. Tomorrow (October 10) you will have received the replies of the assistant secretaries and other bureau chiefs. Pending that, have any decisions been made already?



A—No, we're awaiting those replies, and there can be no decisions until we have them. The steering group will look at the bureaus' replies very closely. This group, I should explain, is headed by Deputy Secretary Whitehead, and it includes Under Secretaries Armacost and Spiers as well as the Department's executive secretary, Mel Levitsky. I serve as their coordinator.

Q—A big question, of course, is just when do you expect that these decisions will be made? Does the steering group have a timetable?

A—The fiscal year has just begun. Bear in mind the Secretary's unprecedented September 18 speech to the employees of the Department. He said that we'll have to push and push and push to get this job done. There's no alternative, and we get deeper into the new fiscal year every day. As we reach these deci-

sions, we're going to do everything we can to get the information out just as quickly as possible. In that connection, we'll look to STATE magazine to report the developments, and we'll use whatever other means are necessary.

2-track action

Q—I have some specific questions, but I want to ask you first whether there's a general plan for action.

A—Yes there is. We're proceeding on two tracks simultaneously. On the first track we're confronting an \$84-million shortfall from the funding level we need this year...

Q—You say "this year." What does that mean in terms of the regular calendar?

A—I'm speaking of fiscal year 1988, which began just last week, on



Brandon Grove Jr., second from right, confers with his office staff, whose members are, from left: Thomas Parker Jr., Office of Management

Operations; Wayne Bobby, Office of the Comptroller; Howard (Kerry) Wiener, Bureau

of Personnel; and Michael Morin and Lori Bider. (Photo by Robert E. Kaiser)

October 1 . . . As I was saying, the funding level we need this year in order to maintain the same level of services we provided in fiscal year 1987. We have to address the need for savings within our existing operations. We've been doing this in the past by taking cuts which have been described as thinning the soup. But you get to the point where, by thinning the soup further, you end up with an organization that can't function.

Q—Do you have any examples?

A—Yes. In fiscal year 1987 we proposed closing 7 consulates, we cut travel by 13% and there was a 45% reduction in the purchase of equipment and furniture. Despite that, it's going to get much worse this year. Additionally, there's a Gramm-Rudman-Hollings deficit reduction mechanism which offers the prospect of still further reductions this year—perhaps another \$40 million.

Track 2

Q—So the first track is dealing with the deficit. What's the second track?

A—It's to take a look at how we manage our business, to see whether we can find areas of low priority, overlap or duplication. We need to make ourselves as streamlined and efficient as possible. On this track, we won't realize sufficient savings this year—we already know that—because many of the changes take time to put into place. But in the out years, they can result in savings that are very significant and lasting.

Q—The bureau plans that are being prepared by the assistant secretaries for the steering group—I'm wondering just how much weight each of them will have.

A—Let me answer that this way. The assistant secretaries understand the grave budget situation we face, and they strongly support necessary economy measures. It's an effort that must be made, as Secretary Shultz pointed out in his September 18 speech. In this connection, the steering group has been

given the job of making the decisions. In doing this, they want to have the views and ideas of the assistant secretaries. Therefore, what the assistant secretaries say will carry tremendous weight. They're closest to the problem, so they have to be heard in great detail. Then their views will be put together by the steering group to arrive at a picture of what issues cut across the lines of the various bureaus. We'll also be engaged in the bargaining process with AFSA

(the American Foreign Service Association), and necessary congressional notifications will take place. As new legislation is needed, we're going to seek it.

RIFs: 'last resort'

Q—All right, now for the question that's been troubling so many people here, as you well know. It's the question of jobs. The Secretary indicated that RIFs (reductions-in-force) would be a last resort. Is that a cor-



Deputy Secretary John C. Whitehead has been designated by Secretary Shultz as head of the

Department's steering committee that is coping with the budget crisis.



Members of the steering group are Under Secretaries Michael H. Armacost, left; Ronald I.

Spiers, center; and Melvyn Levitsky, executive secretary of the Department.

rect interpretation?

A—Yes it is. The Secretary and the steering group know how concerned our employees are about their careers, both in the Foreign Service and the Civil Service. At this time no RIF is being planned. We do expect to ask for early retirement provisions, and we hope they'll lead to sufficient voluntary attrition. I want to emphasize what the Secretary said in his speech—that everybody's rights will be respected fully and that we'll proceed in a "careful, legally proper way." That goes, I might add, for both the Civil Service and the Foreign Service.

Q—If, in spite of everything, we come to that last resort, will furloughs be considered as a possible alternative to RIFs?

A—I don't want to speculate on either one—on RIFs or on furloughs. This isn't the time for that, whether in the Civil Service or the Foreign Service.

Civil Service people

Q—Speaking of the Civil Service, the Secretary didn't seem to be addressing himself to that group in his speech. That's what you hear from some of the Civil Service people you talk to.

A—Well, that's just not so. The Secretary, I can assure you, is very conscious of the high professional quality of the Civil Service at State, and of the indispensability of its contribution to the Department's work. The Civil Service employees represent years of continuity and experience in highly specialized activities. They're a vital part of the foreign affairs family we have here.

Q—Some of them point out, though, that they're not represented on the steering group.

A—That's not right. The steering group is made up of seventh-floor principals, and those people preside over the full span of the Department's operations.

Q—As to that "full span," there are questions being asked about the Bureau of Diplomatic Security and the new Office of the Inspector General. Are they included in all this?

What I mean, of course, is that they have certain funding which Congress has mandated them to have. Does this mean they're immune from the reduction process?

A—Yes, there are special provisions for them that have been mandated by Congress. I wouldn't, however, use the word immune. We're asking all elements of the Department to consider ways these reductions can be made.

Promotions, bonuses

Q—If you don't mind, Ambassador Grove, let's get back to the job situation. Another question: Will we continue to have promotions, step increases, pay bonuses and so forth, as we've always had?

A—Well, no one has proposed slowing promotions to help solve our budget crisis. The other two items you mentioned and allowances in general fall into the category of reductions that the steering group is actively considering.

Q—Again, you mean in both the Foreign Service and the Civil Service?

A—Yes, in both services—if it comes to that. This would be part of the effort to reduce our expenditures over the longer term.

Q—What is the steering group aiming at—that we'll be doing the same amount of work in the Department, but with fewer people?

A—No, there are some things that we're going to have to stop doing. There are other things that we'll have to do just as well or better, but with fewer resources.

Q—What if Congress doesn't give you authority that you ask for. What then?

A—All I can say is that we'll be making our best case. Let me add in this connection that we're consulting with Congress on this whole process. We fully recognize the congressional interest in what we have to do.

Outlook for the posts

Q—The Secretary says the hunt of the reductions will have to be borne in Washington. What part of it, then,

should the overseas posts expect?

A—That isn't clear yet. But there's no doubt that the posts already have been hit hard over the last several years. The Secretary has now decided to have a look at what we can do at home. Several of our bureaus, for example the European bureau, have had severe problems funding their embassies due to the decline in the dollar. These problems are going to continue, and we're going to have to meet them. What we do in Washington obviously will have a spillover effect on the posts, but the focus right now is very much on the Washington scene.

Q—Still, the Secretary spoke of closing 13 consulates and 2 embassies. Is it possible that those numbers might have to be increased?

A—It's possible. It's also possible that there will be changes in the posts being considered. The steering group will have to work this out.

The crisis: here to stay?

Q—Is there any possibility, speaking of just possibilities, that this whole thing might blow away? A lot of people say that. They say they've been through budget crises before, and that sooner or later we go back to business as usual. Is there a possibility this might happen with the current situation?

A—There is none. As a matter of fact, there's every indication that it's going to get worse, not better. It appears that the \$84-million shortfall figure has already been overtaken and that the actual shortfall'll be much greater.

Q—Is this message getting through?

A—In the two weeks I've been back in Washington, I've been talking to a lot of people, I've seen all the assistant secretaries, and not a single person is denying that we have to take drastic measures. Everyone wants to cooperate in finding the best ways to do this. The plain fact is that the Department is facing its worst budget crisis in modern times. There are very difficult years ahead, and I think this is widely understood. □

Spiers gives his budget views in talk to spouses

Under Secretary Ronald I. Spiers sees it as "highly unlikely" that State can meet its savings objective "without reducing the number of our personnel." The Department's management chief made this assertion as he reviewed the budget situation in an address on October 13 to members of



the Association of American Foreign Service Women. He added that a reduction of this sort "of course is the most painful measure of all."

Mr. Spiers explained: "Our payroll, retirement and post assignment travel costs alone amount to almost \$700 million, and this excludes allowances and training. Overall, our personnel-related costs amount to 65 cents out of every dollar. In the past we have protected this account while we have eroded our base. This resiliency is now gone. We have set a tentative objective of 1,300 positions to be reduced worldwide at a savings of about \$23 million."

"We plan to seek authority to offer early-retirement incentives and will extend every effort to avoid involuntary reductions-in-force. But even this will be unavoidable if Congress adds to our miseries the further Gramm-Rudman-Hollings sequestration which our comptroller tells us could add another \$60 million to the \$80 million problem we currently have."

Guidelines from Secretary

The under secretary continued: "A month or two ago a small group was convened to consider ways and means of dealing with the situation we face. We had four basic guidelines from the Secretary of State:

— "The greater proportion of the burden had to fall on Washington headquarters. Our overseas establishment had suffered the most from the cuts we had to make in 1986 and 1987, while Washington had in fact expanded a

160 people; this trend was to be reversed.

— "We must not jeopardize the institutional base of our diplomacy. Incoming Foreign Service classes were to be maintained at needed levels, and we were not to harm the professional development programs that, through our Foreign Service Institute, we have been striving to improve over the past years.

— "We must understand that the continued relevance of the Department of State in an information age lies in keeping up with state-of-the-art technology. Our sister agencies did not skimp in these areas and our ability to communicate, retrieve, store and protect information is crucial.

— "We must be rigorous in setting priorities in our activities. Everything cannot be equally important. Lower priority activities must be the first to go. We should also identify where we can streamline and simplify our organization. Most of us—I, certainly—believe the institution has become topheavy. Senior staffs must be pruned and responsibility lodged at lower levels, where it should be. In short, a measure of bureaucratic deflation.

"We are looking at a variety of 'streamlining' proposals, including a reduction of the number of deputy assistant secretaries and equivalents, of which we now have 110. A desirable side effect of this would be to make the office director once more the prestigious and responsible authority he or she was 20 years ago."

Spouse issues

Moving on to matters of specific interest to Foreign Service spouses, Mr. Spiers said: "We will do our best to see that the gains for spouses and families made over the last 15 years are not lost. Frankly, our money problems may impinge on future gains. For example, the Foreign Service Associates program, which would provide spouses with some career continuity, is on indefinite hold. We are doing our best to pull positive changes from adverse circumstances. To meet both the needs of Embassy Moscow and other East European posts and of spouses, we are developing a

flexible program in those posts to employ spouses in a variety of positions, some of which were previously unavailable to them. In addition, functional and language training opportunities have been expanded for this program."

The security issue

The under secretary added: "Before concluding, I would like to say a few words on the subject of diplomatic security. The Department of State has expended great resources and effort over the past several years to protect our personnel abroad from violence and our information from compromise . . . In the meantime, there is concern in the Foreign Service that our efforts in security are overwhelming our basic diplomatic mission. The fact is that security has been short-changed in the past . . . I can report that we are recruiting and training a new generation of security specialists who are part of the Foreign Service and are going to be a credit to it. They, too, are bright, alert and well-educated—a long way from the stereotypical security officer of yesteryear.

"I am convinced that it would, in the long run, be entirely counter-productive to separate the security function from the mainstream of the Department's activities." □

As we go to press

Barcelona bomb injures 2 U.S. employees

Two Foreign Service national employees in Barcelona were injured in an explosion on October 14 in the building where the U.S. consulate is situated.

A bomb was apparently left in the lobby outside the rear door of the consulate, which occupies the fourth floor of the office building in downtown Barcelona. The explosion caused extensive damage to the building but only minor damage to the consulate office.

Several Spaniards who were outside the consulate entrance were also injured. Spanish police were investigating the incident. □

Retrenchment in Genoa: smaller staff, but the job's getting done

BY RICHARD J. HIGGINS
Consul general

The author submitted this article as a means of contributing to the discussion of how to live with less at State.

IN THE 1930s, when filmed time-motion studies became common, the Army filmed an artillery crew as it drove to a point, uncoupled the field piece from the truck, wheeled it into position and prepared to fire. The drill was based on decades of experience, and it proceeded with the precision of a classical ballet. Yet, as they reviewed the film, the experts couldn't understand the function of one man. He seemed to know what he was doing, but no one in the crew could precisely define it. Finally, a retired veteran of the artillery was asked to view the film. He knew what that man did. He was there to hold the horses.

As the Foreign Service nears the end of the 20th century, there may be a number of people ready to hold horses, when the need arises. As we consider the spending cuts the Secretary outlined in his speech of September 18, we might consider eliminating the horse-holders, not the posts. There may be savings throughout the system which would more than equal closing 15 posts. This article offers one case history of how we substantially cut costs at the consulate without substantially reducing services.

Until June 30, the State complement at the consulate general was four State officers and 16 Foreign Service nationals. The consular district contained more than 8.5 million people. Genoa is Italy's largest port and an important commercial center. The metropolis will be the center of Italy's celebration of 1992—the 500th anniversary of the discovery of America by a Genoese. Founded in 1798, the consulate here is



Mr. Higgins

among America's oldest.

Despite or because of these factors, the post was selected to be closed in fiscal year 1987. But it wasn't closed—because of domestic interests in the United States and because we cut costs substantially, saving more than \$250,000 in salaries alone.

'From scratch'

We began by looking at what the U.S. Government really wants to accomplish in Genoa, then deciding what resources were needed to get the job done. In effect, we designed a consulate from scratch. The only given we accepted was the need for the consulate building. The embassy in Rome concurred fully in the decisions.

Our principal goal through 1992 is to ensure that Italy's efforts to mark the 500th anniversary will lead to strengthened ties with the United States. An international fair to be held in Genoa that year, as well as a number of government and private initiatives, almost all based in Genoa, will provide the opportunities.

Our second goal is to provide consular services to the 7 million inhabitants of the district (jurisdiction over Sardinia and its 1.5 million inhabitants have gone to the embassy). However, we recognized that, in highly-developed Italy there's no need to provide consular services at the Third World level, as Italian hospitals and other institutions do a good job of helping distressed Americans.

Political and economic reporting remain important, but we decided that we could be more selective. The twists and turns of local politics may not signify much in Washington.

Commercial activities are important because of Genoa's position as Italy's major port.

Why repeat history?

We concluded that administrative support for the people who would carry out the goals listed above would be dependent on the number of persons actually working in the consulate, not on

historic staffing levels.

We then looked at how many persons we'd need, without reference to who was then at the consulate and what they did. We also decided that we would blur the traditional section lines so that someone who works in the consular section could also work in the administrative section, etc. We wanted to avoid



the traditional stand-alone sections where everything's done within the section, even vacation staffing. We worked out the jobs in one-hour-per-day segments.

Because we had the supervisory experience (this is one often-overlooked advantage of the Foreign Service system, in which 10 years of service generally covers at least 3 posts—we know what's been done elsewhere), we would, for instance, determine how many hours the telex operator needed to spend per day on his primary job, in contrast to what he needed 10 years ago.

We concluded that we needed three State officers and nine nationals. That would have meant a loss of 6 nationals plus 1 State officer. But the Department took 2 officers plus the 6 nationals. We knuckled under.

Implementing the change

Losing the American officers was easy. They merely moved on to other posts. We divided their functions between the 2 remaining officers. Most of the work then came to me since, when I applied the same hour-by-hour analysis to my own job as to the others, I found how much more I could squeeze in per day. The nationals were another matter. We'd decided earlier what we wanted to do and how we'd do it. We then had to decide who would do it. The embassy provided the criteria. We took into account needed job skills, eligibility for immediate retirement and family hardship. In my 12 years in the Foreign

Service, these were the hardest decisions I've ever taken. The bitterness was painful, particularly in a country where job security is a high priority. While we made a major effort to find jobs for those leaving, not everyone was satisfied with the offers.

We gave everyone about 10 weeks' notice. Some continued to work hard until the end. But the atmosphere in the consulate was tense. If I had to do it again, I would suggest to some at least that they stay home while they waited for the last check. Moreover, the presence of those leaving made it difficult to talk about how the consulate would be organized after they left.

Eventually the critical day, July 1, came. We met, and I explained the new consulate. My enthusiasm wasn't contagious, particularly when I explained that the new responsibilities would require more work, and changes in work

as well as changes in offices. There was a strong argument that we wait until the end of summer to implement the changes. Instead, we moved within three days. The bustle, the need to change phones, etc. kept us all busy. It turned out that moving people closer together got them working together more efficiently. We have some empty offices, but this is better than having people scattered all over the building. In effect, we increased productivity substantially per person. This wasn't the old consulate reduced. It was a new consulate.

We also decided that we'd be much more aggressive in trying to use office automation equipment. While we haven't yet received all we need, we're confident that we should get it in the next few months. We think our productivity gains are significant.

'Still tinkering'

Three months later, I can say that

the consulate is working well. In general, people have been more flexible than anticipated, though motivation remains a problem for some. We realize that we made the changes at the worst time, during the summer visa and tourist rush, when our vacations absorb many work hours. We're still tinkering with jobs. In one area we're trying a team approach to a group of functions. Three persons share various parts of the responsibilities for driving, telex, receptionist, assistant general services officer, assistant cashier and mail. This hasn't worked as well as we'd thought, because of personality conflicts and a fear that someone will do too little. But we think time will clear this up.

The consulate is now saving over \$250,000 in salaries alone per year. It's operating with 40% fewer State staff but performing not only most of what we did before but, more importantly, all of what the U.S. Government needs to do in Genoa. ■

The consulate general in Genoa.



Life in the Foreign Service—I

Is it 'appropriate' for diplomats to be trained with firearms?

Officer who took new 4-day course gives his views

BY PAUL MARTIN

UNDER A BRIGHT September sun, 12 men and women of the Foreign Service—including me—blasted away at an outdoor firing range. From nearby, where the other half of the class was, came the squeal of tires that were wearing thin as they produced black clouds of smoke.

This wasn't paramilitary training for us, but a pilot course that probably represents part of the future in standard Foreign Service officer training. While it's already known informally (the second class was held in October and the third begins December 7) as the "crash and bang course," members of this first class suggested the alternate names of "crash and burn" or the more colorful "hot lead and burning rubber." Officially, it's called the diplomatic security antiterrorism course.

With my 23 colleagues—officers and spouses—I completed the four-day course at an old race track in rural Maryland. We were taught skills that are decidedly beyond the milquetoast stereotype of the modern diplomat. In one sense, the closest I can compare the experience to was that of summer camp as a child. It was mostly pure fun, especially after nine weeks of talking heads and wiring diagrams in the A-100 junior officer class.

Not as funny

A sense of camaraderie quickly developed among us and the instructors, marked by good-humored banter. Yet much of the joking was invariably of the gallows-humor variety. Behind the fun was a grim recognition of why these skills were now Government-issue for Foreign Service people.

The course was divided into one-day units devoted to counter-surveillance, explosives, firearms and evasive driving. This was the first time this hands-on antiterrorism course had been offered. Members of my A-100 class, who were in the majority in the course



Author Paul Martin on the firing range.



Supervised by an instructor, Ann Wright fires revolver from a protected position, during a

stress drill which was part of the training. in Maryland, had already had the usual one-day coping-with-violence-abroad seminar in Rosslyn. But, we generally agreed, the four-day course was far more useful and interesting. In Rosslyn, after a few hours of speeches in the auditorium, boredom began to creep over us. But in Maryland, on the other hand, it was easy to keep our eyes open while steering a big police-packaged American automobile through an obstacle course at high speed.

The hands-on approach also made a deeper, longer-lasting impression. In the one-day course, we viewed slides of a letter bomb. In the four-day class, we weighed a letter bomb in our hands, then watched (from a safe distance) as it

was detonated. We saw the flash, felt the concussion. Never again will I wonder how much harm a little letterbomb can do.

Boom!

Besides the letter bomb, we also witnessed the detonation of such explosives as dynamite, TNT, plastic, detonation cord and a car bomb. (A pipe bomb turned out to be a dud). After those attention-getters, I think everyone is going to be much more alert as to what arrives in the mailbox or what might be tucked away in the tire well of his or her car.

For the pilot program, there are a few bugs to be worked out. We had to



Explosives are demonstrated, with assistance from the Maryland fire marshal.



An instructor demonstrates ramming techniques, to break through a roadblock.



Instructor calls out instructions, as driver swerves to avoid simulated hazard.

wait too long between explosions, for example. Perhaps the waiting was to blame, but, strange to say, the detonations tended to get a bit monotonous after a point. Yet most of these minor bugs will probably be eliminated for future classes. Our instructors continually asked for our suggestions as to how the course could be improved.

Oops, sorry!

This antisurveillance section was very eye-opening. Antisurveillance skills come in handy, we were told, because most terrorists contemplating a kidnapping or assassination prepare by placing their prospective victim under surveillance. We spent class-time learning how to recognize some of the tell-tale indications of a surveillance operation. This was followed by an exercise in which we walked through town in groups of four, trying to spot persons we had been told would be observing us. But most of us identified individuals who turned out to be innocent bystanders. We failed to spot the others truly observing us merely because they didn't fit our preconceived (and erroneous) ideas of what a terrorist or secret-police agent might look like.

As in all the sections of the course, our antisurveillance instructors were very qualified in their field. They included retired professionals who had firsthand experience in this area.

Even though we knew we were under surveillance, the practical exercise was still effective in helping us put to use the tactics we had learned as theory. However, the experience would have been more effective if we could have gone on our "walk" individually or in pairs. Also, this section of the course seemed more geared to the type of surveillance a diplomat might encounter in a police state. Most persons in our class, however, were preparing to go to posts where the *terrorist* threat was more relevant. Our criticism was well received and we were assured that this section will be refocused as suggested.

Women drivers

The evasive driving maneuvers were also professionally taught. Tony

Scotti, a former professional race-car driver who now teaches business executives posted abroad, was in charge. Our instructors were former members of the military's Delta force. The driving was pure, unadulterated fun. After practicing emergency turns and maneuvers, we participated in a "scenario drill." Every driver was clocked as he or she drove through an obstacle course while being pursued by the instructors in another car. This drill was supposed to simulate some of the pressure of a terrorist attack. In each of two separate contests, women drivers brought in the best scores.

Most of the maneuvers put great wear and tear on an automobile, and you would never want to inflict this on the family car. For example, we practiced a ramming exercise in which the driver rams two other vehicles off the roadway. (Our "battering ram," purchased for \$120 from a junk yard, was still running after 60 such crashes.) While most of us successfully performed these maneuvers, very few will get to practice them regularly. Yet some of the maneuvers are complex enough to require occasional practice.

One change that our instructors forecast for the course is possibly extending the driving portion to two days. This will certainly be an improvement. Tony Scotti said his driving course normally takes five days. My only other thought about the evasive driving class is that it might be more useful to practice the maneuvers in ordinary cars rather than in automobiles equipped with police packages. It would be better to get the feel of these maneuvers in the types of cars we will be driving overseas.

'Questionable'

The firearms training was the most questionable part of the course. In fact, our main firearms instructor admitted that he had yet to work out a convincing justification for teaching Foreign Service officers how to shoot. I grew up in Texas with frequent exposure to guns, and had been taught a very healthy concern for firearms safety. So, personally, I appreciated the heavy emphasis placed

One spouse's perspective on the training

BY RANA HARMON

MY HUSBAND BILL, a security officer with State, heard about the pilot course and suggested I sign up. I must admit I had doubts, the first having to do with being away from my three-year-old son for four days. I was also concerned that the trainers, accustomed to teaching law enforcement professionals, might have difficulty communicating their skills to a novice like me. We finally agreed that, at the least, I'd probably come away with a greater appreciation of the security issues abroad. And—if things went really well—I'd learn a few skills that might possibly save one of our lives later on.

As it turned out, being off-site for the training proved to be an advantage, allowing us to leave the distractions of home and office behind. The course was



Spouse Rana Harmon leans into a shotgun firing stance.

outstanding. The trainers were obviously experts in their fields. They were also first-rate teachers who had no trouble bringing us up from the ground floor. In fact, the training facilitator, who was also our group's firearms instructor, said we were easier to teach because we didn't have to unlearn our bad habits first.

Although many of the topics were grim, our group maintained a sense of humor. A kind of camaraderie even developed (sort of like having survived boot camp?).

I highly recommend this program to other spouses, who bear most of the responsibility for the day-to-day safety of their families overseas. □



Student "threads the needle," maintaining vehicle at high speed through an obstacle course.

on such maxims as "treat every gun as if it were loaded." I will feel safer overseas knowing not that my colleagues and I can plug a terrorist at 50 yards but that, if we find ourselves in a situation involving a gun, we can pick it up and unload it safely.

Part of the firearms training involved situations of shooting under stress. The purpose was to impress on us our limitations as marksmen. In a hostage situation, for example, it's wisest *not* to play hero and make a grab for a gun. This is certainly a valuable lesson.

The training also involved target practice. On this point our instructors were straightforward. "We're not

teaching you how to shoot for target practice," said one. "It's for defending yourself and others, and that means shooting *people*." To stress the point, our targets were human silhouettes.

This was the only section of the training that provoked resistance, even hostility, in some of my classmates. Some had been raised with a repugnance, even a moral aversion, to guns in principle. Imagining they were aiming at human targets was quite offensive for some. Several people even refused to take part in this section.

It ain't beanball

This attitude poignantly raises the

question of whether it's appropriate for diplomats to be trained in such skills. Speaking for myself, I never wondered what "crash and bang" was doing in our curriculum, nor did I feel indignantly that "I didn't join the Foreign Service to be getting my hands dirty with this kind of stuff." Everyone in my A-100 course entered fully cognizant of the fact that we were joining a potentially dangerous profession. It isn't merely appropriate to have this type of course; it's absolutely necessary. Regrettably, these skills are now standard tools of the trade.

At first, learning these defensive measures does increase your sense of vulnerability. Yet our initial feeling of relative security was born of ignorance of the nature of the potential threat we face. Paradoxically, after conveying this first realization of vulnerability, the course instilled a greater sense of control over our own destiny. There are things we can do to make "their" job a whole lot harder. As one of our instructors said: "We're trying to tell terrorists that American diplomats are no longer a viable target, so they should go elsewhere."

As diplomats, we may be targets. But we don't have to be sitting ducks. ■

News Highlights

New category: science and technology officer

The Department and the American Foreign Service Association have agreed to establish within the Foreign Service a separate generalist occupational category for science and technology officers, according to a Department Notice of October 1. Each Foreign Service officer at the FS-2, FS-1, FE-OC and FE-MC levels who meets eligibility criteria may apply for entry into the category.

The Bureau of Oceans and International Environmental and Scientific Affairs is prepared to discuss the science subfunction concept and science assignments with officers who are interested. Inquiries should be directed to the bureau's executive office. The bureau will share in the management of this new structure, and will have "a pivotal role" to play, the notice said.

Senior officers wishing to compete for promotion as a science and technology officer next year must apply to the Senior Officer Division of the Office of Foreign Service Career Development and Assignments by May 15. Officers at Class 2 and who wish to compete in 1988 must apply to the Economic Officer Division by May 15.

The key element of the program involves designating science and technology as a generalist subfunction of the economic cone. The provisions governing the new category are set forth in a recently approved section of the Foreign Affairs Manual, Volume 3, "Personnel." These regulations permit officers who have the specified experience to convert to the category in Classes 1, FE-OC and FE-MC, and, in Class 2, to elect to compete for promotion into the science and technology category.

Promotion competition

Science and technology will be considered a separate competition group for promotion purposes. Promotion policies set forth in the new regulations will take effect beginning with the 1988 promotion cycle. Beginning next year, and annually thereafter, science and technology-designated officers applying for senior-threshold consideration will be

able to elect to be reviewed by either the functional or multifunctional senior threshold review board. Those opting for functional competition will continue to compete for promotion in the science and technology function. Officers electing multifunctional review will compete with officers from the other generalist skill groups in a separate multifunctional competition group. Each Senior Foreign Service officer at the class of counselor who is designated science and technology-qualified and is eligible to compete for promotion will be certified for promotion competition in the science and technology function. In addition, FE-OC science officers will compete classwide with all other eligible FE-OC generalists.

Within one year of expiration of his or her time-in-class, each Senior Foreign Service officer in the science and technology category will be considered for any available limited career extensions, based on a determination of such opportunities, selection board recommendations and rank-ordering within the science and technology function, as well as on a classwide basis among other Senior Foreign Service generalists being considered for extension.

Skill code changes

Current science and technology officers will be included in this new category unless they specifically elect to apply for another skill code in accordance with existing skill-code change provisions.

Other steps are being taken to improve related aspects of managing science assignments, such as expanded training and development initiatives, a broadened science and technology posi-

Use it or lose it

Employees and supervisors were advised in a Department Notice, September 21, to schedule annual leave which may otherwise be forfeited. The leave year ends January 2. Both management and employees have responsibility for planning to avoid forfeiture, the notice said.□

tion base and targeted recruitment efforts. □

Spiers offers credo for Foreign Service

Ronald I. Spiers, State's under secretary for management, has drafted a credo for U.S. Foreign Service people which he recited in a speech on October 13 to the American Association of American Foreign Service Women.

"I believe it's time," Mr. Spiers said, "for the Foreign Service to be clearer about its role and responsibility. Recently a number of us have been discussing whether we should, like the CIA, adopt a professional credo. Some believe this sounds too Boy Scouty or smacks too much of Japanese corporatism. Nevertheless, I tried my hand at it for the purpose of clarifying my own thoughts. What I wrote represents the distillation of my own views about the Foreign Service after a long thought. I would like to close by reading it:

"Our role is to help protect and advance the national security and interests of the United States.

"We serve loyally the elected President of the United States, regardless of party.

"We serve where we are directed to, at home or abroad, as the interests of the United States require.

"We gather, analyze and report information accurately and objectively, without fear or favor, in the conviction that sound U.S. foreign policy can only be formed on the basis of such information.

"We use our skills to persuade other governments, their representatives and the people they serve of the integrity and propriety of the policies and beliefs of our Government and people.

"Our responsibility is to recommend to our elected and appointed leaders policies and actions which we believe will serve the interests of our country. If decisions are made by these leaders contrary to our recommendations, we will implement them loyally.

"In all things we will be guided by the requirements of confidentiality, discretion and respect for the limits of law.

"We will serve and protect the interests and needs of our fellow citizens at home and abroad.

"In negotiating agreements and understandings between our Government and others, our duty is to serve the primacy of American national interests.

"We will conduct our professional activities and our personal lives according to the highest standards of integrity and honor, in keeping with the spirit and letter of our laws and the Constitution we are sworn to uphold.

"We are professionals who believe that excellence in achievement, unfailing loyalty, and respect for law and custom are the standards by which we should be judged." □

Embassy Paris gets Franklin portrait



A copy of the Benjamin Franklin portrait by David Martin.

An oil portrait of Benjamin Franklin is on loan to the embassy in Paris through the efforts of the Department's Art in Embassies Program. The painting is a copy of the 1767 likeness by David Martin in the White House, commissioned by Robert Keith Gray, Washington.

Lee Kimche McGrath, who heads the program, said: "We depend on the generosity of museums, collectors and

artists to lend us works. We're seeking donations of American art that can be displayed permanently in embassies and residences. Your contributions or gifts of art are tax-deductible." Inquiries may be addressed to Friends of Art and Preservation in Embassies, 2420 K Street N.W., Washington, D.C. 20037; (202) 337-2525. □

Public diplomacy office

A new Office of Public Diplomacy has been established in the Bureau of Public Affairs, "to coordinate public diplomacy support for the diplomatic initiatives" of the Department and other Government agencies. Edmonde A. Haddad, on leave as president of the Los Angeles World Affairs Council, has been named deputy assistant secretary for public diplomacy. Anthony Das, formerly of USIA's senior policy staff, is office director. □

Labor affairs shift

The Office of the Special Assistant to the Secretary for International Labor Affairs has assumed responsibility for international labor matters concerning the European and East Asian and Pacific regions. □

Fire foiled in Togo

Wielding a fire extinguisher, ad-

ministrative officer Tim Sears doused a fire at his residence in Lome, Togo, shortly after midnight on September 13. The blaze had started in a transformer on his home freezer, after electric power fluctuations that lasted about a half-hour. Mr. Sears had twice taken the Foreign Buildings Office firefighting course. David Hutchinson of the office credited Mr. Sears with acting quickly as soon as he smelled smoke. □

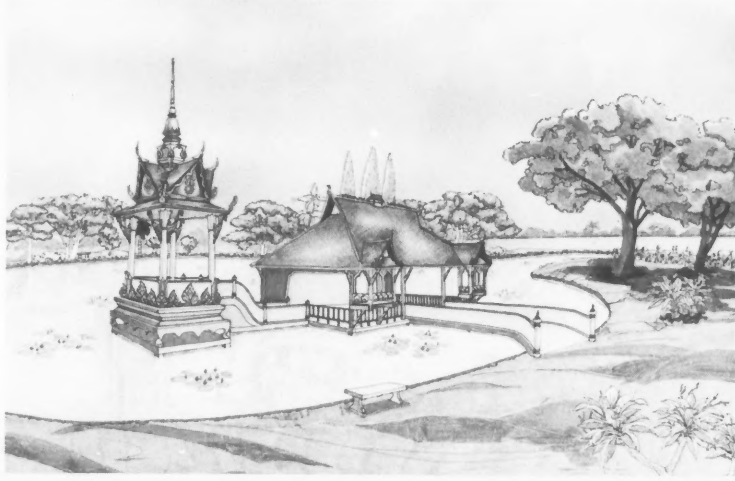
Security at Main State

Persons displaying a Department ID are no longer being routinely screened through metal detectors or having their hand-held items inspected. Instead, guards are making random checks. □

U.S. embassy structures honor Thailand's king

Employees in Bangkok are building two Thai structures called salas on the embassy compound to commemorate the 60th birthday of King Bhumibol. The buildings, funded by contributions from Thai and American employees, were scheduled to be completed this month. The idea for the project was conceived by the Foreign Service nationals' welfare association. ■

Artist's conception of the Thai-style salas.



Appointments

Davis, Dunbar are named for ambassadorial posts



Mr. Davis



Mr. Dunbar

President Reagan, as of mid-October, had announced his intention to nominate two more ambassadors—John R. Davis Jr., chargé d'affaires at Embassy Warsaw, as envoy to Poland and Charles Franklin Dunbar, special assistant for Afghanistan in the Bureau of Near Eastern and South Asian Affairs, as envoy to the Yemen Arab Republic. Both nominations would require Senate confirmation. The posts are vacant.

Following are biographical sketches of the two.

Poland

John R. Davis Jr. has been chargé d'affaires at Embassy Warsaw since 1983. Before that, he was director of eastern European affairs in the Department, 1981-83.

Joining the Foreign Service in 1955, he was a research officer, 1955-56, and consul and economic officer in Jakarta, 1956-58. Mr. Davis then drew assignments as a student taking Polish language and area training, 1958-60; consul and economic officer, Warsaw, 1960-63; and personnel officer, then economic trainee and economic desk officer at State, 1963-67. From 1967 to 1972 he was economic officer in Rome and, from 1972 to 1973, consul general in Milan. He returned to Warsaw in 1973 to become deputy chief of mission. Three years later he was assigned as consul general in Sydney, where he served until 1980.

Mr. Davis was born in Eau Claire, Wisc., on July 25, 1927. He received a bachelor's from the University of Cal-

ifornia at Los Angeles in 1953, and a master's in public administration from Harvard in 1965. From 1945 to 1946 he served in the Navy. His foreign languages are Italian and Polish. Before joining the Foreign Service, he was a loan officer with a Beverly Hills, Calif., firm, Gould Investment, 1953-54, and an insurance auditor with the California Workmen's Compensation Fund, Los Angeles, 1954-55.

He won Senior Foreign Service performance pay awards in 1983, 1985 and 1986, and a presidential performance pay award in 1985. Mr. Davis is married to Helen Carey Davis. They have three children: Thorp, Katherine and Anne. □

Yemen Arab Republic

Charles Franklin Dunbar has been special assistant for Afghanistan in the Bureau of Near Eastern and South Asian Affairs since 1985. Before that, he was ambassador to Qatar, 1983-85.

Mr. Dunbar began his Government career in 1961 as a statistical coding clerk with the Department of Transportation. The following year he transferred to State. He was a clerk in the Office of Communications, then took consular and Persian-language training at the Foreign Service Institute. He drew assignments as third secretary and vice consul, Tehran, 1963-64; vice consul, Isfahan, 1964-67; and second secretary and political officer, Kabul, 1967-70.

He returned to Washington in 1970 to become associate watch officer, then staff officer, in the Department's Executive Secretariat. After a two-year tour there, he took Arabic language training at the Foreign Service Institute, 1972-73, going on to become first secretary and political officer in Rabat, 1973-75. He was first secretary and chief political officer, Algiers, 1975-78, and counselor and deputy chief of mission, Nouakchott, 1978-80. In recent years he was a mid-career fellow at Princeton's School of Public and International Affairs, 1980-81, and first secretary and acting deputy chief of mission (later, acting chargé d'affaires), in Kabul, 1981-83.

Mr. Dunbar was born in Cambridge, Mass., on April 1, 1937. He received a bachelor's from Harvard in 1959, and a master's in international affairs from Columbia's School of International Affairs in 1961. From 1961 to 1967 he served in the Army Reserve. His foreign languages are Persian, French and Arabic. He won a Senior Foreign Service performance pay award in 1983. Mr. Dunbar has written articles for *Asia*, the *Middle East Journal*, the *School of Advanced International Studies Review*, the *Bulletin of Atomic Scientists*, and the *Brunswick (Me.) Times*. He has also written book reviews. He is

People at State

In the Bureau of Economic and Business Affairs, **John P. Ferriter** has become deputy assistant secretary for international energy and resources policy . . . He replaces **Alan Larson**, who is principal deputy assistant secretary in the bureau . . . **John P. Burgess** is the new deputy assistant secretary for refugee admissions, Bureau for Refugee Programs . . . **William H. Jahn**, deputy director, Office of International Radio Communications, Bureau of International Communications and Information Policy, has been named executive director of the U.S. delegation to the second session of the Regional Administrative Radio Conference, which will meet in Rio de Janeiro next May and June . . . **Warren G. Richards**, also deputy director in the Office of International Radio Communications, is executive director of the U.S. delegation to the second session of the World Administrative Radio Conference, which will meet in Geneva next August.

Jack Markey, Office of Overseas Citizens Services, Bureau of Consular Affairs, is the new president of the Consular Officers Association. **Joe Borich**, Office of Foreign Service Career Development and Assignments, is vice president. Executive board members include **John Hotchner**, **John Tkacik**, **Leslie Gerson**, **Nancy Lees**, **John Rattigan**, **Katherine (Dee) Robinson**, **Ed Dickens** and **Dennis Reece**. □

a member of the American Foreign Service Association.

He is married to Nelia Goff Dunbar. They have two sons—Andrew Barbey and Charles Matthew, and a daughter, Nelia. □

Reagan to propose Vest for career ambassador

President Reagan has announced his intention to nominate George S. Vest, director general of the Foreign Service and director of personnel since February 1985, for the personal rank of career ambassador, highest in the Senior Foreign Service. The nomination, requiring Senate confirmation, was based on the recommendation of a Senior Foreign Service selection board which met this summer.

Mr. Vest joined the Service in 1947 and was assigned as a consular officer in Hamilton, Bermuda. From 1949 to 1952 he held the same position in Quito, Ecuador. He then drew assignments as political officer, Ottawa, 1952–54; Canadian desk officer in Washington, then special assistant to the assistant secretary, Bureau of European and Canadian Affairs, 1954–59; and political officer at Supreme Headquarters, Allied Powers, Europe, in Paris, 1959–60.

Mr. Vest was transferred in June 1960 to the U.S. mission to NATO and the European regional organizations, also in Paris. Then followed an assignment as chief of the private office of the secretary general of NATO. He was detailed in 1963 to the National War College. After his studies he was assigned to the Office of Atlantic Political-Military Affairs in the Bureau of European and Canadian Affairs, serving there from 1965 to 1967. He then became deputy chief of mission, U.S. mission to the European Communities, Brussels. In August 1969 he became deputy chief of mission, U.S. mission to NATO, also in Brussels.

In recent years Mr. Vest has been special assistant to the Secretary for the Conference on Security and Cooperation in Europe, 1972; special assistant, then deputy assistant secretary, for press relations in the Department, 1973–74; and director, Bureau of Politico-Military Affairs, and deputy coordinator for security assistance, 1974–76. He was named assistant secretary for European affairs in 1977. In 1981 he became the U.S. representative to the European Communities in Brussels, with the rank of ambassador. He then was appointed director general.

Mr. Vest was born on December

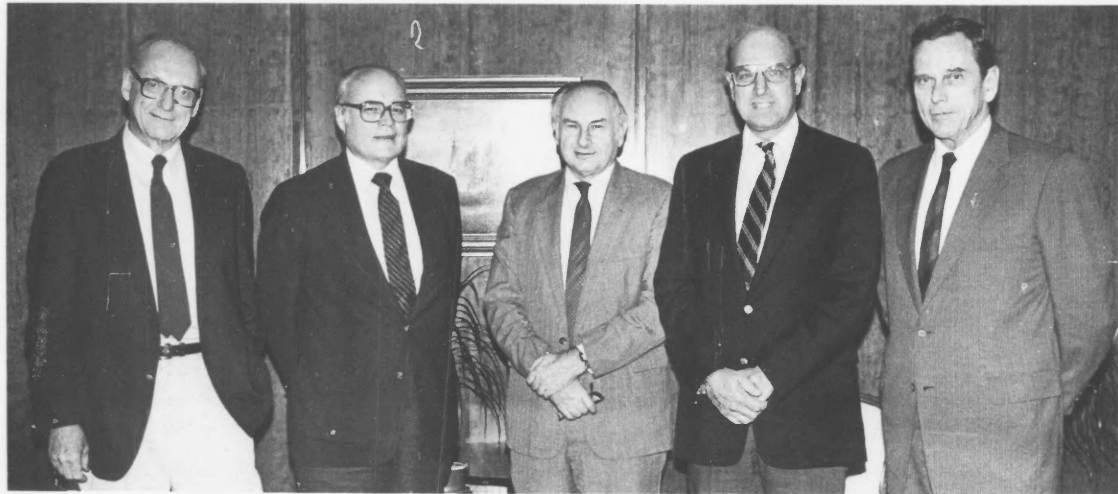
People at Agriculture

Leo V. Mayer has been named deputy assistant secretary for economics . . . Ann Veneman has succeeded him as associate administrator of the Foreign Agricultural Service. □

25, 1918, in Columbia, Va. He received a bachelor's from the University of Virginia in 1941 and a master's there in 1947. He served in the Army during World War II, attaining the rank of captain. He received the Superior Honor Award in 1973 and the Presidential Meritorious Service Award in 1983. He is married to Emily Clemons Vest. They have two sons, George Jr. and Henry, and a daughter, Jeannie.

The rank of career ambassador, created in 1955, has been given sparingly. Between 1956 and 1977, only 22 men and women received it. The rank is held by four other members of the Senior Foreign Service, all of whom are on active duty: Deane R. Hinton, Robert W. Murphy, Thomas R. Pickering and Ronald I. Spiers. If Mr. Vest is included in the summary, the collective experience of the 5 career ambassadors would include 17 ambassadorships, 4 deputy chief of mission assignments and 11 Department presidential appointments. ■

From left: George S. Vest, Deane R. Hinton, Ronald I. Spiers, Thomas R. Pickering, Richard W. Murphy. (Photo by Doris I. Alston)



Life in the Foreign Service—II

Driving to the office (all the way across the Sahara Desert)

The pause that refreshes: skiing on the sand (in 130-degree heat)

BY JEANINE AND MARK JACKSON

The authors, who were consular officers in Zurich, Switzerland, finally arrived to take up their positions as general services officers in Lagos, Nigeria.

THE TELEGRAM read: "We in the African bureau were wondering if you could be persuaded . . .

So began the series of events which culminated in our assignments to the American embassy in Lagos, Nigeria. The jobs sounded great; nitty-gritty administrative work in a large, challenging embassy. We had strong reservations, however, because we'd heard that even greater challenges would be encountered during daily life outside of the office there. Stories whether true or false of rampant, violent crime, urban squalor, debilitating weather, health hazards and hostile hosts dampened our enthusiasm. What to do? After some deliberation, the solution seemed obvious.

The prospect of arriving at a new post with a feeling of dread was too self-defeating to be allowed. We needed a method of effecting an attitudinal transformation—a way to make Lagos an attractive goal.

"Let's drive there."

"OK.!"

You call this commuting?

With this decision, Lagos became our goal. More than that. Considering the terrain to be covered when driving from Zurich to Lagos, Nigeria, became a promised land. We were to have the most challenging travel experience of our lives. After driving to the south of France, we would cross the Mediterranean Sea by ferry to Algiers. From the Algerian capital, we would drive 1,500 miles across the Sahara Desert to Niger, then a further 900 miles to that country's capital, Niamey. From Niamey we would drive 700 miles down the length of the Republic of Benin, then follow the coastal road for 80 miles to the Nigerian border and Lagos.



This is no mirage—it's Mark Jackson!

Goodbyes were said to friends in Zurich, and we were off to Marseille, where an Algerian ferry waited. The crossing to Algiers took 24 hours, and we arrived a 11 p.m. From the ferry deck the illuminated city brilliantly displayed the architecture which makes it one of the Mediterranean's most beautiful ports. Passport, customs, local car insurance and currency exchange formalities were completed fairly quickly on arrival and, after a short night at a hotel near Algiers, the trip began in earnest.

Picking up a passenger

A short distance south of Algiers, we began the crossing of the Atlas Mountains. Panoramas appeared which reminded us of similar scenes in Switzerland, but the sight of monkeys alongside the road reminded us that we were in Africa. At this point, we encountered a hitchhiker of sorts. A young tortoise, after nearly committing suicide on the road, joined us and proved to be a pleasant companion throughout the trip.

The mountains quickly fell behind, giving way to the vastness of the Sahara. The road was fine at this point, and we made good time until, south of Ghardaia, we encountered our first sandstorm. It appeared much like a red-

dish-brown blizzard, as the blowing sand reduced visibility and formed drifts covering the road. The experience felt as if we were receiving sandpaper facials while inside of a windy sauna. The temperature reached 135 degrees. We assured each other that conditions couldn't get much more difficult than this, and we were both confident that the other was lying.

What road?

Books on the Sahara advise against attempting a crossing between May and October. The summer transfer cycle of the Foreign Service, however, doesn't take this into consideration. Besides, we were after an experience that would make Lagos seem attractive.

The drive from El Goleah to Tamanrasset nearly did that. The Michelin map of northwest Africa is the best guide available for a trans-Saharan journey. Nevertheless, we learned that it's wildly overoptimistic. The map portrayed a paved road from El Goleah to Tamanrasset, a distance of 660 miles. The reality was something else. For more than half its length, this road has disintegrated and formed an undrivable trail of broken asphalt. We had to find our own way in the broad, flat sand planes and small, rocky hills. This

wasn't difficult since the former road was usually visible, but it was slow and uncomfortable.

Shoveling sand

One morning along this stretch, our vehicle became badly stuck in deep sand. We got out the shovel, surveyed the situation and prepared for some hard digging. Fortunately it was only 7:30 a.m., so the temperature was merely 125 degrees. As we set to work we heard the noise of high-revving engines, looked up and were amazed to see three motorcyclists coming over a hill. They recognized our predicament and came over to help. The motorcyclists were French "corporants"—young men working in French companies overseas as an alternative to military service. They were riding from their workplaces near Algiers all the way to Lome in Togo! Our trip suddenly seemed much easier. After considerable exertion by all, we got our vehicle to solid ground, then broke out the cold beer we carried in our 12-volt refrigerator. As the temperature climbed with the sun in the early-morning sky, we all savored the cold beer and swapped stories of the road behind and expectations of what lay ahead.

The deep sand that made driving difficult also produced huge sand dunes, which provided an opportunity for recreation in the form of sand-skiing. Skiing on sand requires the same equipment and basic skills as skiing on snow. However, bindings need to be tighter and turns made more aggressively than on snow, due to the higher friction encountered. Skiing without lift lines at first seemed a great idea, except that it meant that there would also be no lifts. After we climbed a sand dune in 130-degree heat while wearing ski boots and carrying poles and skis, we sorely missed the lift. The skiing was fine, however, and three good runs were completed before serious feelings of dehydration made ending the fun seem prudent.

Here's sand in your eye!

Later that day, in an area where the road was being rebuilt, we were stopped

by the members of a five-man construction crew. We'd seen no vehicles for a few hours, and thought the men were either going to admonish us for driving on the new asphalt or else ask us for water. When they blocked our way with a steamroller and demanded that we let them see what we were carrying, it became clear that their intentions weren't honorable. They didn't appear to have weapons, so when one of them began to block our vehicle from the rear, we reversed as quickly as possible, switched to four-wheel-drive and took off over the sand dunes. They fruitlessly threw rocks at us as we made our getaway. For the remainder of the trip we took wide detours around road crews.

Tamanrasset, or Tam as it's often called, is the southernmost town in Algeria. It's colorful and vibrant, and enjoys a pleasant climate as a result of its mile-high elevation. South of Tam, the road ends after 15 miles, with the next pavement in Arlit, Niger, 360 miles distant. Before proceeding on this route, a visit to the police is required in order to obtain authorization. The police told us that 15 persons had died attempting the crossing since January, and that three were currently missing. The statistics shook us, but we knew we were well prepared. Still, we resolved to take as few chances as possible. We were then warned to drink lots of water and to follow the main track. We asked how frequently we could expect to see route markers and were told: "Maybe every five miles, but just follow the track." As for drinking lots of water, we really didn't need to be told. Our fluid intake over the past days had quadrupled, while outflow had nearly ceased.

Even a mirage will do

We left the pavement south of Tam and followed the track. Soon we saw a marker. A few miles later, another marker. Not too bad, but a little scary. We hadn't seen another vehicle since leaving Tam two hours earlier. The temperature was climbing to 140 degrees. "Where's the next marker?!"

We drove 5 miles, then 12. No marker. Sand was blowing and tracks were hard to see. After 14 miles, we

saw another marker. Relief! But in the next 30 miles, we saw no markers, and tracks were visible only intermittently. We had still seen no one else, and were traveling by compass. It was possible to travel fairly quickly over the open desert, but unexpected bumps and jumps damaged our roof-rack. The temperature had reached 145 degrees in the shade when it became necessary to stop and repair the rack in the brutal sunshine. It was a full 70 miles before we saw another marker indicating we were traveling in the right direction. A short time later, we were further reassured by our first sighting that day of another vehicle. It was a northbound truck carrying, of all things, 15 young European tourists who had begun their trip in Malawi.

As we continued toward the border of Algeria and Niger, the sand became deeper. Four-wheel-drive, low air pressure in the tires and careful driving were all needed to keep from becoming stuck. The desert is unforgiving, and we passed the remains of more than 100 vehicles, some years old, that had broken down or become stuck and then had to be abandoned. While the failed crossings represented by these cars and trucks heightened our anxiety, the sight of them reassured us that we were driving on the main track.

Breakdown

It had already been a long day when we reached the midpoint of the roadless stretch between Tam and Arlit. The feeling of solitude and insignificance was overwhelming. The scenery changed from open plains to sand dunes, to rock mountains and back again. It was thrilling and frightening. We happily calculated the distance to the border—30 miles—where we knew a customs checkpoint existed. Probably nowhere else on earth are travelers so routinely happy to see customs officials. Expecting to reach the border in less than an hour, we began to congratulate ourselves. Then, in the middle of a stretch of deep sand, the engine stopped.

Our preparations had included stocking many spare parts, tools and



The Jacksons with Nellie, their vehicle, in northern Niger.

shop manuals. We inspected the engine carefully for the cause of the problem. It hadn't overheated. The oil cooler, basically an auxiliary radiator for the engine oil, was functioning properly. We hoped to find an easily-solved problem such as an ignition wire shaken loose or a clogged air filter. Instead, the only fault we saw was that the battery caps had shaken off, allowing acid to splash about the engine compartment. While the missing caps couldn't have caused the problem, it was necessary to plug the holes, which we did using bottle caps, cardboard and duct tape.

Thirsty car

Not finding a problem, we tried to restart the engine. It started weakly, then began to sound better. We were able to reach an area of firm ground before the engine began to lose power sporadically. Bad fuel? Impossible. We had added fuel from jerry cans shortly before, but the cans had been filled in Europe—so that couldn't have been the problem. Still, we added a bottle of STP gas treatment to the tank (for psychological support), then drove on, with occasional stops, to the border. At the customs post, we were able to fill the tank and our engine problems ceased, confirming that bad fuel had, in fact, been the problem.

As in Algiers, the border officials were friendly and fairly speedy. We carried a letter, written in French, which explained that we were State Department employees traveling on vacation to our new assignment in Lagos. It thanked the government officials along the way for providing us safe passage and was signed by our former consul general in

Zurich, Louis Segesvary. It worked wonders, and partially compensated for our basic ignorance of the French language, as we crossed borders and passed numerous police checkpoints.

By the time we reached the other side of the border, the customs office for Niger had closed for the day. News travels quickly, however, in a settlement based on five trees and a few tents. Soon the customs officer appeared. He quickly passed us through the border, then lingered to converse with us in the fluent English he'd learned at the University of Niamey. We discussed our trip and what sights we should see in Niger.

'Cool' night

Since dusk was approaching, we decided to camp near the customs post. Sharing the makeshift campground were a group of nomads whose tents surrounded ours and whose camels roamed freely about the area. The air felt pleasantly cool, and a check of the thermometer showed a reading of only 110 degrees. The last sight visible, before the limitless sky exploded with fantastically brilliant stars, was a camel caravan moving off into the sunset. It was the best night of the trip.

The next morning, after awakening to the sight of another camel caravan waiting to clear customs, we broke camp and headed for Arlit. The 120-mile track to Arlit was much less difficult than that of the prior day. Markers were placed regularly every two miles, and there was little deep sand.

Upon reaching Arlit, we imitated the pope by kissing the pavement, then

began the long and delightfully uneventful drive to Niamey. There we found a bustling city with well-stocked markets. We dined at excellent Chinese and Lebanese restaurants. We felt content, knowing we had nearly reached our goal. We had little concern for the upcoming drive through Benin.

Again: what road?

As we entered that Marxist state, societal changes were immediately evident. The people appeared to be more industrious than any we'd seen previously on the trip (except for the Swiss), but their standard of living was clearly the lowest. The road gradually deteriorated, until we reached Parakou in the center of the country. From there, the Michelin map indicated a two-lane, paved road to the coastal capital of Cotonou. Again, the map proved overly optimistic. There has never existed a paved road between Parakou and Cotonou, and for 120 miles we traveled slowly on a very bumpy, dirt road.

Along the route is the city of Save. It must be among the most shudderingly ugly places in the world. While traveling through Save, we remembered hearing that employees assigned to the embassy in Lagos often travel to Benin on weekends.

Happily, as we approached Cotonou, the country took on a new personality. The people were friendlier and their lot appeared better. Cotonou is a small, pleasant city where Marxism and capitalism seem to complement one another. Goods are plentiful and hotels are of high quality.

Rainbow

Our pause in Cotonou was brief. Lagos was only 80 miles distant, and we were excited at the prospect of meeting our new colleagues and seeing our new house. We were also tired, dirty and sick. As we entered Nigeria and approached our home, a cool, refreshing rain began to fall. The city-limit sign passed by. Then the sun broke through the clouds and a rainbow crossed the sky. We drove into the promised land. ■

Honors and Awards

'Handicapped' award goes to Tajuana Redman



Tajuana Redman of the Bureau of International Organization Affairs has been named State's "Handicapped Employee of the Year." In addition, she ended as a runnerup for the 1987 presidential award, in a program administered by the U.S. Office of Personnel Management.

Ms. Redman, who experiences learning disabilities, was accorded the honor because of her performance as a messenger/mail and file clerk. "She takes great pride in her work, and she renders reliable and excellent service," said George S. Vest, State's director of personnel, who headed the awards committee that selected Ms. Redman. □



MONROVIA, Liberia—Building maintenance officer *William Sutherland*, left, is presented Meritorious Honor Award by deputy chief of mission *Keith Wauchope*. *Mrs. Sutherland* is at right.



PRETORIA, South Africa—Chargé *Richard C. Barkley* presents Meritorious Honor Award to general services officer *Dolores C. Brown*.



PORT LOUIS, Mauritania—At completion of tuna fishing and canning agreement, from left: *Sir Rene Seeyave* of a Mauritian company; Ambassador *Ronald D.F. Palmer*, *Roger Rosendahl* of an American company and deputy chief of mission *Robert C. Perry*.

William Bruce elected president of couriers



Mr. Bruce



Mr. Calisti

Veteran courier William H. Bruce was elected president of the U.S. Diplomatic Courier Association at its 24th annual reunion at the Ft. Myer Officers Club on October 10.

Other newly-elected officers are Bill Curley, vice president; Richard Thompson, treasurer; Betty Daymont,

INTER-AMERICAN AFFAIRS—Group Superior Honor Award for contributions to the Caribbean Basin Initiative, from left: Deputy assistant secretary Paul Taylor, John Crawford, Jeffrey Sager, Maureen Quinn, Carolee Heileman, Don Cleveland, John Harrington, Shirley Briscoe, Peter Whitney, Elise Williams, Assistant Secretary Elliott Abrams, Janina Slattery, Ward Barmon, Patricia Haigh,

secretary; Gail Gardner, special projects officer; and John Grimes, liaison officer.

Mr. Bruce, who joined the Department's Diplomatic Courier Service in 1959, has traveled to virtually every country in the world. Recently retired, he has been called back to assist on the Washington-Moscow courier runs. The evening program featured "The Couriers' Story," a videotape produced by the Bureau of Diplomatic Security, which depicted the role of couriers in safeguarding and delivering diplomatic pouches to Foreign Service posts around the globe. The film included "The Courier," with words and music composed by Mr. Bruce.

Cal Calisti, a diplomatic courier since 1967, was presented the first John

C. (Jack) Grover Award, which was established to memorialize the late founder and president of the organization. Mr. Calisti has served in Washington, Bangkok, Frankfurt and Paris. Other award winners included Mr. Bruce and Bob Laplante, Hall of Fame Awards; Robert E. Lamb, assistant secretary for diplomatic security, honorary membership in the association; Anna Mae Grimes, associate membership; and Betty Daymont, who received a certificate of appreciation for her longtime service as secretary. □

LILONGWE, Malawi—Members of the embassy staff receive Meritorious Honor Awards from Dennis C. Jett, chargé d'affaires (center). Left to right: Joni McFarland, general services officer; Moses Kavalo, general services assistant; Ernest Dauya, financial assistant; Jerry Baker, administrative officer.



HONORS AND AWARDS



DAMASCUS, Syria—At award ceremony, from left: *Hassana Azem, Khairo Hamwi, Bilal Hammal, Zoufja Samman, Bashir Notafji, Fayrouz Sam'an, Walid Najem, Samir Dahi, David Ransom, Mohamad Shahan, Faisal Waqialla, Marjorie Ransom, Riad Ayoubi, Amal Akawieh.*



LILONGWE, Malawi—Chargé d'affaires *Dennis C. Jett* (right) presents Meritorious Honor Award to the communications program unit. Accepting the award is *Richard McDonald*, support communications officer.



CALCUTTA, India—Principal officer *Kenneth C. Brill*, left, presents retirement certificate to general services supervisor *Sharafat A. Khan*. With them is administrative officer *Jorje Cintron*.



CAIRO, Egypt—*Danny Corsbie* receives Superior Honor Award from *Frank G. Wisner*, the ambassador to this important Arab country.



BEIRUT, Lebanon—At award ceremony, from left: *Claude Knesevitch, Mohammed Sukkar, Ambassador John H. Kelly, Adel Assaf.*

Verse

New girl



*Drowning in a sea of unfamiliarity,
Unfamiliar faces,
Unfamiliar sights, sounds.
Even an unfamiliar language.
You are rendered silent by the
Strangeness of your surroundings.
Curious eyes glancing briefly at you,
The new girl.
Your eyes are silently pleading for
Someone to approach you,
Smile a friendly smile.
Anything.
The first day of school,
The bell rings.
Swallowing the lump in your throat,
Blinking back the tears that will
Cascade unchecked
At a moment's warning.
You miss the lightheartedness,
The camaraderie,
As everyone reminisces on the
golden
Days of summer.
You take a seat in the back
In an unconscious effort to flee.
Thinking of years past
When you too bragged excitedly
About your summer.
On the first day of a new year,
Maybe there was a new girl too
But you were too busy,
To take the time to care.*

*In the back,
You are hidden by an ocean of
heads.
The pandemonium climaxes,
Ringing hollowly in your ears.
The teacher futilely,
Half-heartedly,
Hushes the class.
She begins to call roll,
Then pauses at your name.
She says your name questioningly,
Several kids turn
To gaze serenely at you.
They are content in their school
With their friends.
You speak a hesitant, "Here."
The teacher completes roll
And begins reciting
The well-known school rules and
Regulations.
But these are so novel,
They seem to emphasize
The distance between you
And "them."
A bout of homesickness grips you.
Your only companions are
The tears filling your eyes.
Staring blankly at your desk,
You feel a lone tear
Streak slowly down your face.*

—SUSAN JORGENSON □



Changing places

*Sitting
for the first time
on the first day
of the first year
in a new school
at a new desk
in a new classroom.
A different place, a different face ...
loneliness is a grey curtain
to the happiness
that tries desperately,
like sunlight at twilight,
to flow in through the window.
O.P., Izod, Jordache, and more,
gather 'round, waiting
for the opening of the school door
while J.C. Penney's and Sears
stand alone.*

*The question circles through the mind:
Why is there so much difference?
But no answer presents itself
to light the match of acceptance.
Yet, the spark
to kindle the fire,
to answer the question,
to part the curtain
is the openness*

*of mind
body,
and spirit*

*to the new places, the new faces
that wait
for the doors to open.*

—DAVID FOUCHE ■

Ask Dr. Dustin



Q. NEAR EAST
I usually get a bad cold every winter. Lately I've started taking Keflex—an antibiotic I once got for pneumonia—every six hours for two or three days at the first sign of a cold. It gets rid of my cold in one or two days. When the regional medical officer visited our post, he discouraged my use of this, even though I don't have any side effects from it. So if it doesn't bother me, is there any danger to this practice?

A.
Although it may seem as if antibiotics are curing your colds, that's certainly not the case. And there are some risks from unnecessary use of antibiotics. Colds are caused by viruses, and aren't killed by antibiotics like Keflex or penicillin. Despite this fact, many people still go to their doctor expecting to get a prescription or a shot of penicillin. Another problem with casual use of antibiotics is that you could develop a serious reaction to them, even if you've taken them without any problems in the past. A bigger problem with indiscriminate use of antibiotics is that bacteria can grow resistant to them after repeated exposure. Although drug companies continue to discover new and powerful antibiotics to overcome the problem of drug resistance, newer antibiotics are usually expensive and riskier to use. Oddly enough, you can also do harm by taking antibiotics for too short a time. It takes 10 days to treat adequately a strep throat infection; shorter treatments may result in the strep infection being followed by rheumatic fever—a heart-damaging complication that has sadly

Health insurance costs

The new Washington Consumers' Checkbook, "Guide to Health Insurance Plans for Federal Employees," priced at \$5.95, may be ordered by writing to 806 15th Street N.W., Suite 925, Washington, D.C. 20005 □

GREAT AMERICAN SMOKEOUT

AMERICAN
CANCER
SOCIETY



TAKE A BREATH

Join the Great American Smokeout on Thursday, November 19. Millions of smokers across the country will take a break and try not to smoke for 24 hours. How about you? Or, if you don't smoke, adopt a smoker for the day and promise to help that friend get through the day without a cigarette!

been making a comeback recently. In all likelihood, the clearing of your cold symptoms had nothing to do with taking antibiotics, unless you just felt better because you were doing something about them. Because antibiotics don't cure colds—and may actually be harmful—I don't advise taking them without the doctor's approval.

Q. WESTERN EUROPE
My daughter will be 22 this fall, at which time she'll be automatically dropped from my health insurance. At her university she is covered, but I note it's pretty scant and generally related to college events during the academic year. Is there any way I can obtain an insurance policy that will cover her when she visits during school holiday, especially when ski season is upon us?

A.
My first suggestion is that you contact your existing insurance company to extend coverage beyond age of 22 by pur-

chase of and payment for a private policy. Further, you can contact those companies which offer policies to cover short periods of time while your dependents, friends and other relatives may wish to take advantage of visiting you in an overseas setting: Access America, 600 Third Avenue, New York, N.Y. 10163, (202) 822-3948 or 1-800-851-2800; SOS International, P.O. Box 11568, Philadelphia, Pa. 19116, (215)-244-1500.

Q. EAST AFRICA
Every now and then I get a sharp pain in the side of my chest. It makes it hard to take a breath for a few seconds, but then it goes away. What causes this pain? Is it the same as the ache I sometimes get in my side when jogging? Are these a sign that something is wrong? I'm 28.

A.
It sounds as though you're describing two common types of chest pain that are

harmless. The important thing is distinguishing them from serious problems. The first sounds like what some people call a "stitch" or "catch" in their side. This pain strikes suddenly without warning, during rest or exercise and makes it difficult for you to breathe. After you sit still without breathing for a few seconds, the pain clears by itself. Doctors aren't quite sure what causes this pain, but it's perfectly harmless and doesn't lead to anything serious. The second sounds like a muscle cramp that occurs during vigorous exercise. If you stop and rest for awhile, it will go away, though some people continue running and still have the pain subside. The main problem is distinguishing these pains from more serious forms of chest pain. Muscle cramps in the chest, for example, may mimic angina—a cramp in the heart muscle due to blocked blood flow and a warning sign of possible heart attack. Sharp chest pain that makes it difficult to breathe can occur with a collapsed lung or a blood clot in the lung, although these conditions don't clear within seconds. You should consult with the regional medical officer during his or her next trip to your post.

BRASILIA, Brazil—Inaugurating the new health unit, from left: regional medical officer David L. B. Fringer, Ambassador Harry

Q.

Are medical examinations really necessary? I don't really want to take the time to take one while I'm on home leave, and my post doesn't have facilities. What are the consequences if I don't take one?

A.

Yes, medical examinations aren't only necessary, they're required as part of the medical clearance process for employees and eligible dependents prior to employment, completion of tour and upon separation. Newly-acquired dependents, whether by marriage, birth or adoption, must be examined within 90 days of attaining dependent status. The consequence of not having a medical clearance before departing for an overseas assignment may be forfeiture of medical benefits, including hospitalization cost and medical evacuation travel. I needn't emphasize that, in these days of enormously expensive fees for hospital, medical and surgical expenses and related health care charges, it's

Shlaudeman, nurse Barbara Jo Harrick, administrative officer J.R. Mason, general services officer Louis Pruitt, Marijje DeVries.

foolhardy to jeopardize your medical benefits. Some agencies won't issue onward travel unless you do have a medical clearance. With appropriate planning, physical examinations may be scheduled in Washington. They take perhaps four to six hours of consultation time in Washington. □

Dr. Dustin's health hints

If someone is choking, here's what to do: If, at dinner, a child or adult suddenly becomes quiet and shows signs of distress, immediately send for help, but don't wait for it to arrive. Ask the victim if he or she can talk, cough or breathe. If the victim can't, he or she is probably choking. Use the "Heimlich maneuver": Wrap your arms around the victim's waist from behind. Make a fist with one hand and place it, thumb-side, against the abdomen, between the navel and rib cage. Clasp the fist with your free hand and press in with a quick, upward thrust. Repeat several times if necessary. When the obstruction is out, administer mouth-to-mouth breathing, if required. Keep the victim warm and quiet until medical attention arrives. This maneuver is taught in CPR (cardiopulmonary resuscitation) courses, and I strongly urge everyone to take this course when it's offered at your post. ■



Commerce/Agriculture

Late (but great) start for U.S. Pavilion at Poznan Fair

Event marks debut of 'The 50 Stars'

BY DOLORES F. HARROD

IT WAS LATE February, and another sub-zero day in Poland. I was nearing the end of my third and final year as commercial attaché at the U.S. embassy in Warsaw, and now, with only five months to go, I received a rush phone call from the Commerce Department in Washington. I was told to organize a U.S. exhibition for the Poznan International Fair in June, where we hadn't exhibited since 1981.

"Who will you send as exhibition director?" I asked. There was a pause on the line, then: "You. It's been decided at the highest levels that we must have an official U.S. presence, but we have no money for a director."

My work was cut out for me. The eight-day Poznan International Fair is a major commercial event attended by almost half a million Poles. With my two Foreign Service national aides, I quickly called a meeting of all American firms with branch offices in Warsaw, and asked what it would take for them to become exhibitors in the U.S. pavilion at this late date. We made their first concerns (offering a competitive fee, assisting in making contacts with major end users, and providing creature comforts such as air-conditioning and an in-pavilion restaurant) part of our recruiting package, and helped informally with hotel reservations. By the end of March, we'd recruited 13 firms, ranging in size and renown from IBM to a family-operated machine tool company in New Jersey.

Over the next month, we developed mailing lists for our participants, met with foreign-trade organizations and ministries on the companies' behalf, set up the "America Day" reception, coordinated booth construction plans, collected information for our pavilion brochure, translated it into Polish and had 10,000 two-language copies printed in Vienna.

By the middle of May, we were as

on-track as could be expected. Except, that is, for the restaurant. We'd promised one to our participants, knowing it would be a strong selling point, given the alternative of having to fight for a piece of lunchtime kielbasa at the crowded fairground kiosks. First we'd approached one large American fast-food chain with plans for the Polish market, and offered advertising and free space in the pavilion in exchange for their setting up a kitchen and serving 50 to 60 of their famous lunches on each of the eight fair days. Too complicated, they decided. Then we made the same offer to another well-known fast-food chain, which turned it down as a logistical nightmare. Next we asked an internationally-respected hotel chain and catering service. No thanks, they replied.

So we called Helen LaLime and Ellen Conway, in the general services office at the embassy, from which we borrowed a 40-inch stove and ventilator hood; hired a cook from the embassy's Eagle Club; rented pots and pans, dishes, glasses, cutlery; and carted it all to Poznan, where we set up a kitchen that turned out five-course gourmet lunches at reasonable prices. The restaurant, immediately dubbed "The 50 Stars" by hungry and grateful exhibitors, was the most appreciated service we provided. It did land-office business.

In the end over 400,000 persons attended the fair, 215,000 of whom visited the U.S. pavilion, or about 4,000 per hour. Every day from about 11 a.m., when cheaper entry tickets were on sale, the aisle running down our portion of the hall would be filled with a solid phalanx of people moving seven abreast. If they weren't really able to see anything, no one seemed to mind either. The point was to walk through the American exhibition, to be there.

The American firms were pleasantly surprised by the overwhelming public interest in the U.S. exhibition. While a few complained that their legitimate business visitors couldn't fight

their way through the throngs, most believed that the popularity of the American pavilion enhanced their prospects with Polish customers.

The show wouldn't have been half the success without the cooperation of the consulate staff in Poznan. Principal officer Mary Rose Brandt opened up the consulate for storage and temporary offices for exhibitors. Consular officers Bob Tatge and Janet Spikes were on call throughout. Hans Amrhein, Commerce's Director of Exhibitions for Europe, rolled up his sleeves and pitched in with final arrangements. Embassy economic officer John Cloud backstopped me during my absences from Warsaw. And as trade center and exhibition director, I became de facto bookkeeper, translator, restaurant manager and main liaison with the construction team.

Somehow it all worked. Our companies received maximum exposure for their products, and a substantial amount of business was transacted. A few of the firms had off-the-floor sales, some started contract negotiations and most made otherwise-impossible contacts with key end users.

Most of the exhibitors will be back next year, as will "The 50 Stars." We've had calls from other businesses who want to be included in 1988—for which my successor, Edgar Fulton, presumably will receive more lead time to prepare. □

Plant officer is hero

The Agriculture Department's Herb Murphy rescued two men and two women from piranha-infested Lake Camatagua in Venezuela recently. Mr. Murphy, a plant protection and quarantine officer, was fishing from a small boat when a plane crashed on the lake, hurling its four occupants into the water. Mr. Murphy pulled them into his boat. ■

Education and Training

Schedule of courses at the Foreign Service Institute

Program	Nov.	Dec.	Jan.	Length
Area studies				
Africa, sub-Saharan	9	—	25	2 weeks
East Asia	9	—	25	2 weeks
Latin America	9	—	25	2 weeks
Near East and North Africa	9	—	25	2 weeks
South Asia	9	—	25	2 weeks
Southeast Asia	9	—	25	2 weeks
USSR/eastern Europe	9	—	25	2 weeks
Western Europe	9	—	25	2 weeks
Language and advanced area courses				
French	23	—	11	20 weeks
German	23	—	—	24 weeks
Italian	23	—	—	24 weeks
Portuguese	23	—	—	24 weeks
Spanish	23	—	11	20 weeks
Familiarization and short-term (FAST) courses				
Chinese	2	—	—	6 weeks
French (metropolitan)	23	—	11	10 weeks
French (sub-Saharan)	23	—	11	10 weeks
German	—	—	11	8 weeks
Italian	23	—	—	10 weeks
Portuguese (Latin America)	23	—	—	10 weeks
Portuguese (Europe)	23	—	—	10 weeks
Spanish	23	—	11	10 weeks
Overseas Briefing Center				
American studies, cross-cultural adaptation: Logistics of Foreign Service life	—	—	—	10 days
Going overseas (Wednesday evening, singles/couples)	—	—	27	1 day
Re-entry (Sat., families, singles & couples)	7	—	—	1 day
Regulations, allowances and finances	23	—	—	3 days
College admissions for the Foreign Service child	5	—	—	1 day
Administrative training				
*Budget and financial management	2	—	4	27 days
**General services operations	9	—	—	
	16	7	11	
	23	14	19	
	30	—	25	7 weeks
Personnel management training	—	—	4	25 days
***Coping with violence abroad	9-10	7-8	11-12	
	23-24	21-22	25-26	2 days
<small>*After the basic 27-day course, officers going to financial management center posts will be given five days' training on the financial management system and 10 on the U.S. disbursing officer's functions. Previous registration for these adjunct courses is required. **Weekly enrollment. Registration required. ***No longer available on a walk-in basis. Registration required. Coping-with-violence-abroad seminars are now two days.</small>				
Consular training				
ConGen/Rosslyn basic consular course	Pre-registration required for: Continuous enrollment:			26 days
Consular functional intensive	— — — 4			3 weeks
Consular orientation program	Continuous enrollment:			6 days
Immigration law and visa operations	*Correspondence course			
Nationality law and consular procedure	*Correspondence course			
Overseas citizens services	*Correspondence course			

—(Continued on next page)

Senior Seminar grads get their assignments

Three graduates of the 1987 Senior Seminar have been chosen for ambassadorial posts, the Bureau of Personnel reported. They are Leonard G. Shurtleff, Congo; David H. Shinn, Burkina Faso; and Theresa A. Tull, Guyana. Three other graduates are to become deputy chiefs of mission—George Griffin, Nairobi; John Todd Stewart, San Jose; and Wesley Egan, Lisbon.

Other members of the class and their new assignments: Ralph T. Jones, consul general, Guayaquil; Gerald De Santillana, political counselor, Madrid; Aurelia E. Brazeal, minister-counselor for economic affairs, Tokyo; Thomas E. McNamara, National Security Council; Norman A. Singer, detail to the Bureau of Consular Affairs and Congressional Committee on Migration; and Ralph F. Laurello Jr., to executive secretary, Overseas Security Advisory Council.

George S. Vest, director general of the Foreign Service, and director of personnel, said: "The Senior Seminar is attended each year by approximately 30 of the most promising officers in the Foreign Service, the Department and other agencies with foreign affairs responsibilities. The Bureau of Personnel takes a close interest in assuring that State's dozen or so graduates are placed in senior leadership positions." □

Retirement seminar set for January 25-29

The Office of Career Transition has scheduled a retirement planning seminar in the Loy Henderson Conference Room, January 25-29, 8:30 a.m. to 1 p.m., for those who wish to explore, understand and prepare for the many new options that follow the ending of one career and the beginning of another. The seminar will also be offered April 25-29, August 8-12 and October 24-29.

Topics to be discussed include Foreign Service and Civil Service annuities and benefits, social security and Medicare, the meaning of retirement, psychological adjustments, health issues,

EDUCATION AND TRAINING

choosing activities and the use of time, retirement organizations, housing decisions, financial planning, legal and tax matters, the job search and second careers.

Eligible to attend the sessions are full-time, permanent State Department employees who are within five years of voluntary retirement, as well as those who have not been retired more than one year. Applications may be sent to Jacqueline Manley, Office of Career Transition, PER/CTR, SA-20, Department of State, Washington, D.C. 20520. ■

Hot milk in cool bottles

The following is excerpted from *Emergency Medicine*, January 30, 1987, as reprinted in the *Foreign Service Medical Bulletin*.

The microwave oven is convenient for heating baby food but one of its characteristics is that it heats the contents more than the container—therein lies a burning tale.

The microwave oven is a time-saver for people on the go but if they use it to heat baby food and bottles, they may end up spending that time with the baby in the emergency room. According to a group of Wisconsin physicians, esophageal and airway burns are unexpected microwave hazards in children and you'll need to be on the alert for both.

The danger in using a microwave oven for heating children's food or drink is that the outside container doesn't get nearly as hot as its contents, says Dr. Jeffrey S. Garland, a fellow in the pediatric intensive care unit at the Children's Hospital of Wisconsin in Milwaukee. "A bottle, for example, will feel cool to the touch, so if the parents don't take the temperature of the liquid inside by the old method of putting a couple of drops on their wrists or sampling it themselves, they won't realize how hot it is. A child will drink from the cup of bottle and oropharyngeal, esophageal, and possibly, airway burns may be the result."

In addition, scald injuries to the face or neck should prompt a careful ex-

—(Continued from preceding page)

Program	Nov.	Dec.	Jan.	Length
Passport examiners	*Correspondence course			
*See Airgram A-660 (dated 7/17/84).				
Economic and commercial training				
Orientation to overseas economic functions	—	—	25	2 weeks
Executive development				
Foreign policy leadership seminar	—	—	10	11 days
Supervisory studies seminar	—	—	13	3 days
Supervision for experienced employees	—	—	8,17	3½
Orientation for inspector general personnel	2	—	11	5 days
Washington tradecraft	9	—	15	10 days
Political training				
Foreign affairs interdepartment seminar	—	—	11	2 weeks
Political tradecraft	—	—	4	3 weeks
National security and arms control	30	—	—	1 week
Negotiation art and skills	—	7	—	1 week
Orientation				
Orientation for Foreign Service officers	16	—	—	8 weeks
Orientation for Foreign Service personnel	2	—	19	1 week
Orientation for Department officers	10	—	—	2 days
Secretarial briefings				
First-time ambassador's secretary briefing	Individual or group by appt.			4-8 hours
Washington assignment	Individual or group by appt.			4-8 hours
Refresher onward assignments	Individual or group by appt.			4-8 hours
Clerical orientation				
Department clerical orientation	—	—	11	7 days
Communications courses				
Advanced writing for managers	16	—	—	22 hours
Effective speaking and listening skills	—	—	13	24 hours
Effective writing for Government	—	—	5	24 hours
English and communication skills (written)	30	—	—	40 hours
Secretarial courses				
Foreign Service secretarial training	23	—	—	8 days
Equal opportunity seminar				
Management seminar for executives and supervisors	12	—	21	1 day
Skills development courses				
Skills laboratory: shorthand	2	—	—	72 hours
Communications workshops				
Introduction to word processing	Individual or group by appt.			8-12 hours ■

amination of the oral mucosa. Dr. Garland adds: "If someone has burns around the mouth, you're going to be more concerned about the airway and you'll want to do a bronchoscopic examination early on to assess the injury." You'll want to consider intubation so you can prevent airway obstruction

down the line.

To prevent microwave-related injuries, Dr. Garland suggests warning parents of infants and small children to keep microwave-heated liquids well out of reach and to pretest any food or beverages prepared in the microwave oven before giving them to their children. □

Diplo-Croctic No. 44

BY RICHARD McDONOUGH
Guest Contributor from Thailand

DIRECTIONS

To solve this puzzle, write the words that you can guess from the definitions in the numbered blanks provided, and then transfer the letters to the corresponding numbered squares in the diagram. Working back and forth, a quotation will appear in the diagram reading left to right. When all the words have been filled in, the author and title of the book from which the quote was taken will appear as the first letter of each word reading down. The solution will be published in next month's STATE magazine. (Ms. Becker's "Diplo-Croctic No. 43" appeared in the August-September issue; the solution was in the October STATE.)

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

CLUES

WORDS

- A. Famous US Navy prison
 143 35 6 136 99 166 93 150 67 31
- B. Outstripped
 29 135 54 151 116 174 24
- C. Resources
 107 60 185 16 96
 103 32 70 147 77 84
- D. People (Greek)
 98 109 12 62 171 121
- E. Habitual criminal
 117 38 175 133 10 78 87 123 74 112
- F. Impassive
 142 145 91 104 18 179
- G. Treachery
 40 52 65 183 161 3 138
- H. Murder
 111 26 36 169 46 50 81 130
- I. Synthetic
 43 165 8 153 141 127
- J. Famous US Army prison
 129 119 108 4 148 94
 59 90 186 56 68
- K. Notorious
 73 162 22 47 92 83 154 27
- L. Animals in general
 157 102 126 19 176
- M. Adversary
 137 182 114 14 71

CLUES

WORDS

- N. Sixteen drams
 2 144 177 159 69
- O. Harmonica
 156 30 9 173 34 122
 97 86 66 125
- P. Deliver up
 45 168 11 120 139 106 53 75 61
- O. Rout
 58 5 115 180 100 79 85
- R. European policeman
 17 105 140 118 178 89 48 152
- S. Calculating instrument
 172 149 55 110 7 33
- T. Sped
 101 164 95 13 131
- U. Thumb
 113 158 82 170 1
- V. Counterbalance
 155 76 28 20 134 187
- W. Seeps
 181 21 128 63 124
- X. Intense
 64 163 42 160 23 57 39 146
- Y. U.S. eagle, e.g.
 88 25 44 132 167 37
- Z. Sink, slide
 51 80 184 15 72 41 49

Post of the Month: Paris

THIS FRENCH CAPITAL has been called the heartland of world diplomacy. The Foreign Service people at the U.S. embassy there are featured as part of STATE's continuing series. (Photos by Jayleta Heflin)



The Paris Opera.



The Eiffel Tower.

Place Vendome.



Shopping on Rue Faubourg St. Honoré, from left: Ann Hyland, Nancy Johnson, Suzanne Albanese.



Reception for newcomers at the residence.



In Paris cafe, from left: *Dennise Mathieu, Terri Robl, Alyce Tidball, Patsy D'Ille.*

The Paris metro.



Agricultural officer *David McGuire* and science officer *Alyce Tidball* emerge from subway.

Aerobics class at the residence.



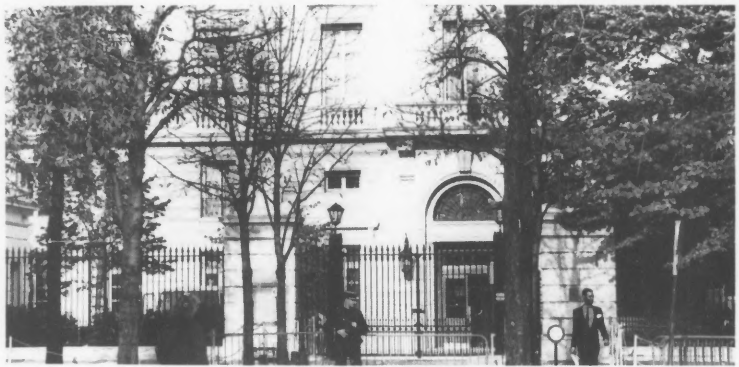


Fred Vigil, left, and John Colville at the Marine bake sale.

In the embassy gift shop, at left, is manager Anne Juge. Chantal Burns is the customer at right.



Place Concorde, in front of the embassy.



The embassy.





Commissary manager *Bill Doyle* with his customers.

Sandra Twohie, in the community liaison office.



Visa applicants in courtyard of the Talleyrand Building at the consular section.



In pouch room, from left: Foreign Service national employees *Gerard Bisi*, *Berard Colin*, *Vernot Cairo*.



Staff members, from left: secretary *Camille Gerwig*, deputy chief of mission *William Baraclough*, protocol assistant *Eliane Zlotnick*, secretary *Gloria Wettlesen*, special assistant *Paul Timmer*.



Camille Gerwig and *Eliane Zlotnick*, in the protocol office. ■

Personnel: Civil Service

Promotions

GG-8

Hipsley, Kyle K., International Boundary Commission, United States and Canada

GG-11

Bevacqua, Frank Louis, International Joint Commission

GG-13

Manher, Vivienne S., U.S. Mission to the United Nations

GM-13

Alexander, Clara W., Diplomatic Security

GM-14

Davis, Howard Caldwell, Intelligence and Research
Frisa, Lillian E., Intelligence and Research

Galogly, Stephen J., Economic and Business Affairs

Lodge, Terri Susan, Intelligence and Research

Van Diepen, Vann, Intelligence and Research

GM-15

Witten, Samuel M., Office of the Legal Adviser

GS-3

Current, Lynette M., Passport Agency, Seattle

Jordan II, Charles Thomas, Office of the Comptroller

Merced, Arthur M., Passport Agency, Seattle

GS-4

Banks, Wanda P., Office of Foreign Buildings

Di Paolo, Annamarie, Medical Services

Finlayson, Arnold Robert, Office of Supply, Transportation and Procurement

Grant, Roslyn M., Northeast Passport Processing Center

Hinton, Debbie M., Northeast Passport Processing Center

Krucelyak, Sandra, Diplomatic Security

Linn, Sheila, Office of Communications

McGlathery, Michelle Marie, Office of the Under Secretary for Management

Skipworth, Lenora Y., Economic and Business Affairs

Williams, Iris D., Diplomatic Security

GS-5

Barnes, Linda M., Medical Services

Barnes, Sherone Denise, Inter-American Affairs

Beck, Enid, Passport Agency, New York

Blue, Cecilia, Office of Communications

Cash, Michael R., Passport Agency, Boston

Choy, Alexander, Passport Agency, New York

Crawford, Julia A., Office of Communications

Edmonds, Renee J., Oceans and International Environmental and Scientific Affairs

Epps, Yvette Davis, International Organization Affairs

Romens, Rajean Ann, Office of the Comptroller

Saunders, Pamela, Oceans and International Environmental and Scientific Affairs

Shephard, Linda A., Refugee Programs

GS-6

Arrington, Celia D., Diplomatic Security

Clark, Carolyn L., Office of the Comptroller

Covington, Senetra M., Economic and Business Affairs

Gresham, Sharman Jean, International Organization Affairs

Smith, Nerrolyn M., Inter-American Affairs

White, Donna V., Diplomatic Security

GS-7

Bravo, Idalia, Passport Agency, New York

Chowdhury, Syeda M., Economic and Business Affairs

Cunningham, Deborah L., Foreign Service Institute

DeVoe, Russell David, Office of Communications

Dowell, Diana K., Foreign Affairs Information Management Center

Gaffney, Edward J., Passport Agency, Seattle

Gray, Gale L., Economic and Business Affairs

Hunter, Sharon, Office of Communications

Lee, Cheryl T., Office of Communications

Materson, Lendora M., Economic and Business Affairs

McElhaney, Mamie Y., Office of Facilities Management and Support Services

Miller, Alexandra Gates, Office of the Secretary

Nichols, Marie E., Inter-American Affairs

Proctor, Bonita A., Bureau of Administration

Robinson, Catherine A., Office of Supply, Transportation and Procurement

Rojas, Anita L., Office of Supply, Transportation and Procurement

Settles, DeForrest A., Office of Communications

Thomas, Betty L., Office of Supply, Transportation and Procurement

Toumani, Stella, Passport Agency, Los Angeles

Walter, Margaret B., European and Canadian Affairs

Watson, Janet G., Foreign Service Institute

Weisblatt, Fanny E., Refugee Programs

GS-8

Adams, Evelyn R., Office of Foreign Service Career Development and Assignments

Clark, Dehra, Oceans and International Environmental and Scientific Affairs

Cleveland, Lillian A., Passport Agency, Philadelphia

Coles, Shelly W., International Organization Affairs

Diggs, Patricia Ann, Legislative and Intergovernmental Affairs

Kreutzer, Carlen L., Diplomatic Security

O'Rea, Eric V., Office of Communications

Siegel, Jennifer R., Office of the Secretary

Walter, Margaret B., European and Canadian Affairs

Wormley, Johnetta L., Bureau of Personnel

GS-9

Bacon, Barbara Ann, Foreign Affairs Information Management Center

Butler, Joseph Travis, Oceans and International Environmental and Scientific Affairs

Crippin, Pamela D., Diplomatic Security

Gross, Helen Louise, Office of Foreign Buildings

Gvozdas, Kathleen D., Office of Communications

Johnson, Charlene M., Foreign Service Institute

Kaplan, Karla Marie, Foreign Affairs Information Management Center

Kelly, James F., Passport Agency, San Francisco

Kirk, Cynthia D., Public Affairs

Mayo, Vondell V., Office of Foreign Missions

Parker, Yvonne Leola, Office of Management Operations

Patten, Patsy J., Office of Supply, Transportation and Procurement

Wilson, Joan, Bureau of Administration

GS-11

Allen, Charles J., Office of Supply, Transportation and Procurement

Lawrence, Ann A., International Organization Affairs

Meagher, Anne Noel, Foreign Service Institute

Novak, Daria I., East Asian and Pacific Affairs

Sadoff, David A., Politico-Military Affairs

Wedlock Jr., Henry I., Intelligence and Research

GS-12

Ballas, Harry D., Diplomatic Security

Benjamin, Karen A., Economic and Business Affairs

Dixon, Ira Bruce, Information Systems Office

Herto, Alan, Office of Communications

McCormick, Eileen E., Public Affairs

Mikulka, Anne T., Near Eastern and South Asian Affairs

Niemtzow, Jacquelin L., Bureau of Administration

O'Brien, John Joseph, Office of Communications

Senkow, Katherine J., Medical Services

GS-13

Ellerbe, Charles E., Bureau of Personnel, Office of Management

Hulihan, Siobhan R., Office of Supply, Transportation and Procurement

WG-5

Mason, Isaac S., Office of Communications

WG-11

Graham, David R., Office of Facilities Management and Support Services

Appointments

Adan, David, Office of Communications

Ayala, Michele Holly, Office of Protocol

Bagatelas, Paul Theodore,

Economic and Business Affairs

Barrett, Donna E., Politico-Military Affairs
Biegler, Angelina M., Economic and Business Affairs
Boland, Audrey Lynne, Office of the Inspector General
Bosen, Rosmary Rebecca, Office of the Inspector General
Brown, Gale V., Bureau of Personnel, Pre-Assignment Center
Cargo, William I., Classification/Declassification Center
Chaffins, Augustus E., Office of Facilities Management and Support Services
Clark, Kenny Ray, Office of the Comptroller
Crisostomo, Rosemarie M., Intelligence and Research
Das, Anthony Anand, Public Affairs
Deremer, Herbert D., African Affairs
Funk, Sherman M., Office of the Inspector General
Gans, Jean Marie, Bureau of Personnel
Gault, Suzanne Frances, Muscat
Gaynor, Barbara A., East Asian and Pacific Affairs
Gilliam, Sherry R., Passport Agency, Manual Records Branch
Graham, Margaret B., Office of the Legal Adviser
Green, Charmaine A., Karachi
Groves, Norman Scott, Office of the Comptroller
Guitron, Elissa F., Intelligence and Research
Haddad, Edmonde Alex, Public Affairs
Halter, K. Steven, Intelligence and Research
Harkonen, Auli I., Foreign Service Institute
Hunt IV, J. Baxter, Intelligence and Research
Itsell, Mary K., Office of the Under Secretary for Management
Johnson, Stephanie E., African Affairs
Jones, Georgette L., Tunis
Jones, Randall S., Economic and Business Affairs
Justice, Floyd B., Office of the Inspector General
Kemp Jr., William L., Passport Agency, Boston
Libicki, Shari Beth, Oceans and International Environmental and Scientific Affairs
Liebner, Frank A., Office of Foreign Buildings
Locke, Allen W., Intelligence and Research
Major, Robert Karl, Diplomatic

Security

Maness, Annette K., Oceans and International Environmental and Scientific Affairs
McClenny, Jo E., Office of the Secretary
McDuffy, Ellen M., Bureau of Personnel
McRoberts, Kathleen L., Office of Supply, Transportation and Procurement
McVicker, David Eugene, Diplomatic Security
Miller, Wendy Ann, Passport Agency, Manual Records Branch
Minshew, Howard G., Bureau of Administration
Muson, Sharon B., Office of Financial Operations
Ng, Betty, Office of the Comptroller
Onley, Paulette L., International Organization Affairs
Parisi, Concettina E., Bureau of Administration
Parrish, Ennis N., Office of Communications
Perez, Antonio Fidel, Office of the Legal Adviser
Petermann, Monica M., Passport Agency, Boston
Price II, Jack E., Economic and Business Affairs
Rothin, Phillip C., Office of Communications
Rudd-Ward, M. Franceline, Foreign Service Institute
Scott, Joan V., Refugee Programs
Semkow, Karen Ann, Office of the Comptroller
Simmons, Darlene A., Bureau of Personnel
Smith, Nerrolyn M., Inter-American Affairs
Spack, Marey E., Passport Agency, Boston
Spriggs, Lashavio R., European and Canadian Affairs
Swann, Keith Charles, Office of the Comptroller
Thompson, Alesia R., Foreign Service Institute
Tomaszewuk, Alexander D., Office of the Assistant Legal Adviser, Management
Topping, Linda M., Office of the Inspector General
Wade, Lisa, Office of the Inspector General
Welch, Julia, European and Canadian Affairs

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dian Affairs

White, Craig M., Office of the Comptroller
Wisecarver Jr., Charles D., Information Systems Office

Reassignments

Barrett, Ann Mary, Consular Affairs, Office of Consular Fraud Prevention Programs to Consular Affairs, European and Canadian, Near Eastern and South Asian and African Service Division
Beers, R. Rand, Politico-Military Affairs, Office of International Security Policy to Politico-Military Affairs, Office of Security Analysis
Blaha, Marian Elizabeth, Office of the Assistant Legal Adviser, Near Eastern and South Asian Affairs to Office of the Assistant Legal Adviser, Economic and Business and Communications Affairs
Buckley, Abigail A., Foreign Affairs Information Management Center to Diplomatic Security
Chiperfield, Robert N., Consular Affairs, Office of Consular Fraud Prevention Programs to Consular Affairs, European and Canadian, Near Eastern and South Asian and African Service Division
Chronister, William D., Consular Affairs, Office of Consular Fraud Prevention Programs to Consular Affairs, East Asian and Pacific and Inter-American Service Division
Cooper, Donna M., Information Systems Office to Bureau of Personnel, Office of Management
Cotten, Dorothea B., Foreign Service Institute to Intelligence and Research
Doig, Norma E., International Narcotics Matters to Oceans and International Environmental and Scientific Affairs
Enrenreich, Frederick H.B., Intelligence and Research, Western and Central African Division to Intelligence and Research, Southern African Division
Gorham, Mary L., International Organization Affairs to Office of the Secretary
Gross, Vagas C., Office of the Comptroller to Office of Financial Operations
Graves, Donald E., Intelligence and Research, Soviet Internal Affairs Division to Intelligence and Research, Long-Range Assessments Staff
Headley, Francis A., Consular Affairs, Office of Consular Fraud Prevention Programs to Consular Affairs, East Asian and Pacific and Inter-American Service Division
High, Tanya S., Office of the Comptroller to Office of Financial Operations
Holtzclaw, Patricia Ann, Medical Services to Consular Affairs
Hurley, Charles P., Office of Communications to Information Systems Office
Kelley, Mark Antwine, Consular Affairs, General Services Branch to Consular Affairs, Resources Management Division
Kidane, Assefa, Office of Financial Operations to Diplomatic Security
Lanzillo, Elizabeth Lee, Intelligence and Research, Office of the Executive Director to Intelligence and Research, Current Intelligence Staff
Lindberg, Arthur, Consular Affairs, Office of Consular Fraud Prevention Programs to Consular Affairs, European and Canadian, Near Eastern and South Asian and African Service Division
Mahler, Lois E., Office of the Secretary to Office of the Deputy Secretary
McCloughan, Peggy Gibbons, Intelligence and Research to Office of Communications
Meyer, Nancy B., Consular Affairs, Office of Consular Fraud Prevention Programs to Consular Affairs, East Asian and Pacific and Inter-American Service Division
Noyes, Mary Alice, Consular Affairs, Office of Consular Fraud Prevention Programs to Consular Affairs, European and Canadian, Near Eastern and South Asian and African Service Division
Palmer, Gwendolyn M., Consular Affairs, Office of Consular Fraud Prevention Programs to Consular Affairs, European and Canadian, Near Eastern and South Asian and African Service Division
Pappas Jr., Daniel J., Consular Affairs, Office of Consular Fraud Prevention Programs to Consular Affairs, European and Canadian, Near Eastern and South Asian and African Service

PERSONNEL: CIVIL SERVICE

- ice Division
- Payne, Wendy E. C.**, Passport Agency, Special Services Division to Office of Foreign Buildings
- Peterson Jr., Lynn N.**, Consular Affairs, Office of Consular Fraud Prevention Programs to Consular Affairs, European and Canadian, Near Eastern and South Asian and African Service Division
- Pickering, Margaret S.**, Office of the Assistant Legal Adviser, Consular Affairs to Office of the Assistant Legal Adviser, Management
- Pinnix, Shiketha R.**, Passport Agency, Special Assistance Branch to Passport Agency, Special Services Division
- Richie, Alice Stevens**, Consular Affairs, Office of Consular Fraud Prevention Programs to Consular Affairs, European and Canadian, Near Eastern and South Asian and African Service Division
- Rohlf, John S.**, Consular Affairs, Office of Consular Fraud Prevention Programs to Consular Affairs, East Asian and Pacific Affairs and Inter-American Affairs Service Division
- Saunders, Pamela**, Office of Financial Operations to Office of Foreign Buildings
- Schneider, Mary E.**, Passport Agency, Northeast Passport Processing Center to Passport Agency, New York
- Small, David H.**, Office of the Assistant Legal Adviser, Economic and Business Communications Affairs to Office of the Legal Adviser
- Sontag, John Philip**, Intelligence and Research, China Division to Intelligence and Research, Soviet Internal Affairs Division
- Stolp, Lindy D.**, Office of the Comptroller to Office of Financial Operations
- Taylor, Shirley T.**, Inter-American Affairs to Public Affairs
- Tsukayama, Robert A.**, Consular Affairs, Office of Consular Fraud Prevention Programs to Consular Affairs, European and Canadian, Near Eastern and South Asian and African Service Division
- Weathers, Kamala Nalini**, Consular Affairs, Office of Consular Fraud Prevention Programs to Consular Affairs, East Asian and Pacific Affairs and Inter-American Affairs Service Division
- Wurzberger, William Clark**, Near Eastern and South Asian Affairs to Legislative and Intergovernmental Affairs
- and Research**
- Ahuja, Alok**, Office of the Legal Adviser
- Allen, Gillian**, Passport Agency, Manual Records Branch
- Almendarez, Julia Johnson**, Foreign Service Institute
- Beach, Jeffrey R.**, Passport Agency, Los Angeles
- Berg, Nathan A.**, Information Systems Office
- Besiada, Michelle C.**, Office of Supply, Transportation and Procurement
- Boster, Davis Eugene**, Classification/Declassification Center
- Brown, Lee William**, Passport Agency, Seattle
- Bryfogle, Karen Lani**, Foreign Affairs Information Management Center
- Cavallaro, Marie E.**, U.S. Mission to the United Nations
- Chance, Rachel Ellaine**, East Asian and Pacific Affairs
- Chandler, Gregory A.**, Inter-American Affairs
- Coltatu, Emanuel**, Office of Communications
- Corsillo, Charles F.**, Office of Facilities Management and Support Services
- Davis, Audrey L.**, Foreign Service Institute
- Dennessen, Mary T.**, Passport Agency, Boston
- Dickman, Francois M.**, Classification/Declassification Center
- Doke, Rebecca A.**, Passport Agency, Houston
- Edwards, Cheryl Y.**, Economic and Business Affairs
- Evon, Pamela Rae**, Foreign Affairs Information Management Center
- Freeman, Ronald T.**, Passport Agency, Automated Records Branch
- Graham, Regina M.**, Passport Agency, Automated Records Branch
- Grant, Jay Rodney**, Office of Supply, Transportation and Procurement
- Hare, Roberta N.**, Office of Protocol

CONSULAR AFFAIRS—At passport fraud program coordinators conference, left to right: *Dennis Harrington*, Foreign Service Institute; *Marc Gorelick*, New York; *Tony Cipprone*, Philadelphia; *Kevin Overstrom*, Stamford; *Dorothy Morgan*, Miami; *Richard Beckmann*, Chicago; *Mary Sommers*, New Orleans; *Iris Rowley*, Honolulu; *Douglas McDaniel*, San Francisco; *Joan M. Clark*, assistant secretary for consular affairs; *Damon Miura*, Los Angeles; *Donna Michaels*, Seattle; *Martin Salkin*, New York; *Barbara Chesman*, Washington; *Jeff Najarian*, Houston; *Duncan Maitland*, Boston.



Heck, Marilyn E., Passport Agency, Los Angeles
Holt, Selina M., Passport Agency, Automated Records Branch
Hoof, Denise J., Tunis
Hotchner, Frederick M., Foreign Affairs Information Management Center
Hudley, Rosaline M., Office of the Comptroller
Hutchins, Francis T., Passport Agency, Passport Field Coordination Staff
Johnson, Erika Lynn, Foreign Affairs Information Management Center
Jones, Delanta L., Bureau of Personnel, Office of Management
Keller, Kenneth G., Passport Agency, San Francisco
Korrol, Pamela J., Bureau of Personnel, Office of Management
Kupfer, Linda E., Oceans and International Environmental and Scientific Affairs
Landa, Ronald D., Public Affairs
Levanger, Jeffrey R., Office of Supply, Transportation and Procurement
Malcomb, Cathleen E., Office of Supply, Transportation and Procurement
Martinez, Elizabeth A., Bureau of Personnel, Office of Management
Melhy, Eric D. K., Office of the Under Secretary for Economic Affairs
Mitchell, Jannese V., Passport Agency, Public Issuance Division
Moss, Marcell Washington, Passport Agency, New Orleans
Mulkey, Yvette C., Consular Affairs
Nakagawa, Hajime Jimmy, Passport Agency, Los Angeles
Nguyen, My-Hang T., Passport Agency, Houston
Olson, Peter Murray, Office of the Assistant Legal Adviser, Inter-American Affairs
Park, Howard Chul, Office of Financial Operations
Parris, Patricia A., Passport Agency, New York
Peters, Philip, Inter-American Affairs
Plummer, Gary L., Office of Supply, Transportation and Procurement
Pullom, Georgia M., Consular Affairs
Quintana, Nina, Northeast Passport Processing Center
Racoksy, Rebecca M., Intelligence and Research

Rallo, Robert F., Office of Supply, Transportation and Procurement
Rich, Mary Ann C., East Asian and Pacific Affairs
Rivers, Kathy B., Office of Fiscal Operations
Robinson, Wayne Patrick, Office of Supply, Transportation and Procurement
Rollins, Robert Swails, Office of Supply, Transportation and Procurement
Rubin, June E., Passport Agency, San Francisco
Semakis, Florence M., Foreign Affairs Information Management Center
Senn, Laura, Intelligence and Research
Shepard, Dale Boswell, Office of Communications
Singleton, Jonetha A., Passport Agency, Stamford
Sligh, Amelia C., Riyadh
Smith, Jeffrey M., Northeast Passport Processing Center
Stewart, Vibeke Kristensen, Foreign Service Institute

Teel, Kimble Lee, Information Systems Office
Torrence, Roderick S., Passport Agency, Automated Records Branch
Van Heuven, Catherine M., Passport Agency, Manual Records Branch
Vilsack, Cassie Ross, Foreign Service Institute
Wald, Martin, Office of the Legal Adviser
Wallach, Eugene Robert, U.S. Mission to the United Nations
Wehb, David J., Information Systems Office
Wiggins, Joanne L., Bureau of Personnel
Wilkinson, Kathleen P., Economic and Business Affairs
Wynters, Diane V., Northeast Passport Processing Center

Management and Support Services
Connell, Virginia A., Office of the Secretary
Graham, Helen F., Passport Agency, New Orleans
Helfrich, Gerard F., Bureau of Oceans and International Environmental and Scientific Affairs
Johnson, Lorna M., Passport Agency, New York
Kanchanadul, Prahas, Foreign Service Institute
Miller, Morton S., Intelligence and Research
Prue, Emma L., Foreign Affairs Information Management Center
Repasky, Michael George, Consular Affairs
Shope, Mavis I., International Organization Affairs
Simkus, Lora D., Office of the Secretary
Yager, Bertina Haywood, Consular Affairs ■

Retirements

Bell, Aili R., Foreign Service Institute
Butler, Lois M., Office of Facilities

“Why doesn't he just snap out of it?”

We wouldn't expect someone with a serious physical illness to get better without treatment. Yet, often, for the victims of mental illness, treatment is not even considered. In fact, of the over 35 million Americans afflicted, only one in five gets treatment because their symptoms are either ignored or misread as mere personality problems.

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Learn to see the sickness. Learning is the key to healing.
 THE AMERICAN MENTAL HEALTH FUND



Personnel: Foreign Service

Appointments

- Adams, David, Pre-Assignment Specialist Training
Alarid, David A., Junior Officer Corps
Alexander, Kathleen J., Pre-Assignment Specialist Training
Allen, Sharon Rose, Jakarta
Anderson, Rosanne Louise, Brasilia
Ayers, Mary T., Mexico
Ayuso, Doris, Conakry
Baker, Patricia S., Cairo
Balderas, Diana M., Karachi
Baum, Bruce M., Pre-Assignment Specialist Training
Bedwell, Vonnette Patricia, Antananarivo
Bellegarde, Daniel P., Junior Officer Corps
Berton, Bruce, Junior Officer Corps
Betts, Howard H., Junior Officer Corps
Blais, Joseph A. L., Helsinki
Booth, Maria J., Tegucigalpa
Bowen, Daniel M., Junior Officer Corps
Brandling-Bennett, Helen D., Nairobi
Breckenridge, Mary J., Lusaka
Brown, Olivia C., Tunis
Brown, Ross S., Junior Officer Corps
Burchett, Knox R., Office of Foreign Buildings
Campbell, Sandra J., Tel Aviv
Carter, David, Junior Officer Corps
Charbonnet, Laurent D., Junior Officer Corps
Chiocco, Silvia M., Mexico
Chippeaux, Sis Mahel, Diplomatic Security
Clore, Rhonda J., Jerusalem
Conway, John T., Office of Communications
Coulter, Duong Kngoc, Niamey
Crenshaw Reza, Kathleen A., Monterey
Cross, Robert D., The Hague
Danies, Joel, Junior Officer Corps
Davis, Jeannette E., Junior Officer Corps
Davis, Leslie Ann Smith, Montevideo
Deaton, Susan K., Beijing
Decker, Karen Bernadette, Moscow
Dennis, Judith A., Paris
Deraat, Jacob H., Junior Officer Corps
Dyer, Robert Leo, Office of Foreign Buildings
Elson, Ayse B., Istanbul
Escobar, Amanda Jo, Pre-Assignment Specialist Training
Faucher, Elaine J., Manama
Felt, Walter G., Pre-Assignment Specialist Training
Fenley, Debra A., Nairobi
Fenty, Linda Dent, Buenos Aires
Fereshteh, Klaus, Harare
Fieser, Monica K., Pre-Assignment Specialist Training
Finegan, Michael H., Junior Officer Corps
Fisher, Gordon C., Pre-Assignment Specialist Training
Ford, Catharina S., Port-au-Prince
Friedbauer, Susan Barbara, Djibouti
Friedman, Jack, Leningrad
Fuselier, Norma Jean, Manama
Gilligan, Bertie J., The Hague
Glass, Deborah P., Pre-Assignment Specialist Training
Goff, Judith K., Pretoria
Gorman, Carolyn M., Junior Officer Corps
Gray, Ronald L., Paris
Green III, William A., Junior Officer Corps
Hall, Anne, Junior Officer Corps
Hammond, Bette-Jeanne, African Affairs
Hancock, Mary Russell, Monrovia
Haniak, Peter R., Pre-Assignment Specialist Training
Hansen, Theodore E., Junior Officer Corps
Harrington, Anne M., Budapest
Hayes, Mary Patricia, La Paz
Hazel, Cinderlla B., Junior Officer Corps
Heflin, Donald L., Junior Officer Corps
Heidt, William A., Junior Officer Corps
Heien, Debra P., Junior Officer Corps
Herbert, David, New Delhi
Horan, Brien P., Junior Officer Corps
Howard, Sheridan D., Office of Communications
Huete, Dorothy Schratz, Moscow
Hughes, Paul Russell, Junior Officer Corps
Ingvoldstad, Karen M., Bujumbura
Irwin, William Frederick, Singapore
Jablon, Brian A., Pre-Assignment Specialist Training
Jackson, Sageta Tamara, Moscow
Jacohson, Kenneth R., Lagos
Jenks, Lucienne R., Lusaka
Joria, Victoria L., Warsaw
Kagler, Robert H., Pre-Assignment Specialist Training
Kasanof, Anne Innes, Moscow
Kepner, Robert Pearce, Junior Officer Corps
Klein, Stephen J., Pre-Assignment Specialist Training
Klinger, Carol J., Krakow
Knott, Laurie Ann, Moscow
Lankford, Barbara H., Maseru
Ledger, Dorothy Ann, Prague
Lee, Kenneth H., Tokyo
Lefkowitz, Cynthia R., Canberra
Levine, Karen Tess, Junior Officer Corps
Lewis, Michael E., Pre-Assignment Specialist Training
Liebmann, Julianne H., East Asian and Pacific Affairs
Lipnicky, Punjaporn, Diplomatic Security
Maher, Nancy L., Tegucigalpa
Manley, Victor E., Junior Officer Corps
Mason, Huntington S., Near Eastern and South Asian Affairs
Matsubayashi, Chikako J., Osaka-Kobe
McMullen, Christopher, Junior Officer Corps
McKnight, Evelyn, Stockholm
Merten, Kenneth H., Junior Officer Corps
Miller, Rebecca K., Mexico
Montgomery-Wanagel, Lyn, Bangkok
Moreau, James O., Pre-Assignment Specialist Training
Mount, Lisa A., Pre-Assignment Specialist Training
Murray, Brian J., Ndjamena
Nissen, Harold Peter, Pre-Assignment Specialist Training
Noble, David B., Pre-Assignment Specialist Training
Nordine, Richard D., Pre-Assignment Specialist Training
Northup, Deidre J., Moscow
Norton, Jennifer A., Colombo
O'Friel, Marigrace Lacuna, Istanbul
O'Leary, Helen, Islamabad
O'Connell, June M., Junior Officer Corps
O'Malley, Michael Edward, Junior Officer Corps
Oha, Gary Glenn, Junior Officer Corps
Olmstead, Gregory P., Pre-Assignment Specialist Training
Olson, Faye A., Port-of-Spain
Orchowski, Maryann, Pre-Assignment Specialist Training
Ott, Mary Elizabeth Seal, Moscow
Parish, Frances C., Pre-Assignment Specialist Training
Patris, Frank N., Pre-Assignment Specialist Training
Perez, Carol Zellis, Junior Officer Corps
Perez, Maria Teresa, Lima
Pinon, Maria S., Tegucigalpa
Pippitt, Marie-Claude, Abidjan
Plame, Valerie E., Junior Officer Corps
Pratt, Erika B., Islamabad
Price, Lonnie J., Pre-Assignment Specialist Training
Psaromatis, Martha Alice, Frankfurt
Rafferty, Anne Louise, Junior Officer Corps
Ramee, Barbara E., Moscow
Ransom, Kathryn Ann, Singapore
Raysbrook, Josephine F., Pretoria
Redder, Katherine Ainslee, Manila
Reese, Ellen Elizabeth, Rome
Revereza, Roger R., Office of Foreign Buildings, Manama
Robertson, Norma F., Buenos Aires
Romero, Steve G., Pre-Assignment Specialist Training
Root, Linda M., Vienna
Root, Patricia O'Kelly, Frankfurt
Rose, Peggy H., Lagos
Rushing, Therese A., Dhaka
Ruterhorries, Julie Ann, Moscow
Sarnacki, Barbara L., Junior Officer Corps
Schimmel, Michael R., Junior Officer Corps
Schwenk, Jeffrey C., Junior Officer Corps
Scott, Debra L., Paris
Seeds, Kristin M., Pre-Assignment Specialist Training
Sell, Catherine W., Belgrade
Sellers, Stephen David, Junior Officer Corps
Semmes III, Raphael, Junior Officer Corps
Sierer, C., Dianne, Warsaw
Sise Jr., Robert J., African Affairs
Snow, Alice Ralene, Diplomatic Security
Snow, Sally M., Pre-Assignment Specialist Training
Solomon, Catalina U., Montevideo
Spencer IV, William Hall, Junior Officer Corps
Spuckler, Jr., Joseph G., Geneva, U.S. Mission
Stephens, Carol W., Abidjan
Stipes, Janice A., Harare
Strom, Jane C., Quito
Stuhnen, Texanna B., Pre-Assignment Specialist Training
Sullivan, Thomas J., Diplomatic Security
Taggett, Keri L., Cairo
Talbot, Carmen Del Rosario, Paris
Tavakoli, Edith I., Pre-Assignment Specialist Training
Thomson, Scott D., Junior Officer Corps
Trihhle, Conrad Rohert, Junior Officer Corps

Trippett, Linda M., Jerusalem
Troy, Denise Marcella, Malabo
Verble, Joseph L., Pre-Assignment Specialist Training
Vollkammer, Shirley L., Bonn
Waddell, Gloria, Lima
Wakahiro, Gary S., Junior Officer Corps
Walker, Felix H., Pre-Assignment Specialist Training
Ward, Jon S., Pre-Assignment Specialist Training
Watkins, Rufus A., Junior Officer Corps
Webb, Carol C., Pretoria
Weisberg, Nergish, Milan
Weisel, Kwame Sakon, Nairobi
White, Shirley Black, Frankfurt
Wigginton, Mary E., Warsaw
Williams, Katherine C., Cairo
Williamson, James Gregory, Pre-Assignment Specialist Training
Wilson, Victoria, Nairobi
Wolf, Barbara Ann, Monrovia
Wong, Joyce Su, Junior Officer Corps
Yahr, Kimberly Anne, Moscow
Yontz, Lawrence C., Junior Officer Corps
Young, Eugene S., Junior Officer Corps
Zangari, Carolyn A., Pre-Assignment Specialist Training
Zate, Steven E., Junior Officer Corps
Zimmerman, Craig A., Pre-Assignment Specialist Training
Zimmerman, Daryl P., Pre-Assignment Specialist Training

Medical Services
Baker, Linda, Kenya to African Affairs
Barrett IV, Robert S., Office of Foreign Service Career Development and Assignments to Office of the Inspector General
Bartley, Julian L., Israel to Bureau of Personnel
Battle, Vincent M., Haiti to Office of Foreign Service Career Development and Assignments
Becker, J. Peter, Grenada of International Organization Affairs
Bellamy, William M., Zimbabwe of African Affairs
Bellows, Michael Donald, Fiji to East Asian and Pacific Affairs
Belt, Richard D., Haiti to Inter-American Affairs
Beltz, David D., Office of Communications, Facilities Branch to Office of Communications, Installations Branch
Benton, Jonathan S., European and Canadian Affairs to Foreign

Service Institute, University Training
Bentz, Mary Frances, Canada to Economic and Business Affairs
Bernicat, Marcia S., Executive Secretariat, Operations Center to Office of the Deputy Secretary
Berntsen, John L., Bangladesh to African Affairs
Berry, John E., South Africa to Tunis
Bishop, Robyn M., Executive Secretariat to Tokyo
Blair, Jr., Jack A., Pakistan to Office of Communications
Blau, Robert I., Guinea to Intelligence and Research
Bleske, August J., China to Seoul
Bodde, Peter W., Bureau of Administration to Diplomatic Security
Bohling, Kenneth M., Argentina to Havana
Bonilla-Newman, Victor J., Junior Officer Corps to Office of the Director General
Borde, Arthur E., Lebanon to Office of Communications
Bostock Jr., Francis H., African Affairs to Port Louis
Bowman, Donald E., Hong Kong to East Asian and Pacific Affairs
Boynton, Alice F., Saudi Arabia to Nairobi

Boysen, Rodney D., Liberia to Office of Communications
Bracey, Laura L., Belgium to Office of Communications
Brahen, Ramona E., Switzerland to Tegucigalpa
Brandeis, Charles D., Diplomatic Security to Foreign Service Institute
Brandeis, Katherine L., Diplomatic Security, Area Desk Officers Branch to Diplomatic Security, Washington Field Office
Brattain, Steven M., Turkey to Near Eastern and South Asian Affairs
Bray, Juliana I., Turkey to European and Canadian Affairs
Brittian, Robert M., Jamaica to Dhaka
Broner, David H., Congo to Office of the Director General
Brookner, Janine M., International Organization Affairs to European and Canadian Affairs
Brown, William C., European and Canadian Affairs to Office to Communications
Bulmash, Patricia Ann, Philippines to Kuala Lumpur
Burkhardt, Paul G., Philippines to Bangkok
Burkhardt, Ruth M., Philippines to East Asian and Pacific Affairs

EQUAL EMPLOYMENT OPPORTUNITY AND CIVIL RIGHTS—Foreign Service officer **Aubrey Verdon**, right, is presented a farewell gift by deputy assistant secretary **Clarence Hodges** as he leaves for a new assignment in Maputo, Mozambique. (Photo by *Doris I. Alston*)

Transfers

Abell, Nancy C., India to Bureau of Personnel
Aber, Richard J., Greece to Office of Communications
Adams, Wayne G., Turkey to Office of Communications
Aherne, Richard W., Office of Foreign Service Career Development and Assignments to Human Rights and Humanitarian Affairs
Allen, Burton O., Nicaragua to Karachi
Ammerman, Alan B., Public Affairs to Foreign Service Institute, Language Training
Armbruster, Susan A., Office of Communications to Foreign Service Institute
Armor, William D., Dominican Republic to Diplomatic Security
Aubin, Estelle R., France to Chengdu
Awantange, Mary E., Zaire to



PERSONNEL: FOREIGN SERVICE

- Burkot, Genevieve C.**, Morocco to Near Eastern and South Asian Affairs
- Bush, Wayne Jeffrey**, Executive Secretariat, Operations Center to European and Canadian Affairs
- Bushnell, John A.**, Argentina to Inter-American Affairs
- Calingaert, Michael**, United Kingdom to Foreign Service Institute
- Cardosi, Joseph D.**, Austria to European and Canadian Affairs
- Carlisle, Marc Daly**, Antigua to Foreign Service Institute
- Carpenter, Jeffrey R.**, Mauritius to Office of Communications
- Cesarini, Lois Ann**, Portugal to Bujumbura
- Chafin, Gary E.**, Intelligence and Research to Office of the Secretary
- Chin, Matthew L.**, Japan to Seoul
- Christenson, Richard A.**, European and Canadian Affairs to Intelligence and Research
- Clarke, William D.**, Panama to Paris
- Clear, Taylor Jesse Edward**, Intelligence and Research to Foreign Service Institute, Language Training
- Clunan, James L.**, Foreign Service Institute to European and Canadian Affairs
- Cockerill, Glenn A.**, Djibouti to Bangkok
- Cole, Joyceene Lee**, Guatemala to Berlin
- Cole, William A.**, Liberia to Jakarta
- Collinge, John Graham**, Pakistan to Near Eastern and South Asian Affairs
- Combs, Jr., Richard E.**, Soviet Union to Foreign Service Institute
- Connors, Kevin J.**, Helsinki to Office of Foreign Buildings
- Conradis, Cheryl A. Taylor**, Australia to East Asian and Pacific Affairs
- Cook, Frances D.**, Refugee Programs to African Affairs
- Cook, John Owen**, African Affairs to European and Canadian Affairs
- Costanzo, Christopher D.**, Somalia to African Affairs
- Coughlin, Michael E.**, U.S. Mission to the United Nations to Office of Protocol
- Coviello, Joseph L.**, Switzerland to Office of Communications
- Cox, William C.**, Philippines to Office of Communications
- Creekmore Jr., Marion V.**, Near Eastern and South Asian Affairs to Foreign Service Institute
- Crook, John R.**, Netherlands to Office of the Legal Adviser
- Crowe, James M.**, Bahrain to Diplomatic Security
- Cumbo, Robert O.**, Denmark to Office of Communications
- Cutajar, Philip Charles**, United Kingdom to Port-au-Prince
- Daniels, John C.**, Sweden to Islamabad
- Daugherty, Craig H.**, Senegal to Diplomatic Security
- Davenport III, Francis M.**, Japan to Intelligence and Research
- Davies, Mark S.**, Philippines to Office of Communications
- Dawkins, Stephen P.**, Inter-American Affairs to Foreign Service Institute
- Dean, Robert Scott**, National Security Council to Politico-Military Affairs
- Del Gigante, Norman F.**, Foreign Service Institute, Language Training to Inter-American Affairs
- Del Vecchio, Patrick L.**, Hong Kong to Bangkok
- Delaney, Michael John**, Brazil to Foreign Service Institute
- Delly, Daniel Purnell**, United Kingdom to Foreign Service Institute
- Deutch, Ronald James**, Indonesia to European and Canadian Affairs
- Doerfler, Barbara C.**, African Affairs to Brussels, NATO
- Donahue, Bruce E.**, Poland to Human Rights and Humanitarian Affairs
- Donahue, Gilbert J.**, East Asian and Pacific Affairs to European and Canadian Affairs
- Donovan Jr., Joseph R.**, China to East Asian and Pacific Affairs
- Dorschner, Jon Peter**, Pakistan to Intelligence and Research
- Dorsey, Lisiane Renee**, Jamaica to Jerusalem
- Dowling, Thomas E.**, Near Eastern and South Asian Affairs to Politico-Military Affairs
- Dubbs, Michael J.**, Barbados to Inter-American Affairs
- Dugan, Gordon J.**, Barbados to Port-au-Prince
- Duncan, Robert B.**, East Asian and Pacific Affairs to Bangkok
- Dunford, David J.**, Near Eastern and South Asian Affairs to Foreign Service Institute
- Dunkerley, Craig, G.**, Office of the Secretary to Brussels, NATO
- Eddins, Keith A.**, Foreign Service Institute, Language Training to Brussels, NATO
- Edmonds, Dennis D.**, Brazil to Office of Communications
- Edwards, Joanne**, Philippines to The Hague
- Eisner, Adolph H.**, Inter-American Affairs to Foreign Service Institute
- Elam, Richard Warren**, Jamaica to Visa Services
- Ellis, Clarke N.**, Economic and Business Affairs to East Asian and Pacific Affairs
- Engel, Alma Frances**, France to Visa Services
- Fanjoy, William B.**, Japan to Mombasa
- Feldman, Stephen J.**, Ecuador to Inter-American Affairs
- Fest, M. Judith**, African Affairs to Inter-American Affairs
- Fischer, Diane Lydia**, Egypt to Economic and Business Affairs
- Flanigan, Alan H.**, Portugal to European and Canadian Affairs
- Fleming, Jr., William T.**, China to Foreign Service Institute, Language Training
- Flemister, Zandra I.**, Near Eastern and South Asian Affairs to Inter-American Affairs
- Folan, Patrick M.**, Politico-Military Affairs to Foreign Service Institute
- Foster, Harold David**, Economic and Business Affairs to Foreign Service Institute
- Foulger, Thomas Frank**, Bolivia to European and Canadian Affairs
- Freeman, Barrie L.**, Tunisia to Rabat
- Frelick, Aley Ruth**, Malaysia to Kathmandu
- Friedheim, Daniel Volmer**, Secretariat Staff to Foreign Service Institute
- Gallucci, Gerard M.**, African Affairs to Harare
- Galvin, Frederiek T.**, Kuwait to Berlin
- Gambacorta, Stephanie E.**, Denmark to Vienna
- Garland, Keith Patrick**, Italy to European and Canadian Affairs
- Geary, Richard M.**, Korea to Office of Communications
- Gennatiempo, Peggy Ann**, Mexico to Visa Services
- Gerson, Leslie Ann**, Antigua to Consular Affairs
- Gerwig Jr., Harold E.**, France to Office of Communications
- Gerwig, Camille Napoletano**, France to East Asian and Pacific Affairs
- Gfoeller-Volkoff, Tatiana**, Poland to Riyadh
- Gfoeller, Michael**, Poland to Riyadh
- Giacobbi, Natale John**, Belgium to Tokyo
- Gibson, Richard M.**, Japan to Naha
- Glaney, Michael A.**, Korea to Bangkok
- Goldstein, Jeffrey Louis**, Foreign Service Institute, Language Training to Seoul
- Goodgion, Douglas J.**, Venezuela to Monrovia
- Goss, Barbara Jean**, Greece to European and Canadian Affairs
- Gouldmann, Peter Michael**, Ivory Coast to Office of Communications
- Grabill III, Wilson F.**, France to Foreign Service Institute
- Green, Candy**, Barbados to Kathmandu
- Greene, Douglas C.**, Near Eastern and South Asian Affairs to Foreign Service Institute, Language Training
- Greenfield, Walter**, Burkina Faso to Algiers
- Grigola, Sandra T.**, Soviet Union to Executive Secretariat, Operations Center
- Grizzard, Emily A.**, Guatemala to Inter-American Affairs
- Groening, Eva J.**, Costa Rica to Intelligence and Research
- Gryschuk, Alexander G.**, Japan to East Asian and Pacific Affairs
- Gullett, Sonja Sue**, Kuwait to Jerusalem
- Guzman, Cecilia Munoz**, Jordan to La Paz
- Haas, David**, Nepal to Near Eastern and South Asian Affairs
- Haas, George F.**, Bureau of Personnel to African Affairs
- Hagerty, Herbert G.**, Near Eastern and South Asian Affairs to Intelligence Affairs

Anapestic Assignments (by ebp)

There once was a person assigned to Spain
 Who found himself standing in the cold rain
 Where he was heard to moan and then loudly shout,
 "I don't know whether to go in or stay out.
 Decision-making always gives me a bad pain!" □

- telligence and Research
- Haigh, Patricia Ann**, Inter-American Affairs to Brussels
- Hanisch, Gerald L.**, Swaziland to Conakry
- Harrington, Donald B.**, Inter-American Affairs to Sao Paulo
- Harris, William Thomas**, Spain to European and Canadian Affairs
- Harrop, William C.**, Office of Policy Program and Review to African Affairs
- Hart, Linda R.**, Belgium to East Asian and Pacific Affairs
- Harter, Dennis G.**, Indonesia to Public Affairs
- Hayes Jr., John F.**, Office of Communications to Foreign Service Institute, Language Training
- Hearne, Dennis Walter**, Brazil to Oporto
- Hedges, John A.**, African Affairs to Foreign Service Institute, University Training
- Henrikson, Angela C.**, India to Near Eastern and South Asian Affairs
- Herndon, Milton Lee**, Mexico to Ciudad Juarez
- Heskin, Carolyn I.**, International Organization Affairs to Public Affairs
- Hester, Donald Vance**, Pakistan to African Affairs
- Hill, Barbara J.**, Sofia to Geneva, U.S. Mission
- Hill, Patty L.**, India to Refugee Programs
- Hill, Steven Don**, India to Foreign Service Institute, University Training
- Hofferth, Kerry B.**, Japan to Hong Kong
- Hofmann, Karl**, Rwanda to Rabat
- Holshey, Michael W.**, East Asian and Pacific Affairs to Jakarta
- Holt, Susan C.**, Argentina to Inter-American Affairs
- Hoof Jr., Bruce F.**, Tunisia to Paris
- Hopman, Gordon J.**, Tanzania to African Affairs
- Horsely, Sarah R.**, Foreign Service Institute, University Training to Consular Affairs
- Huddle, Edith Q.**, Arms Control and Disarmament Agency to Office of Communications
- Huff, Richard**, Intelligence and Research to African Affairs
- Huggins, Carolyn Ruth**, Cyprus to Executive Secretariat, Operations Center
- Humple, David A.**, Zaire to Office of Communications
- Innes, Jeffrey L.**, Uganda to Office of Communications
- Interlandi, Anthony John**, Dominican Republic to East Asian and Pacific Affairs
- Isaacson, Paul Wilton**, Ethiopia to Visa Services
- Jacobs, Mark L.**, Tunisia to Jerusalem
- Jefferson, Ulysees**, Office of Communications to Foreign Service Institute
- Jenkins, Alton L.**, European and Canadian Affairs to Bureau of Personnel
- Jensen, Peter Kincaid**, African Affairs to Foreign Service Institute
- Johnson Jr., Walter E.**, Office of Communications to Foreign Service Institute
- Johnson, John R.**, Office of Fiscal Operations to Foreign Service Institute, Language Training
- Johnson, Lionel C.**, Executive Secretariat, Operations Center to Secretariat Staff
- Johnson, Nancy Edith**, Near Eastern and South Asian Affairs to Foreign Service Institute, Language Training
- Johnson, Richard G.**, Morocco to European and Canadian Affairs
- Johnson, Stephen T.**, Foreign Service Institute to African Affairs
- Johnston, Loretta B.**, Trinidad and Tobago to Vienna
- Jones, Janice L.**, Guyana to Reykjavik
- Jones, Margaret Carnwath**, Ivory Coast to Inter-American Affairs
- Jones, Teresa Chin**, Economic and Business Affairs to Foreign Service Institute
- Justesen II, Benjamin R.**, Denmark to Public Affairs
- Kambara, Ann**, Economic and Business Affairs to East Asian and Pacific Affairs
- Kaplan, Philip S.**, Philippines to Intelligence and Research
- Kauth, Christopher**, Saudi Arabia to Economic and Business Affairs
- Keating, Mary A.**, Zaire to Bamako
- Keegan, Howard Lee**, Belize to Abu Dhabi
- Keenan, Regina Ann**, Australia to East Asian and Pacific Affairs
- Keeton, Edward David**, Burkina Faso to European and Canadian Affairs
- Keeton, Margaret Ellen**, Burkina Faso to Bureau of Personnel, Office of Management
- Keller, Samuel A.**, India to Economic and Business Affairs
- Kelley, Robert D.**, Berlin to Office of Communications
- Kennedy, Charles A.**, Near Eastern and South Asian Affairs to Inter-American Affairs
- Kern, Anthony Mark**, Office of the Secretary to African Affairs
- Kiesling, John B.**, Morocco to European and Canadian Affairs
- King, Barrington**, Office of the Director General to Office of Management Operations
- Kinser-Kidane, Brenda J.**, Inter-American Affairs to Office of the Secretary
- Kirby, Harmon E.**, Office of the Director General to International Organization Affairs
- Kirkpatrick, Brian S.**, Office of Protocol to Foreign Service Institute
- Klingemaier, Patricia**, African Affairs to Intelligence and Research
- Koenig, John Monroe**, Berlin to Executive Secretariat, Operations Center
- Kompa, Marianne**, European and Canadian Affairs to Office of the Counselor of the Department
- Kopf, George B.**, Yemen to Foreign Service Institute
- Kott, Robert J.**, Office of Foreign Service Career Development and Assignments to Ontario
- Krawitz, Howard**, China to Foreign Service Institute
- Kunsman, Eric A.**, Switzerland to Valletta
- Kusnitz, Leonard A.**, Inter-American Affairs to Intelligence and Research
- LaFleur, Jerome M.**, Thailand to Diplomatic Security
- Lane Jr., James B.**, European and Canadian Affairs to Office of the Director General
- Leaf, Barbara A.**, Executive Secretariat to Jerusalem
- Lee, Edward Alex**, Guatemala to Politico-Military Affairs
- Lester, Wannie R.**, Burma to Kingston
- Levandowsky, Jacqueline M.**, Mexico to Inter-American Affairs
- Levis, William A.**, Bonn to Office of Supply, Transportation and Procurement
- Lippincott, Stephen A.**, Liberia to Office of Communications
- Lipping, Imre**, South Africa to Berlin
- Lippoldt, Meridy Sue**, Mexico to Consular Affairs
- Loftus, Gerald J.**, Oman to Port Louis
- Londono, Peter Vincent**, Tunisia to Amman
- Long, John B.**, South Africa to Durban
- Lunstead, Jeffrey John**, Oceans and International Environmental and Scientific Affairs to Intelligence and Research
- Lynch, Helen M.**, Switzerland to European and Canadian Affairs
- Lyons, Kenneth J.**, Zambia to Refugee Programs
- Mack, John Leslie**, France to Information Systems Office
- MacNeil, Nicholas C. H.**, Visa Services to Oceans and International Environmental and Scientific Affairs
- Maffia, Kenneth Robert**, United Kingdom to European and Canadian Affairs
- Magnus, Joyce J.**, Bahrain to Near Eastern and South Asian Affairs
- Mahon, Kathleen E.**, Malta to European and Canadian Affairs
- Main, Richard A.**, Switzerland to Office of Communications
- Malpass, Hanson R.**, India to Dhaka
- Mandel, Judyt Landstein**, Office of the Secretary to Office of the Counselor of the Department
- Manganiello, Frank J.**, Peru to Office of Foreign Buildings
- Martin, Barbara J.**, Burma to Kinshasa
- Martin, James Christopher**, European and Canadian Affairs to Refugee Programs
- Mathews, Nona K.**, Burma to East Asian and Pacific Affairs
- Matthews, Gary L.**, Office of the Director General to Office of the Under Secretary for Management
- Mavretic, Eugene D.**, Turkey to Office of Communications
- Mazer, Ronald M.**, Indonesia to Diplomatic Security
- McGrath, Thomas Gerald**, Germany to Diplomatic Security
- McCullough, Marrell**, Zaire to African Affairs
- McCullum, Carl W.**, Austria to Bureau of Personnel
- McCulloch, Gerald**, Foreign Service Institute to Bogota
- McGehee, Scott M.**, Junior Officer Corps to Office of the Secretary
- McGowen, Katherine M.**, Paraguay to Near Eastern and South Asian Affairs
- McNamara, Francis Terry**, Lebanon to Near Eastern and South Asian Affairs
- McNeal, Douglas B.**, Office of the Director General to Foreign Service Institute

PERSONNEL: FOREIGN SERVICE



Members of the Foreign Service officer class of September 1952 celebrate their 35th anniversary. Left to right, standing: John A. Linehan Jr., Theodore Sellin, Michael H. Newlin, William W. Lehfeldt, Robert K. German, Paul H. Kreisberg, James E. Goodby, William B. Edmondson. Seated: Marian Nash Leich, Lewis R. Townsend, Barbara Fagan Thomson.

McSwain, Robert J., Economic and Business Affairs to Johannesburg
Mercurio, Sharon K., United Kingdom to Addis Ababa
Merrigan, Robert W., International Organization Affairs to African Affairs
Mertz, John W., Spain to European and Canadian Affairs
Meyers Jr., Leo G., Austria to Office of Communications
Miller, Thomas Joel, Greece to Office of the Secretary
Ming, Lili, China to Hamilton

Mitchell Jr., Herbert T., International Organization Affairs to Hamilton
Moede, Austin L., Kenya to Medical Services
Moffett III, William A., Haiti to Inter-American Affairs
Monroe, William T., Burma to Muscat
Moody, Arthur E., Germany to Office of Communications
Moon, Richard B., Panama to Office of the Inspector General
Moore, Daniel K., China to Foreign Service Institute
Morrissey, Peter B., Pakistan to New Delhi
Mueller, Anita Esther, Germany to Office of the Director General
Mueller, Jonathan D., Dominican Republic to Economic and Business Affairs
Nagy Jr., Tibor P., African Affairs to Lome
Nauman, Julie Ann, Philippines to Rabat
Needham, Cynthia, Poland to European and Canadian Affairs

Nichols, Charles E., Mauritius to Office of Foreign Buildings
Noack, David, Office of Communications to Foreign Service Institute
Nobles, Walter Raymond, Saudi Arabia to Office of Communications
North, William B., Australia to International Organization Affairs
O'Donohue, Peter Adams, China to Ottawa
Olive, David A., Italy to East Asian and Pacific Affairs
Oliver, Sharon Joy, France to European and Canadian Affairs
Olton, Harry A., Egypt to Paris
Palmatier, Ronald, China to Kuala Lumpur
Palser, Dennis E., Bolivia to Office of Communications
Pastorino, Robert Stephen, Honduras to Department of Defense
Pawlicki, Anthony S., Honduras to La Paz
Pearce, Jean T., Nepal to Belize City
Peck, Juliana Seymour, Saudi Ara-

bia to Madrid
Penn, Earl L., Germany to Office of Communications
Penn, Leo R., Philippines to Office of Communications
Percival, Terry O., Germany to European and Canadian Affairs
Perkins, William R., Indonesia to East Asian and Pacific Affairs
Pernick, Irwin, Office of the Counselor of the Department to Office of the Under Secretary for Security Assistance, Science and Technology
Perry, June Carter, Zimbabwe to African Affairs
Pfannenstien, Mary M., Ivory Coast to African Affairs
Philip, Maria Ifill, Fiji to Consular Affairs
Pichocki, Henry E., France to Diplomatic Security
Pickering, N. Bruce, Politico-Military Affairs to Foreign Service Institute
Pitterle, Kenneth John, Germany to European and Canadian Affairs

- Plunkett, Kevin J.**, Sweden to Office of Communications
- Polansky Jr., John A.**, Kuwait to Bonn
- Pope II, Laurence E.**, Bahrain to Near Eastern and South Asian Affairs
- Principe, Vincent Alfonse**, Ireland to Seoul
- Rafferty, Rubeen Michael**, Panama to Bonn
- Rankin, Riley Carr**, United Kingdom to Office of Financial Management
- Raven-Hamilton, Eleanore**, United Kingdom to European and Canadian Affairs
- Reid, James J.**, Italy to African Affairs
- Reiff Jr., George R.**, Greece to Beijing
- Richard, Dona Fay**, Switzerland to Baghdad
- Richards, Anthony Joseph**, Diplomatic Security to Paris
- Richardson, Gary A.**, European and Canadian Affairs to Office of Communications
- Rigamer, Elmore F.**, Austria to Medical Services
- Rohins, David Snyder**, Yugoslavia to Foreign Service Institute
- Rohinson, Jack D.**, Germany to Economic and Business Affairs
- Robinson, Lawrence Kerr**, China to Intelligence and Research
- Ross, Jack H.**, Liberia to Office of Communications
- Roy, Wayne Alan**, Accra to Medical Services
- Rundell, David H.**, Legislative and Intergovernmental Affairs to Near Eastern and South Asian Affairs
- Runge, Karen Elizabeth**, Hong Kong to East Asian and Pacific Affairs
- Sady, Edward L.**, Germany to Diplomatic Security
- Sammis, John Frederick**, Berlin to Economic and Business Affairs
- Scanlan, Francis T.**, El Salvador to Belfast
- Scarlett, Earle St. Aubin**, Philippines to Foreign Service Institute
- Schuchat, Simon Joseph**, China to Tokyo
- Serwer, Claudia H.**, Colombia to Foreign Service Institute
- Seymour Jr., Jack M.**, Belgium to European and Canadian Affairs
- Shaft, Norman T.**, Khartoum to Bureau of Personnel
- Shattuck, Ronald A.**, France to European and Canadian Affairs
- Shaughnessy, Joel A.**, Belgium to European and Canadian Affairs
- Shoemaker, Mary C.**, Near Eastern and South Asian Affairs to Intelligence and Research
- Shultz Jr., Harry S.**, Switzerland to European and Canadian Affairs
- Simpkins, Leroy C.**, Spain to Mexico
- Sinnott, Christopher V.**, Argentina to Arms Control and Disarmament Agency
- Skipper, Kristen B.**, Junior Officer Corps to Bucharest
- Skocz, Dennis Edward**, Brazil to Inter-American Affairs
- Skol, Michael M.**, Colombia to Inter-American Affairs
- Slutz, Pamela Jo H.**, Indonesia to Politico-Military Affairs
- Smith, Alfred E.**, Sudan to African Affairs
- Smith, Chandra L.**, United Kingdom to New Delhi
- Smith, Donald L.**, Germany to European and Canadian Affairs
- Smith, Joan V.**, Ireland to Singapore
- Smith, John W.**, Singapore to Jakarta
- Smith, Sara A. M.**, Intelligence and Research to La Paz
- Solomon, Caryn Marie**, Executive Secretariat to Sofia
- Southern, George Smith**, Mexico to Bridgetown
- Spalding, Peter Frederick**, Ivory Coasts to Office of Foreign Service Career Development and Assignments
- Spiers, Victoria Q.**, Bolivia to Beijing
- Springmann, J. Michael**, Foreign Service Institute, Language Training to Jeddah
- St. John, John J.**, Economic and Business Affairs to Inter-American Affairs
- Stafford Jr., Clarence O.**, Cameroon to Diplomatic Security
- Stanton, Allan M.**, Jamaica to Inter-American Affairs
- Starr, Gregory Bowne**, Zaire to Dakar
- Stein, Harry L.**, Inter-American Affairs to Foreign Service Institute
- Sternberg, Leslie**, Economic and Business Affairs to Intelligence and Research
- Stevens, Sandra A.**, Panama to Kingston
- Sting Jr., Joe T.**, United Kingdom to Office of Communications
- Stockman, Christine**, Nigeria to Office of the Director General
- Sulak, Michael A.**, Pakistan to Office of Communications
- Teich, Zachary Zalman**, Ecuador to Department of Treasury
- Tello, John L.**, Yugoslavia to Diplomatic Security
- Thomas, Nancy H.**, Guatemala to Inter-American Affairs
- Thurman, J. Richard**, Bureau of Personnel to Brasilia
- Trites, William S.**, Thailand to Diplomatic Security
- Trowbridge, John Russell**, Economic and Business Affairs to African Affairs
- Tully, Bruce W.**, Hong Kong to Arms Control and Disarmament Agency
- Turak, Jonathan S.**, Morocco to Foreign Service Institute
- Twaddell, William H.**, Mali to Foreign Service Institute
- Tyler, Gerald E.**, Belize to Inter-American Affairs
- Tyson, Herbert L.**, Mali to Office of the Inspector General
- Updegrave, Brad Lee**, Pakistan to Diplomatic Security
- Vazquez, Nereida Maria**, Panama to International Organization Affairs
- Vogel, Dianne M.**, Nicaragua to Inter-American Affairs
- Voorhees, Jacqueline V.**, Mail to European and Canadian Affairs
- Wade, Grace M.**, Pakistan to Seoul
- Walker, Eugenia Donaldson**, Honduras to Inter-American Affairs
- Walker, Howard K.**, African Affairs to Office of the Inspector General
- Walker, Lynda Maria**, Bangladesh to Near Eastern and South Asian Affairs
- Warren, Bruce W.**, Office of Communications to Kinshasa
- Washington, Lonnie G.**, Panama to Jeddah
- Watkins Jr., Floyd L.**, Liberia to Office of Communications
- Watson, Douglas K.**, Pakistan to Foreign Service Institute
- Watts Jr., Robert Merwin**, Economic and Business Affairs to East Asian and Pacific Affairs
- Weathersby, Barry R.**, Ivory Coast to Office of Communications
- Weingarten, William A.**, Canada to Economic and Business Affairs
- Weinland, Helen**, Intelligence and Research to African Affairs
- Whiting, John D.**, Bahamas to Bureau of Personnel
- Wiggins, Frontis B.**, Office of the Under Secretary for Management to Brisbane
- Wilhelm, Glynn**, Philippines to Paris
- Williams, Cynthia H.**, Greece to European and Canadian Affairs
- Wojtasiewicz, James Peter**, Malaysia to Foreign Service Institute
- Woodford, Nevin R.**, Yemen to Riyadh
- Wrampelmeier, Brooks**, Department of Defense to Dhahran
- Wyatt, Constance L.**, Philippines to East Asian and Pacific Affairs
- Yun, Joseph Yuosang**, Hong Kong to Medan
- Ziemer, Suzanne E.**, Denmark to European and Canadian Affairs
- Zuccarini, Joseph T.**, Switzerland to Diplomatic Security

Resignations

- Adams, Thomas Cule**, Hungary
- Anania, Lourdes Bernal**, Amman
- Beardsley, Mary Ann**, Jeddah
- Beede, Christopher James**, Foreign Service Institute, Language Training
- Bleyle, David L.**, Stockholm
- Brown, Olivia C.**, Tunis
- Chedister, Sara K.**, Manama
- Chetham, Deirdre K.**, Junior Officer Corps
- Davids Jr., John L.**, Diplomatic Security
- Elliott, Margaret B.**, Near Eastern and South Asian Affairs
- Farrell, Jerome T.**, Doha
- Farrell, Thomas A.**, Passport Agency, Houston
- Fetz, Wendy Michele**, Frankfurt
- Gartner, Mary M.**, Caracas
- Gibson, Blaine A.**, Rio De Janeiro
- Gordon, Deena R.**, Maseru
- Gordon, Tamra Elaine**, Maseru
- Halter, K. Steven**, Intelligence and Research
- Hanrehan, Patricia S.**, Paris
- Harris, June Marie**, Kaduna
- Jasak, Stephen A.**, Panama
- Johns, Carol Sue**, Bridgetown
- Johnson, Patricia A.**, Rabat
- Jones, Linda F.**, Paris
- Jonietz, Karl K.**, Brussels
- Kennell, Patricia**, Monrovia
- Khan, Naveed**, Freetown
- King, James T.**, East Asian and Pacific Affairs
- Kosovac, Caroline B.**, Prague
- Lifton, Carey**, Bissau
- Lowe Jr., John W.**, Milan
- Medellin, Gloria M.**, Mexico
- Moran, Julie Ann**, Casablanca
- Myers III, Robert P.**, Belfast
- Norton, Jennifer A.**, Colombo
- O Neil, Dorothy M.**, Algiers
- Overmyer, Allen R.**, Bureau of In-

ternational Communications and Information Policy

Patterson, William S., Brussels, NATO

Perkins, Thomas, Abidjan

Rugh, William A., Sanaa

Seidman, Maureen Jane, Niamey

Skora, Dorothy M., Manama

Sterling III, William H., Diplomatic Security

Stilke, Sharon R., Bureau of Personnel

Tharp, Kathleen, Monrovia

Tracy, Rosario M., Paris

Vaden, Peter B., East Asian and Pacific Affairs

Whittlesey, David G., Refugee Programs

Wood, Mary R., Bureau of Personnel

Wood, Patricia Marie, Jeddah

Wright, Norma A., Chiang Mai

Retirements

Coffman, John Dodson, Department of the Navy

Davis, Guy J., Bonn

Dols, Richard J., Foreign Service Institute

Glanville, Ann V., Medical Services

Gregorio, F. Peter, Office of Communications

Horn, Doris A., Brasilia

Johnson, Stephanie E., New Delhi

Keyes, Charmaine V., Toronto

Lukens, Alan W., Brazzaville

McCready, L. Joan, Diplomatic Security

Reynders, Thomas R., Amsterdam

Roberts Jr., George B., Bureau of Personnel

Sadler, Paul, Canberra

Stearns, Monteagle, Foreign Service Institute

Sunderland, Roland S., Office of the Director General

Taylor, T. Elkin, Inter-American Affairs

Tienken, Arthur T., Office of Policy Program and Review

Willa, Stuart A., Rome □

New careers

Seven Foreign Service officers who retired recently are now in executive positions in the private and nonprofit sectors, the Office of Career Transition reported.

Peter Southerland is the Shell Oil Co. legal adviser for international affairs, in Houston. Gordon Beyer is director of the George Marshall Research Foundation. Lexington, Va. Henry Precht is president of the World Affairs Coun-

cil in Cleveland. Thomas Bleha is director for communications at the Center for Strategic and International Studies, Washington. Edward Kelly is public affairs director in Washington for the Federated American Society of Experimental Biology. Carl Cunningham is manager of the Fairfax (Va.) Neurology Center. Bruce Laingen is executive director in Washington of the National Commission on the Public Service. □

Rentschler in Paris

James Malone Rentschler, a retired Foreign Service officer, has been appointed head of the Press Division of the Organization for Economic Cooperation and Development, in Paris. □

Folsom on Greece

Retired Foreign Service officer Robert Slade Folsom, who was consul general in Thessaloniki, Greece, is the author of a book, "1, Diomedés," on life in ancient Greece. It draws on Mr. Folsom's experience in the area. The publisher is Christopher House, Norwell, Mass. The price is \$14.95. □

Foreign Agricultural Service Transfers

Allerdice, Elizabeth, Paris to Belgrade

Barnes, Richard L., Bonn to Commodity and Marketing Programs

Bennett, Lana, Manila to San Jose

Bowser, Max, San Jose to International Agricultural Statistics

Conable, Daniel B., Seoul to Commodity and Marketing Programs

Cook, Sharon, Belgrade to Export Credits

Cruit, Anthony N., Bern to Commodity and Marketing Programs

Dirks, Harlan J., Belgrade to Foreign Agricultural Affairs

Good, Dale, Commodity and Marketing Programs to Hamburg

Groves, Gary C., Commodity and Marketing Programs to Lima

Haresnape, Robert, Dhaka to Athens

Harvey, Gerald W., Cairo to Bonn

Haviland, Guy, Pretoria to Cairo

Holloway, Phillip, Commodity and Marketing Programs to Hong Kong

Holyfield, Gail, Moscow to Paris

Humphrey, Michael L., Hong Kong to Commodity and Marketing Programs

Koenig, Ernest, Paris to Office of the Associate Administrator

Kotati, Besa, Tunis to Algiers

Lanier, Verle E., Manila to Foreign Agricultural Affairs

Lower, Marc, Mexico City to Rio

McConnell, Robert M., Jakarta to Manila

Murray, Kenneth L., Lima to Jakarta

Persi, Alfred R., Ankara to International Trade Policy

Puterbaugh, Roger, Commodity and Marketing Programs to Pretoria

Roberts, Kenneth, London to Commodity and Marketing Programs

Ross, James E., Rome to Seoul

Rudd, H. Finn, Brussels to Paris

Schayes, Susan R., New Delhi to Nairobi

Sebranek, Lyle, International Trade Policy to New Delhi

Simpson, Robert, Export Credits to Bern

Sisson, Kent, Jakarta to Commodity and Marketing Programs

Theiler, Susan S., Paris to Hong Kong

Thorburn, W. Garth, New Delhi to Ankara

Ting, Margaret K., Hong Kong to Brussels

Vandergriff, Alan, Rio to International Trade Policy

Washenko, Steve, Foreign Agricultural Affairs to Belgrade

Wilson, John, Algiers to Commodity and Marketing Programs

Burst, Andrew, Manila

Haslach, Patricia, New Delhi

Higgins, Holly, Paris

Petrie, Grant, Mexico City

Sadur, Inez, Brussels

Shull, Phillip, Beijing

Wolander, Ellen, London

Resignations

Haggard, Joel, Beijing

Settle, Hilton, Hamburg

Retirements

Bibbo, Angela, Brussels □

Animal and Plant Health Inspection Service Transfers

Cavanaugh, Jim, International Programs to Panama City

Cohen, Carolyn, Jamaica to Professional Development Center

Hawkes, Percy, Tegucigalpa to International Programs

Iwamoto, Ralph, Jamaica to Mexico City

Jones, Floyd, Panama City to Bogota

Karpati, Joe, Manila to Mexico City

Lubroth, Juan, Domestic Programs to Mexico City

Menchaca, Juan, Domestic Programs to Mexico City

Myiamoto, National Programs to Jamaica

Rush, Dale, National Programs to Manila

Sheesley, Dan, International Programs to San Jose

Stewart, Lauren, Domestic Programs to Mogadishu

Appointments

Bertsch, Charles, The Hague

Brehm, Daryl, Jakarta

Appointments

Grocock, Chris, Nairobi ■

Combined
19 Federal 88
Campaign

Letters to the Editor

—(Continued from Page 1)

the office that should have been able to respond quickly to a minor administrative action became an obstacle.

Sincerely,
DAVID R. KYZNER □

Help for asthma

MELBOURNE, AUSTRALIA

DEAR EDITOR:

We are a Foreign Service family with an asthmatic child. We have served in Melbourne, Addis Ababa and Jakarta. Readers who have friends and family members with asthma know how much learning there is to be done to find an asthma management program that works. This is complicated further by our exciting but transient Foreign Service lifestyle and the lack of continuity in medical care that goes along with it.

We have found a great resource which we would like to share with other families of asthmatics in the foreign affairs community. "The M.A. Report" is issued monthly by parents of asthmatic children. It provides useful updates on advances in the treatment of asthma, helpful strategies for handling the stress asthma episodes can cause, and information on other asthma research and support organizations. The journal began just about two years ago. It has allowed us to keep up with trends in asthma care in the United States, and has given us reassurance and support in our battle to control asthma and not have it control us.

The subscription fee is \$10 a year. Write to Mothers of Asthmatics, Inc., M.A. Report, 5316 Summit Drive, Fairfax, Va. 22030. We hope others find the report as useful as we have.

Sincerely,
CHARLES HEFFERNAN
AND ROBERTA NEWELL □

Now you know it

LONDON, UNITED KINGDOM

DEAR EDITOR:

Many employees bringing vehicles to this country are unaware that we do in fact drive on the other side of the road, therefore necessitating a change of headlamps. Also, the present laws

governing motor vehicles dictate that all vehicles must have white side-(parking) lamps at the front of the vehicle, with amber indicators. At the rear of the vehicle, the stop lamps must be red. They must stay on constantly when the brake pedal is depressed, and not flash when the indicators are turned on. The indicators must be amber and must be a separate lamp on the outside rear edge of the vehicle.

It seems that, at present, employees are informed that this may need to be done only when the car comes up for inspection, which is carried out every year after the vehicle is three years old. As soon as a vehicle is used on the road over here, the lighting laws must be adhered to.

As the Embassy London mechanic, I see a lot of employees whose vehicles have failed the yearly inspection, and are totally astounded by the fact that they have to replace headlamps and sidelamps. In the case of American-made vehicles, it means a complete wiring change of the rear lamp setup, to incorporate the additional rear indicators. The European-made vehicles mostly need only the headlamps changing, as they have a similar system to us.

In one case last week, a gentleman who had been in this country a year was given a ticket by the police to have his lamps changed on his Plymouth Voyager within 14 days. He came to see me to enquire whether I could do this job. I did in fact, but apparently he was told nothing about the lights because the vehicle was only one year old.

The trouble is that the job, especially on U.S.-made vehicles, can cost up to 200 pounds sterling depending on where the job is done. Obviously main dealers would charge more than smaller garages, but any charge is sometimes a shock to the person concerned.

So, for some advice, if you are bringing a vehicle to the United Kingdom especially an American one, be prepared for a hefty bill on a lamp change.

ROBERT CARTER □

Cartoonist in the family

WASHINGTON

DEAR SIR:

With reference to the very entertaining "Barney Lester's quiz" (August-September issue), in which eight literary figures who served in the Foreign Service were named, how many people know that the famous political cartoonist Thomas Nast served as consul general in Guayaquil from May 2, 1901, until he died of yellow fever in that port city on December 7, 1902? His name is among those included on the older of the two plaques at the diplomatic entrance.

Sincerely,
EDWARD H. WILKINSON
Bureau of Human Rights and
Humanitarian Affairs ■

Barney Lester's quiz

Foreign Service posts

1. What's the number of Foreign Service posts?
2. Which three have the most State Foreign Service positions?
3. Name at least three so-called one-officer posts.
4. Which embassy has the most constituent posts?
5. Name at least six U.S. missions to international organizations.

(Answers on Page 54)

Progress

"The Israeli Arabian Horse Federation will be having a show on Friday, September 18 . . ." (Item in the Embassy Tel Aviv newsletter) □

Safety of life at sea

The working group on ship design and equipment of the Subcommittee on Safety of Life at Sea will conduct an open meeting on November 5 at 9:30 a.m. in Room 2415 at Coast Guard headquarters, Washington. The purpose will be to discuss the 30th session of the International Maritime Organization Subcommittee on Ship Design and Equipment, held June 1-5, and to prepare for the 31st session, tentatively scheduled for March 7-11. □

Bureau Notes

The Seventh Floor

Secretary's Office

SECRETARY SHULTZ traveled to New York for the UN General Assembly sessions, September 30–October 2. Accompanying him were M. CHARLES HILL, executive assistant to the Secretary; RICHARD MUELLER, deputy executive secretary; MICHAEL ARMACOST, under secretary for political affairs; PATRICK KENNEDY, executive director, Executive Secretariat; CHARLES REDMAN, Department spokesman; EDWARD SMITH, MARCIA WONG and MAURA HARTY, special assistants to the Secretary; JOYCE NESMITH, BETTY GASTON, JO McCLENNY and BONI BENDER, personal assistants to the Secretary; DAVE CREGAN, LISA KUBISKE, KATHLEEN MURPHY and ROBIN HINSON-JONES, staff officers, Secretariat Staff; VIRGINIA SMITH, MILDRED ENGRAM, WANDA KENNICOTT and SHARON OHTA, secretarial assistants, Secretariat Staff; KENNETH MESSNER, assistant general services officer; DANNY McIE, JOHN BENTEL and LLOYD BAFFORD, Systems Staff, Executive Secretariat. . . . From October 9–12 the Secretary traveled to Chicago, to address the Chicago Council on Foreign Relations and the Mid-America Committee, and to Palo Alto and Cypress Point, Calif., for meetings with the Australian prime minister. Accompanying the Secretary were Mr. Kennedy, Ms. Wong, Ms. Nesmith and Ms. Gaston; LIONEL JOHNSON, staff officer, Secretariat Staff; and CINDY TRODDEN, secretarial assistant, Secretariat Staff; PHYLLIS OAKLEY, deputy spokesman for the Department; and the assistant secretary for East Asian and Pacific affairs,



SEVENTH FLOOR—Vera M. Gordon, the Secretary's receptionist, displays a gift at her retirement party. (Photo by Walter J. Booze)

GASTON SIGUR.

Well-wishers bid farewell to VERA GORDON, diplomatic receptionist to the Secretary, on her retirement after 37 years of State Department service, October 2. Ms. Gordon controlled the flow of high-level visitors to the Secretary and other principals. She served in this capacity during the tenure of Secretaries Rusk, Rogers, Kissinger, Vance, Muskie and Haig, culminating with Secretary Shultz. She was presented a retirement plaque by Deputy Secretary JOHN WHITEHEAD; a Meritorious Honor Award by director general GEORGE S. VEST; and a personal gift and plaque from the executive secretary of the Department, MELVYN LEVITSKY, on behalf of her colleagues in the Executive Secretariat. □

Office of the Deputy Secretary

On September 14 the International Rescue Committee presented Deputy Secretary JOHN WHITEHEAD its Freedom Award, at its annual dinner in New York. . . . Mr. Whitehead addressed the Swedish-American Chamber of Commerce and spoke at the Department's Senior Seminar, September 21. . . . On September 28 he gave opening remarks to a conference of the Department's science and technology officers. . . . He gave the luncheon address to the Institute for East-West Studies' international conference at Macalester College, St. Paul, October 10. He was accompanied by special assistant SHARON MATTHEWS. □

Office of the Under Secretary for Political Affairs

Under Secretary MICHAEL H. ARMACOST presented a foreign policy overview to the business executive conference, September 14, in the Loy Henderson Auditorium. . . . He accompanied the Secretary to the UN General Assembly sessions in New York, September 21–October 2. With him were executive assistant CHRISTOPHER ROSS, special assistant STEVEN COFFEY and personal assistants EVA KIM and MARGARET TOM. . . . In addition to attending many of the Secretary's meetings with foreign leaders, Mr. Armacost conducted separate bilaterals.

People: ALAN W. EASTHAM, ending a tour as principal officer in Peshawar, joined the staff as special assistant for Near Eastern and South Asian affairs. . . . Special assistant ANDREW W. STEINFELD departed on transfer to Paris, September 15, to attend the Ecole Nationale d'Administration for one year, and then take up an assignment in the political section at Embassy Paris. □

Office of the Under Secretary for Economic Affairs

Under Secretary ALAN WALLIS participated in the Stet Congressional Summit on an economic agenda for the 1990s, in Vienna, September 2–4. He delivered remarks during panel discussions on Third-World debt and exchange rates and policy coordination. . . . While in Vienna he held bilateral discussions with officials of the Austrian government. . . . He was accompanied by his economic adviser, G. PAUL BALABANIS. . . .

Mr. Wallis attended the joint annual meetings of the International Monetary Fund and World Bank, and the associated ministerial-level meetings of the Fund's interim committee and the Monetary Fund/World Bank development committee, all in Washington, September 27–October 1. . . . During this period Mr. Wallis, U.S. alternate governor of the World Bank, discussed bilateral issues with finance ministers attending the meetings. □

Policy Planning Staff

Director RICHARD SOLOMON gave a presentation to an interagency panel at National Defense University, on "How Will We Go About Developing National Level Policy and Strategy?" . . . He participated in a three-day summer study at the Naval Ocean Systems Center in San Diego, to support the Commission on Integrated Long-Term Strategy. . . . On September 9 he held meetings with and hosted a dinner in honor of Vice Foreign Minister QIAN QUICHEN and his delegation, who were in Washington for discussions on arms control matters. . . . Mr. Solomon hosted policy planning talks with the planning office of the government of Korea, September 10–11.

Deputy director RICHARD D. KAUZLARICH addressed members of the Baltimore Rotary Club, and met with local media people on the foreign affairs budget, October 6. . . . Member ZALMAY M. KHALILZAD lectured at the Center for Strategic and International Studies annual conference, September 17, on "Soviet Activism in the Persian Gulf: Implications for U.S. Policy" . . . On September 30 he lectured at the Foreign Service Institute on "The Soviet War in Afghanistan—A Status Report. . . ." On October 5 he lectured at the University of Miami on "Afghanistan and the Persian Gulf in Soviet-American Relations." □

Protocol Office

Chief of protocol SELWA ROOSEVELT testified before the Senate Foreign Relations Committee, on proposed legislation concerning diplomatic immunity, and advised the committee of steps being taken to curtail abuses of immunity. . . . She greeted and escorted the prime minister of Sweden and his wife during their official visit to Washington, and the foreign minister of the Soviet Union and his wife. . . . Mrs. Roosevelt greeted the king and queen of Spain during their visit to Washington. . . . She accompanied the diplomatic corps to Philadelphia, to attend the celebrations for the bicentennial of the Constitution. This special two-day trip was coordinated by CATHY GERARDI and assisted by the associate chief of protocol RICHARD GOOKIN and his wife, the assistant chief of protocol CHARLES ANGULO and his wife, KRIS DAWLEY, LYNNE MILLER, BARBARA ADAMS, GEORGETTE GARNER, MARIA SOTIROPOULOS, JOY COHEN and JAMES PAYNE, who also traveled to Philadelphia to assist with the diplomatic corps. . . . After her return from Philadelphia, Mrs. Roosevelt departed for New York for two weeks, to assist the Secretary during the UN General Assembly session. . . . The deputy chief of protocol, TIMOTHY L. TOWELL, escorted the prime minister of Sweden and the foreign minister of the So-

viet Union during their visits to Washington ... Mr. Towell flew to Miami to greet the pope during his visit to the United States.

The visits section handled the following private visits to Washington during August and September: the queen of Jordan; the presidents of Zaire and Senegal; the deputy prime ministers of Egypt, Burma and Italy; the vice chancellor of Austria and the vice presidents of Kiribati and Peru; the foreign ministers of Ireland, Singapore, Botswana, Liberia, Nepal, Egypt, Chile and Thailand; the prime ministers of Belize, St. Vincent, Grenada, Barbados, St. Lucia, St. Kitts, Trinidad and Tobago, Bahamas, Dominica, Luxembourg, Jamaica, Uganda, Senegal, Brunei and Mozambique ... Several members of the visits staff traveled to New York to assist with PRESIDENT REAGAN's bilateral meetings with the president of Guatemala and the prime ministers of Japan and Pakistan ... The ceremonial section coordinated and assisted with the following events: a reception by the Secretary in honor of the Christopher Columbus Quincentenary Commission and a lunch for Senior Business Executives; a lunch by the Secretary and Mrs. Shultz in honor of the prime minister of Sweden and his wife; a dinner by the Secretary and Mrs. Shultz in honor of the foreign minister of the Soviet Union and his wife; a luncheon by Mrs. Shultz for the latter ... The ceremonial section staff traveled to New York, to coordinate the Secretary and Mrs. Shultz's activities during the session of the General Assembly of the United Nations.

A delegation from the United States traveled to Yemen for its 25th-anniversary celebration ... Protocol officer LYNNE MILLER accompanied the delegation ... Mrs. Roosevelt, Mr. Towell, Mr. Gookin and Mr. Angulo swore in the following new ambassadors during August: ROSCOE SUDDARTH, Jordan; NATHANIEL HOWELL, Kuwait; WARREN CLARK, Gabon; NICHOLAS PLATT, Philippines; LEONARD SHURTLEFF, Congo; SAM LUPO, Guinea; THERESA TULL, Guyana; ROBERT RICH, Belize; WILLIAM DUPREE, Bangladesh; MARK ADELMAN, Cameroon; MICHAEL WYGANT, U.S. representative to the Marshall Islands; and SHERMAN FUNK as the new inspector general ... Mr. Gookin was the luncheon speaker, September 11, at the annual meeting of the Consular Corps College and Academy, Washington ... Protocol officer LAWRENCE DUNHAM addressed local law enforcement officials, on diplomatic immunity, at a training seminar sponsored by the Bureau of Diplomatic Security. □

Administration

Office of Communications

ROBERT BROWNFIELD, director of technical services, traveled to the Far East during September. He visited Seoul, Hong Kong, Singapore, Bangkok and Manila. While in Seoul, he attended the Armed Forces Communications and Electronics Association regional conference. He also traveled to Bonn, to discuss communications matters ... WAYNE ADAMS has assumed duties



LAGOS, Nigeria—Communications officer Crosby M. Tanner, center, receives Meritorious Honor Award from Ambassador Princeton Lyman.

as position management coordinator in the Resource Management Office; he was a communications support officer at Embassy Ankara.

The following personnel were home on consultation recently: MANUEL ARENAS, Sofia; LARRY ADDINGTON, Lima; ROBERT GRIEGO, La Paz; CLIFFORD BROZOZOWSKI, Budapest; JAY CLIFTON, Bangui; MICHAEL MEYERS, Nicosia; RICHARD CARPENTER, Tel Aviv; GILBERT FURTADO, Bern; LEON PROVOST, Tokyo; ALAN HAYDT, Albany; DONALD BECKER, Beijing; AURELIUS MANUPÉLLA, Mexico; WENDELL REEVES, Brussels; DANTE ESPEJO, Kuala Lumpur; ROBERT GORE, Vientiane; OLIVE AGOSTINI, Abidjan; KATHLEEN EMMONS, Geneva; GLYNN WILHELM, Paris; DALE JACOB, Bonn; LARRY BANKS, Albany; ARTHUR MOODY, BARRY WEATHERSBY, LAURA BRACEY, EDITH Q. HUDDLE and RICHARD ABER, Washington.

Completing courses in the Training Division were JOSE BALTIERRA, Paris; DONALD CONNOLLY, Athens; KATRINA FORD, Tegucigalpa; ANN LaFORCE, NATO; JANET PATTERSON, Brussels; ROMONA SHIPP, Warsaw; KEN SPAULDING, Geneva; NICACIO MENDOZA, Mexico City; MAUREEN CASEY, Montreal; DANNY BRANCH, Washington; JOHN PANIO, New York; HENRY ZENN, Athens; ROBERT ARRIAGA, Bonn; GEORGE BRISTOL, Bangkok; HENRY CASTILLO, Bangkok; LONNIE WASHINGTON, Jeddah; GILBERT FURTADA, Bern; BRUCE HOOF, Paris; ALAN HAYDT, Washington; PASQUAL MARTINEZ, Helsinki; LEON PROVOST, Tokyo; JACK BUSBEE, Lisbon; ERNEST OLIVAREZ, Tegucigalpa; DAVID LOCHNER,

Washington; JOHN McMILLEN, Managua; RICHARD HOFFER and DOUGLAS GOODGION, Monrovia; JON FEENEY, Nassau; CHARLES REYNOLDS, Harare; SUSAN MUSER, Washington; LARRY LAMBERT, Nouakchott; CLIFF BRZOZOWSKI, Budapest; ROMONA SHIPP, Warsaw; GEORGE BRISTOL, Bangkok; WILLIAM SCHROEDER, Manila; RUTH BURKHART, Washington; GEORGE A. SMITH, Kathmandu; ROBERT ARRIAGA, Bonn; RICHARD CARPENTER, Tel Aviv; LESLIE OLY, Karachi; DARRELL SKINNER, Washington; DONALD SMOCK, Singapore. □

Office of Foreign Buildings

Deputy assistant secretary RICHARD N. DERTADIAN traveled to Rome and Vatican City, to see the ambassadors and other post officials ... The director for program execution, BRYCE M. GERLACH, addressed a National Capital Commission workshop, in Ottawa, regarding the preferred new office building site and current embassy design strategies ... During the month Mr. Gerlach met with Ambassador DEANE HINTON of San Jose and the ambassador-designate to Nicosia, WILLIAM K. PERRIN, to discuss issues relating to the present facilities, and projections on construction of new office buildings at each of these posts ... The director for program planning and post support, HERBERT W. SCHULZ, met with the ambassador-designate to Kinshasa, WILLIAM C. HARROP, to discuss special main-

BUREAU NOTES

tenance and repair projects, physical security improvements for the American school, and to provide a decision on the possible purchase of land contiguous to the chancery . . . The director of the Resource Management Office, LARRY L. EMERY, accompanied the assistant secretary for administration, DONALD J. BOUCHARD, to Boston to participate in the "Decworld '87" program, sponsored by the Digital Equipment Corp. They also visited the Wang Laboratories in Lowell, Mass. Opportunities were presented to review the future in product development by both companies and to evaluate the coexistence, compatibility and networking features of their respective systems. □

Office of Operations

Office of Language Services: Director HARRY OBST traveled to California, where he visited the Defense Language Institute in Monterey and joined the dean of the Monterey Institute of International Studies in a presentation opening the fall semester . . . Earlier in the month, assigning officer PAUL KOVENOCK and contractor BILL FUKUDA tested pre-screened candidates in Los Angeles and San Francisco . . . Staff interpreters DIMITRY ZARECHNAK, BILL HOPKINS, PETER AFANASENKO and JOSEPH MOZUR were assigned to the visit of the Soviet foreign minister . . . NEIL SEIDENMAN, GISELA MARCUSE, ELIZA BURNHAM and contractor VICTOR LITWINSKI provided interpretation for VICE PRESIDENT BUSH's European tour. ZAKI ASLAN, ELIZA BURNHAM, VIVIAN CHANG, ADRIENNE CLARK-OTT, BILL HOPKINS, CASEY IIDA, GISELA MARCUSE, NEIL SEIDENMAN, ALEC TOUMAYAN, STEPHANIE VAN REIGERSBERG and CAROL WOLTER were in New York to interpret for the Secretary in conjunction with the UN General Assembly . . . Staff reporters FERD KUYATT and MARILYN PLEVIN transcribed press conferences and briefings . . . Staff travel included that of Mr. Seidenman to Africa, with Assistant Secretary CHESTER CROCKER; RITA BOREN and BARBARA PHILLIPS to Central America; VIVIAN CHANG to San Francisco; DIMITRY ZARECHNAK to Oak Ridge; and BARBARA PHILLIPS and LILLIAN NIGAGLIONI to Jacksonville. □

African Affairs

Economic Policy Staff: Newly-arrived financial economist RICHARD HUFF traveled to Zaire, South Africa, Malawi, Zambia, Kenya, Madagascar and Tanzania, September 27–October 19, to discuss financial and economic conditions in those countries.

Office of Regional Affairs: Director DAVID PASSAGE addressed a Colorado College convocation on South Africa, and gave newspaper, radio and TV interviews and other public presentations on southern Africa policy, in Colorado Springs, September 12–15 . . . Mr. Passage and security assistance adviser GREG BRADFORD participated in a workshop on security assistance held by the Commission on Integrated Long-Term



COTONOU, Benin—At awards ceremony, from left, second row: Paul Houssounou, Jean Agossouhoui, Jimmy Bevis, Ambassador Wal-

ter E. Stadler, Valerie Tingbo, Reuy Sodji, John Johnson. First row: Nestor Chabossou, Jimmy Queunui, Zachary Dodoo, Reuy Sossou.



HARARE, Zimbabwe—General Services officer Sharon A. Lavorel receives Meritorious Honor Award from Ambassador James Rawlings.

Strategy, at National Defense University, September 21–23 . . . Regional affairs officers JEAN GARDNER and KEVIN MILAS were in New York the week of September 21, to assist in UN General Assembly activities . . . CHARLES SNYDER, political-military affairs adviser, traveled to countries in East Africa, for consultations on security assistance programs.

Office of Public Affairs: SECRETARY SHULTZ addressed the Business Council for International Understanding, September 29, in New York, on "The Democratic Future of South Africa." . . . Assistant Secretary CHESTER CROCKER accompanied Mozambican President JOAQUIN CHISSANO to a meeting with PRESIDENT REAGAN, October 5. Mr. Chissano was in the U.S. on a private visit . . . Mr. Crocker accompanied Zambian President KENNETH KAUNDA to a luncheon meeting with President Reagan. Mr. Kaunda was in Washington on an official working visit . . . The keynote address at the International Conference on South Africa in Transition, October 1, in White Plains, NY, was given by Mr. Crocker . . . Deputy assistant secretary CHAS FREEMAN participated in a separate panel discussion, September 30, on future U.S. policy toward South Africa. The conference was attended by representatives from the U.S., South Africa and Europe . . . Deputy assistant secretary KENNETH BROWN gave opening remarks to a group of 17 international visitors hosted by "Operation Crossroads Africa," September 28. NANCY MORGAN spoke to the group on overall U.S. policy following his remarks. Fifteen desk officers briefed the group on their respective countries.

South African Working Group: WILLIAM JACOBSEN, director, met with members of the World Press Institute, in the Department, September 9. □

Consular Affairs

Assistant Secretary JOAN M. CLARK addressed the directors of the regional passport agencies, at their annual meeting in San Francisco, September 20-25. At the meeting were HARRY L. COBURN, deputy assistant secretary for passport services; MYRA HOWZE SHIPLETT, associate director for passport services; MARLENE SCHWARTZ, director, Field Coordination Staff; and LYNN PETERSON, Fraud Prevention Programs. Also attending were passport regional director LOUIS SHEEDY, Boston; JAMES H. MORLEY, Chicago; NANCY (SAM) FINN, Honolulu; JOLANDA WOOD, Houston; SAKAE HAWLEY, Los Angeles; JAMISS SEBERT, Miami; JOYCE GUNN, New Orleans; EUGENE BRIGGS, Northeast Processing Center, New York; MARIA MIDDLETON, Philadelphia;

JACK COLBOURN, San Francisco; EDWARD HART, Seattle; RONALD AYRES, Stamford; and COLUMBUS GEER, Washington ... On September 23, ranking deputy assistant secretary MICHAEL NEWLIN and the deputy assistant secretary for visa services, JEROME OGDEN, participated in a panel discussion in Washington on the 1986 Immigration Reform and Control Act. The discussion was part of a larger conference organized by the commissioner of the Immigration and Naturalization Service.

Visa Services: From September 24-October 10 ELLEN GOFF, Post Liaison Division, visited U.S. posts in Pakistan, to review visa operations

HAMBURG, West Germany—Albert Schuett, 93, displays his passport after he regained U.S. citizenship. He had gone to Germany as a youth and had voted there. Consular officer Karl Sprick is at left.



and to participate in an in-country conference in Lahore ... RONALD ROBINSON, same division, visited Seoul, Tokyo, Hong Kong and Manila, September 28-October 25, to review and discuss visa and consular operations, policies and procedures ... From September 26-October 11 WILLIAM A. MULLER, Systems Liaison and Procedures Division, visited Tel Aviv, with BRIAN McNAMARA of the bureau's Systems Staff, to install and train users on the immigrant visa applicant control system ... Mr. Muller also visited Cairo, and Mr. McNamara visited Riyadh, to provide follow-up training for embassy personnel on the immigrant visa applicant control system ... From September 28-October 3 PETER G. KAESTNER, same division, and KEN GRASTY of the bureau's Systems Staff were in Caracas to install and provide guidance on both the nonimmigrant visa/computer-assisted processing and the immigrant visa applicant control systems ... Mr. Kaestner then then went to Lima, to provide guidance on the installation of the nonimmigrant visa/computer assisted-processing system ... SHARON WILKINSON, director, Public Inquiries Division, participated in a directors' management seminar at the Foreign Service Institute, October 21-23.

Overseas Citizens Services: LAYTON RUSSELL completed his tour of duty as acting chief of the African Division. After a temporary tour in Managua, he will be assigned to the Board of Examiners ... At the annual federal benefits officers conference in Baltimore, September 21-25, JAY RINI was awarded the Social Security Administration's associate commissioner's citation for his work in Rome over the last two years. Attending the conference were CARMEN DiPLACIDO, di-

WARSAW, Poland—Receiving cash awards are Danuta Antoszevska and Maria Szymanowska, right, both of the consular section. With them is charge John R. Davis Jr.





PORT-AU-PRINCE, Haiti—Immigrant Visa Unit receives Meritorious Honor Award. Left to right: Chantal Paul-Blanc, Josette Gaston, Linouse Lafontant, Danielle Alexis, Amba-

sador Brunson McKinley, Marie Carmelle Moise, Rita Figareau, Marie Yolaine Brezeault, Leslie Pereira, Nesbitt Brown, Yanick Louis-Charles.

rector of Citizens Consular Services, and RONALD K. SOMERVILLE, executive director, Consular Affairs, who addressed the group on the Department's budget situation.

Passport Services: From September 8-11 two conferences were held in Washington. One was a passport assistant regional directors conference, and the other a conference of time and attendance clerks, which was held for the first time ever. Representatives from all regional passport offices attended both conferences . . . On September 29 JACK COLBURN and MICHAEL SILVA, regional director and assistant regional director of the San Francisco Passport Agency, respectively, were the guests of consul general ZHAO XIXIN of China at the Chinese 38th Anniversary celebration . . . DONNA MICHAELS, adjudication supervisor, Seattle Passport Agency, has been reassigned as Seattle's fraud coordinator . . . SUSAN I. SHORT, acceptance agents coordinator, Seattle Passport Agency, traveled to Tualatin, Ore., to address a conference of the Oregon County Clerks Association. Her presentation included a new slideshow developed by the Seattle agency on how a passport application is processed

Fraud Prevention Programs: MICHELE TRUITT, director, attended the meeting of the Ad Hoc Committee of Experts on Movement of Persons, in Strasbourg, France, September 21-25 . . . From September 25-October 1 she was in London, for consultations at the embassy's consu-

lar section and with British immigration officials. □

Diplomatic Security

Professional Development Division personnel conducted several recruitment programs in September: DANIEL NEHER and JEAN DUNCAN in Long Beach; SCOTT McHUGH in Pittsburgh; MARGO YATES and JENNIFER BURNS in Long Island; Ms. Duncan in New Orleans; Ms. Yates in Atlanta; and Mr. Neher and Ms. Yates in Denver . . . DON NESS, deputy assistant secretary for resource management, went on September 16 to Ottawa, as a guest speaker at the meeting of the American Society of Industrial Security. □

East Asian and Pacific Affairs

Assistant Secretary GASTON J. SIGUR accompanied SECRETARY SHULTZ to the United Nations, in New York, September 20-October 2, to participate in bilateral discussions with foreign government officials . . . Other bureau personnel accompanying Mr. Sigur were deputy assistant secretaries WILLIAM CLARK JR., STAPLETON ROY and DAVID LAMBERTSON; special assistant JOSEPH C. SNYDER; staff assistant TIMOTHY BETTS; and personal assistant MARCELLA G. HEMBRY . . . Mr. Sigur testified on the situation in the Philippines, before the



HONG KONG—Regional security officer Bruce W. Tully, right, receives royal police plaque of appreciation from the commander of the counter-terrorist unit, Steve Robbins.

Senate Foreign Relations Committee, October 8 . . . He traveled to Palo Alto for the Secretary's October 10 meetings with visiting Australian Prime Minister ROBERT HAWKE.

On October 2 Mr. Clark traveled to Boston to participate in welcoming ceremonies for the formal visit to the United States of CROWN PRINCE AKIHITO and CROWN PRINCESS MICHIKO of Japan ... On September 25 Mr. Roy traveled to San Francisco to participate in a roundtable gathering with the Swedish Council of America, Pacific Union Club, on "The Pacific Rim and U.S. Business." ... He participated in the American Electronics Association conference at the Department, September 7, on China, Taiwan and Singapore ... On September 10 Mr. Lambertson testified on developments in the Philippines, before the East Asia Subcommittee of the House of Representatives' Foreign Affairs Committee ... He appeared before the same committee, September 30, at a hearing on his recent trip to Hanoi with presidential emissary general JOHN VESSEY to discuss the resolution of the prisoner-missing issue ... Mr. Lambertson spoke to students at National Defense University, September 22, on "U.S. Interests and Options in Southeast Asia, the Pacific Islands and ANZUS" ... On October 1 he traveled to Orlando, Fla., to greet Prime Minister PREM TINSULANON of Thailand on his arrival in the United States ... Deputy assistant secretary WILLIAM PIEZ addressed the Senior Business Executives conference, in the Department, September 14.

TOM MARTIN and RAVIC HUSO joined the Office of Australia/New Zealand Affairs as deputy director and New Zealand country officer, respectively ... MALCOLM CHURCHILL, former deputy director, retired after 27 years in the Foreign Service ... Economic Policy Office director CLARKE N. ELLIS attended the semiannual meeting of the Asia-Pacific Council of American Chambers of Commerce, in Hong Kong, October 7-9 ... RICHARD L. WILSON, director, Office for Indonesia, Malaysia, Brunei and Singapore, with GENE CHRISTY, deputy director, and BRONSON PERCIVAL, country officer for Indonesia, participated in meetings in New York during the UN General Assembly, in late September ... MICHAEL BELLOWES, country officer for Malaysia and Brunei, traveled on consultations to Singapore, Malaysia and Brunei, September 27-October 7 ... RICHARD WATKINS was in the Department in mid-September on consultations, prior to his departure for Jakarta as the newly-assigned resources officer in the economic/commercial section.

WILLIAM BREER, director, Office for Japan, traveled to New York, September 20-21 and 24-25, to attend meetings with senior Japanese officials ... Deputy director JAMES DERHAM traveled to Hawaii, August 31-September 3, to attend the U.S.-Japan trade commission meeting ... Political/military officer JAMES PIERCE traveled to Honolulu, September 28-30, for consultations with the commander-in-chief, Pacific, and to Tokyo, October 1-9, for consultations ... Economic officer KEVIN MAHER traveled to Tokyo, September 28-October 9, for science and technology consultations and space-station negotiations ... DAVID OLIVE, previously special assistant to the ambassador in Rome, has joined the desk as an economic officer

... SAMUEL B. THOMSEN, U.S. representative to the Marshall Islands, returned to Majuro, September 8, after a monthlong private and consultation visit to Washington ... On September 25 MICHAEL G. WYGANT arrived in Kolonia to take up his duties as U.S. representative to the Federated States of Micronesia ... JOHN P. CRAWFORD, deputy director, Office of Freely Associated States Affairs, visited the Marshall Islands, Micronesia, Guam and Palau, on an orientation trip, September 8-25.

CHARLES B. SALMON, director, Office of Philippine Affairs, participated in a symposium on education and development in the Philippines and southeast Asia, at the University of South Carolina, August 14 ... On August 17 he served as commentator at a seminar, "Thoughts on the Philippines in the 1990s," sponsored by the Woodrow Wilson International Center for Scholars ... On September 15 he participated in a California State University (Fresno) lecture series ... On September 24 he traveled to the United Nations for a meeting between the Secretary and the Philippines foreign secretary-designate, MANUAL YAN ... W. SCOTT BUTCHER, deputy director, Office of Philippine Affairs, had consultations in Honolulu with the commander-in-chief, Pacific, and in the Philippines, September 21-October 7 ... GERALDEEN CHESTER, economic officer, Office of Philippine Affairs, traveled to the Philippines for consultations, October 15-31 ... On October 7-21 political officer JAMES ZUMWALT visited the Philippines, for orientation and consultations ... During the week of September 21 CAROLINE CONNOLLY traveled to the United Nations to assist with secretarial work during the General Assembly sessions. □

Economic and Business Affairs

The deputy assistant secretary for transportation affairs, JEFFREY N. SHANE, traveled to Rome, for civil aviation consultations, September 8-11 ... He then proceeded to Amman and Aqaba, Jordan, to attend an International Air Transport Association conference, September 14-

18 ... On September 29-October 2 he traveled to Madrid, Spain, for aviation and maritime talks ... He then traveled to Rome, Italy, for further aviation discussions, October 5 ... He addressed the Lloyd's of London Press Ltd.'s fourth international aviation law seminar, near Faro, Portugal, October 15 ... CHARLES ANGEVINE, special negotiator for transportation affairs, traveled to Mexico City, to conduct civil aviation negotiations, September 6-9 ... ANNE JILLSON, Office of Aviation Negotiations, participated ... JOEL SPIRO, director, Office of Aviation Programs and Policy, led a U.S. industry delegation in talks with Eurocontrol, the European air traffic control agency, in Brussels, September 21-22 ... On September 23 he consulted with European Community Commission officials, on their new aviation policy ... He traveled to Seoul, Korea, for talks on airline "doing business" issues, August 13-14.

INGRID KOLLIST, Office of Aviation Programs and Policy, traveled to New Orleans, for the National Business Aircraft Association conference, September 29-30, to discuss the Department's responsibilities in international aviation ... JANICE BAY, director, Office of Aviation Negotiations, led a delegation to New Delhi, September 29-October 1, and headed a negotiating team in Vienna the following week, to discuss a new air agreement with Austria ... She visited London, to discuss Heathrow Airport user charges, and returned to London, October 20-22, for negotiations on expansion of rights to Hong Kong ... MICHAEL GOLDMAN, deputy director, Office of Aviation Negotiations, headed the U.S. delegation in negotiations with Brazil on a new aviation agreement, in Washington, September 14-16 ... He chaired aviation negotiations with Trinidad and Tobago, October 13-16, in Washington, and met with an aviation delegation from Peru that same week ... At the end of October he was to lead a U.S. delegation in talks with Argentina, in Washington.

DJIBOUTI—Economic/commercial officer Jack Feeney, center, receives Meritorious Honor Award from Ambassador John P. Ferriter. Janelle Feeney is at right.



BUREAU NOTES

LARRY BENEDICT, deputy director, Office of Development Finance, was a member of the U.S. delegation to the Inter-American Development Bank board of governors meeting, in Guatemala, October 5-7 ... W. ALLEN WALLIS, under secretary for economic affairs; SHAUN DONNELLY, director, Office of Development Finance; and Mr. BENEDICT were members of the U.S. delegation to the development committee meeting of the World Bank and the International Monetary Fund, September 28, in Washington ... HARVEY WINTER, director, Office of Business Practices, served as alternate U.S. delegate to the biennium meeting of the governing bodies of the World Intellectual Property Organization, in Geneva, September 21-30 ... RICHARD MORFORD, deputy director of the office, visited London, Bonn, Paris, Brussels, Stockholm and Geneva, the week of September 7, to discuss the General Agreement on Tariffs and Trade negotiations on intellectual property ... From September 30-October 2 he led the U.S. delegation to consultations in Geneva on the draft UN Conference on Trade and Development code of conduct for the transfer of technology ... MARIANNE KUNKEL of the office traveled to Geneva, September 23-25, to participate in the third meeting of the negotiating group on intellectual property.

People: JOHN P. FERRITER has assumed duties as deputy assistant secretary for international energy and resources policy ... Other recent arrivals include ANGELINE BIEGLER, Office of Energy Producer-Country Affairs; SAMUEL KELLER, Industrial and Strategic Materials Division; RANDALL JONES, Planning and Economic Analysis Staff; MARY F. BENTZ, Office of Aviation Programs and Policy; LENORA SKIPWORTH, Special Trade Activities Division; UNITA WILLIAMS, Developed Country Trade Division; YVETTE JENKINS, Textiles Division; MICHAEL SCOWN, Foreign Policy Controls Division; and JONATHAN MUELLER, Food Policy Division. □

European and Canadian Affairs

Front Office: Assistant Secretary ROZANNE L. RIDGWAY was in New York, September 20-24 and October 1, to participate in the Secretary's meetings with western and eastern European foreign ministers at the opening of the UN General Assembly in New York ... Deputy assistant secretaries THOMAS W. SIMONS JR., and JAMES WILKINSON and special assistants DIANA E. SMITH and WALTER ANDRUSYSZYN were with the assistant secretary in New York ... Ms. Ridgway, accompanied by Mr. Andrusyszyn, traveled to Bonn, the Hague and Brussels, for consultations, October 1-7 ... Deputy assistant secretary CHARLES H. THOMAS visited London and Brussels, September 24-29, to participate in meetings of the High-Level Task Force ... Mr. Simons accompanied the Vice President on his visit to Warsaw, September 24-29 ... Deputy assistant



secretary WILLIAM BODDE JR. accompanied the Vice President on his visit to Rome, Warsaw, Bonn, Paris, London and Brussels, September 24-October 3.

Office of Northern European Affairs: Director FORD COOPER and Norwegian desk officer KEN KOLB accompanied deputy assistant secretary M. JAMES WILKINSON to Oslo and Svalbard, for the annual political consultations with the Norwegian government, September 2-4 ... Mr. Cooper and Mr. Kolb consulted at Embassy Copenhagen the following week ... Mr. Cooper represented the Department at the Harvard Nordic Conference, in Iceland, August 7-10, which was sponsored by the Center for International Affairs ... Newcomers to the staff are ALISA ROBINSON, secretary for the United Kingdom unit; GEORGE BOUTIN, country officer for Sweden and Finland; KEN KOLB, country officer for Denmark and Norway; JAMES CLUNAN, country officer for Great Britain; and ELEANORE RAVEN-HAMILTON, Benelux country officer ... Iceland desk officer HOWARD PERLOW joined Mr. Wilkinson in participating in negotiations with the Iceland government on whaling, in Ottawa, September 9 ... United Kingdom country officer JAMES CLUNAN participated in a management exercise in Dublin, September 12-17, and consulted subsequently with Embassy London and the consulates in Edinburgh and Belfast ... Ms. Ridgway participated in the September 6-13 official visit to the United States of the Swedish prime minister, which included a meeting with the President, a luncheon given by the Secretary, a dinner at the White House and travel outside Washington ... Deputy director ROBERT JOHNSON accompanied the prime minister to Boston, and Swedish desk officer RICHARD CHRISTENSON traveled with the prime minister to Chicago and Evanston, Ill.

Office of Canadian Affairs: Environmental officer ED KEETON participated in bilateral talks in Washington, September 28, on the Great Lakes water quality agreement ... Deputy director VICTOR GRAY spoke at the Industrial College of the Armed Forces on U.S.-Canadian relations, September 29 ... Energy officer JOHN COOK participated in a September 30 Washington bilateral

TORONTO, Canada—At awards ceremony, left to right: Harriet Capalla, Judy McFadden, Louise Pellinen, Ralph L. Nider, Jane Boyd, Anna Celini, Leslie Haworth, Cynthia Malinis, Michael Niles, Doreen D'Andrade, Bernie Alter, consul general J. Donald Blevins, Kris Nanda.

meeting on the Arctic natural gas transportation system ... On October 1 HAL LUCIUS, who had just returned from Toronto, joined the office to backstop economic officers GIL DONAHUE and TIM SKUD, who spent much of September participating in the final rounds of the free trade negotiations.

Office of Southern European Affairs: The office welcomed JOHN BRADY KIESLING; he will be working with the Greek desk officers before preparing for his assignment to Athens. Mr. Kiesling will be the third Greek desk officer for approximately the next four months.

Office of Western European Affairs: Director AVIS T. BOHLEN participated in the secretary's meetings at the UN General Assembly, September 22-23, with the French, Spanish, Italian, and Maltese foreign ministers ... FRANK SHAKESPEARE, ambassador to the Vatican, was in Washington for consultations, September 28-October 2 ... The new ambassador to Malta, PETER SOMMER, departed for post October 2 ... Ambassador REGINALD BARTHOLOMEW, accompanied by political-military officer DONALD PLANTY, was in the Department, from Madrid, September 14-25, for consultations on the Spanish base negotiations and other issues ... Mr. Bartholomew participated in the Secretary's meeting in New York with the Spanish foreign minister, September 22. □

International Communications and Information Policy

RANDOLPH EARNEST, director, Office of Regulatory and Treaty Affairs, visited Madrid and Lisbon in mid-July, to consult with Spanish and Portuguese officials on plans for a new transatlantic

tic fiber-optic cable ... On September 24-25 he and DEAN OLMSTEAD, same office, held intensive discussions with British officials in London, seeking to harmonize U.S. and British views on the future of the International Telecommunications Satellite Organization ... Mr. Olmstead represented the Department at the organization's assembly of parties, in Buenos Aires, October 5-9 ... On October 5-9 LUCY H. RICHARDS, director, Office of Planning and Analysis, headed the U.S. delegation to meetings in Paris arranged by the committee on information, computers and communications policy of the Organization for Economic Cooperation and Development ... On September 24-25 DOREEN F. MCGIRR, same office, headed the U.S. delegation to a meeting of experts on information technologies ... TIMOTHY C. FINTON, same office, participated in U.S.-Sweden telecommunications talks in Stockholm, September 14-15, as part of an interagency delegation which sought to explore ways to increase U.S. access to the Swedish telecommunications market.

JOHN GILSENAN, Office of International Radio Communications, served as the executive director of the U.S. delegation to the World Administrative Radio Conference on Mobile Services, September 14-October 16, in Geneva ... ALLEN OVERMYER, same office, was a member of the delegation ... GARY FERENO, Office of Technical Standards and Development, led the U.S. delegation to a Geneva meeting of Study Group XVII of the International Telecommunication Union's consultative committee on international telegraph and telephone, September 28-October 2 ... Representatives of 30 U.S. firms participated in the work, which related to intensive development of standards for modems (analog-digital interface devices used to transmit and receive data over telephone lines).

People: On September 28 ELAINE GARLAND joined the Office of External Relations. □

International Narcotics Matters

Assistant Secretary ANN WROBLESKI, accompanied by GENE MARSHALL, chief of the bureau's Asia Division, traveled to Pakistan, India and Nepal, September 9-24 to participate in the U.S./Pakistan Working Group on Narcotics meetings as well as to consult in all three countries on narcotics control ... On September 29 the general supervisor for technical and criminal services, LIC. JOSE MARIA ORTEGA PADILLA, and other officials of the Mexican attorney general's office met with Ms. Wroblewski to discuss joint Mexico/U.S. efforts to reduce opium poppy and marijuana cultivation in Mexico. The Mexican visitors were accompanied by the deputy director of the Mexico City embassy narcotics assistance unit, ROBERT GOLDBERG ... The interior minister of Peru, JOSE BARSALLO BURGA, and General JUAN ZARATE, police commander of antinarcotics operations, visited Washington and met with Ms. Wroblewski and members of her staff

... MARK DION attended the bureau-funded regional customs directors conference in Bariloche, Argentina, and the UN-sponsored meeting of heads of national drug law enforcement agencies for Latin America and the Caribbean, in Santiago, Chile, during September. En route, he met with narcotics and foreign ministry officials in Brasilia, Asuncion and Buenos Aires ... Program analyst DIANNE H. GRAHAM also attended the meeting, as an adviser on the U.S. delegation ... Americas Division chief SUE H. PATTERSON addressed the Latin American class of the Defense Institute of Security Assistance Management, at Wright-Patterson Air Force Base, Dayton, September 10 ... Together with aviation adviser Lieutenant Colonel CHARLES R. MERRIOTT, she traveled to Panama, to address the Security Assistance Organization commanders conference, at Fort Clayton, September 21-25 ... Program analyst ALBERT K. MATANO traveled to Lima, Quito, Bogota and Caracas, August 16-September 1. He evaluated embassy narcotics programs and traveled to remote marijuana and coca cultivation areas to view the problem firsthand.

People: W. KENNETH THOMPSON, deputy director of the bureau's Program Office, retired on September 30. He is to continue working for the bureau as a consultant for special projects ... G. BRENT OLSON joined the bureau September 23, to replace Mr. Thompson as deputy director. He served most recently in Bangladesh and, earlier, in Honduras. He attended the National War College 1984-85. □

International Organization Affairs

GEOFFREY E. WOLFE, deputy director, Office of International Economic Policy, traveled to Geneva for the UN Conference on Trade and Development's 34th session, October 5-16 ... NEIL A. BOYER, director for health and transportation programs, served on the U.S. delegation to the World Health Organization's western Pacific regional committee meetings in Beijing, September 8-14 ... He and F. GRAY HANDLEY, same directorate, served on the U.S. delegation to the Pan-American Health Organization's directing council session, in Washington, September 21-25 ... J. ANTHONY ALLITTO, same directorate, was on the U.S. delegation to the biennial assembly of the World Tourism Organization, in Madrid, September 22-October 1 ... JOHN A. BUCHE, director, Office of Technical Specialized Agencies, served on the U.S. delegation to the International Atomic Energy Agency's board of governors meeting, in Vienna, September 16-18, and the general conference, September 21-25 ... Following the conference, Mr. Buche visited Geneva, September 28-October 2, for consultations with U.S. mission officers and officials from the World Health Organization, the World Meteorological Organization, the International Labor Organization and the International Telecommunications Union ... From June 27-July 31

KATHLEEN STEPLINSKI served as conference administrative officer to the second regular session of the Economic and Social Council and the UN Conference on Trade and Development, in Geneva ... From September 16-October 3 she served as administrative officer to the Department's delegation to the UN General Assembly in New York ... SALLY HARMON was in Geneva serving as conference administrative officer to the International Telecommunications Conference and the International Labor Organization's maritime conference, September 9-October 19.

People: KATHLEEN ANDERSON, formerly senior operations officer in the Office of Foreign Missions, has joined the Office of Human Rights and Women's Affairs as officer-in-charge of women's programs. □

Legal Adviser's Office

ABRAHAM D. SOFAER, the legal adviser, with MICHAEL J. MATHESON, deputy legal adviser, and PATSY B. SCHAUBEL, senior staff assistant traveled to Paris, to attend a symposium and consult with French officials ... MICHAEL J. MATHESON, deputy legal adviser, traveled to Brussels, to participate in law-of-war discussions ... DEBORAH D. KENNEDY, attorney-adviser, Office of the Assistant Legal Adviser for Oceans, International Environmental and Scientific Affairs, and JOHN B. REYNOLDS, attorney-adviser, Office of the Assistant Legal Adviser for Near Eastern and South Asian Affairs, traveled to New Haven, to conduct interviews with law students at Yale ... PETER H. FLOURNOY, attorney-adviser, Office of the Assistant Legal Adviser for Oceans, International Environmental and Scientific Affairs, traveled to Seattle, to attend the fifth annual fishery law symposium ... DEBORAH D. KENNEDY, attorney-adviser, same office, traveled to Montreal, to attend the diplomatic conference to adopt a protocol on ozone ... SUSAN BINIAZ, attorney-adviser, same office, traveled to Japan, to attend space-station talks ... ROBERT E. DALTON, counselor on international law, accompanied the general counsel of the Treasury Department to The Hague, to discuss a treaty problem with the Dutch ... SCOTT A. HAJOST, attorney-adviser, Office of the Assistant Legal Adviser for Oceans, International Environmental and Scientific Affairs, served on the safety panel on Antarctica, in Washington.

People: Several new employees have joined the office: ANTONIO PEREZ, as attorney-adviser in the Office of the Assistant Legal Adviser for Law Enforcement and Intelligence; NEWELL HIGHSMITH and ALEXANDER TOMASZCZAK, as attorney-advisers in the Office of the Assistant Legal Adviser for Management; CAYSAUNDRA BROWN, as support services specialist in the Office of the Executive Director; PETER SPIRO, as attorney-adviser in the Office of the Assistant Legal Adviser for Special Functional Problems; MARGARET GRAHAM, as special assistant to

the legal adviser; SEAN MURPHY and STEPHEN MATHIAS, as attorney-advisers, and MILDRED DONOHUE, as secretary, in the Office of the Assistant Legal Adviser for International Claims and Investment Disputes ... BLANCHE NEWTON was selected as secretary in the Office of the Assistant Legal Adviser for Law Enforcement and Intelligence ... ROSALIA T. GONZALES AND HAROLD F. BURMAN were reassigned to the Office of the Assistant Legal Adviser for Private International Law. □

Management

Office of the Under Secretary

On September 24 Under Secretary RONALD I. SPIERS addressed the 39th junior officer class, on the personnel system and career management, at Airlie House ... On September 30 he traveled to New York, to review security operations for the UN General Assembly sessions. □

Medical Services

Dr. EBEN DUSTIN, medical director, traveled to Geneva, where he met with senior physicians from a number of other diplomatic services. Joining Dr. Dustin in Geneva were Drs. PAUL GOFF, deputy director; PAUL EGGERTSEN, chief of mental health services; MARTIN WOLFE, chief of tropical medicine; and CHARLES BRODINE, chief of Environmental Health ... Nurse CANDACE MOORE visited Washington while on home leave. She is to return to Dakar. □

Oceans and International Environmental and Scientific Affairs

Assistant Secretary JOHN D. NEGROPONTE attended the National Academy of Science workshop on "The Information Revolution and the Conduct of Foreign Policy," September 14-15 ... On September 17-18 he was keynote speaker and guest of honor at the annual meeting of the International Environment Forum, in Washington ... He was in Mexico, September 24-25, for talks regarding the tuna agreement ... He hosted the science counselor conference at the Department, September 28-30.

Principal deputy assistant secretary RICHARD J. SMITH led the U.S. delegation to meetings with the Italians on the proposed space station, in Frascati, Italy, September 9-11 ... He was in Bonn, September 14, and London, September 15, for space-station consultations ... He held space-station negotiations with the Canadians in Washington, September 17-18, and led the U.S. delegation to space-station negotiations with the Japanese, in Tokyo, September 21-23.

RICHARD ELLIOT BENEDICK, formerly deputy assistant secretary for environment, health and natural resources, led the U.S. delegation to the final round of negotiations on protection of the ozone layer, in Montreal, September 7-12, under auspices of the UN Environment Program ... He served as alternate representative at the plenipotentiaries' conference, September 14-16, which culminated in an international agreement on the

"Montreal Protocol on Substances that Deplete the Ozone Layer," signed September 16 by 24 nations, including the United States ... Mr. Benedick spoke on the ozone protocol at meetings of the American Electronics Association, September 17, and the International Environment Forum, September 18, and before students at the Georgetown University School of the Foreign Service, September 23 ... On September 21 he moved to the Conservation Foundation, in Washington, on detail from the Department, as senior fellow ... ANDREW SENS, director, Office of Environmental Protection, testified on global climate change before a joint session of the House Subcommittee on Natural Resources, Research and Environment and the Subcommittee on International Scientific Cooperation, September 30.

BRIAN HALLMAN, deputy director, Office of Fisheries Affairs, accompanied Mr. Negro-

OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS—At science and technology officers conference in the Department, from left:

William Moody, Jerome Bosken, James Devine (partially hidden), Peter de Vos, James Chamberlin, Thomas Wajda, Francis Kinnelly, Manfred Cziesla, Richard Getzinger, John Ward (partially hidden), Richard J. Smith, Thomas Vrebalovich, John D. Negroponte, Pierre Perrolle, Allen Sessoms, John Whitehead, Robert Carr (partially hidden), Ahmed Meer, Ishmael Lara, Robert Morris, Francis Cunningham, Edward Malloy (hidden), John Boright, Carlton Stoiber, Thomas Schlenker, Anthony Rock, Gerald Whitman, Jeffrey Lutz, Leroy Simpkins.



ponete to Mexico City, for discussions with Mexican officials on fisheries . . . The bureau hosted a conference of science and technology officers, September 28-30. Deputy Secretary JOHN WHITEHEAD addressed the group, highlighting the role they play in assuring that the United States gains the maximum benefit from science and technology developments at home and abroad . . . MICHAEL A.G. MICHAUD, director, Office of Advanced Technology, and FREDERICH BURKHART of that office represented the Department on the national space policy review . . . THEODORE WILKINSON, director for nuclear technology and safeguards, was a member of the U.S. delegation to International Atomic Energy Agency board and general conference meetings, in Vienna, September 16-25 . . . MICHAEL CONGDON, Office of Nuclear Technology and Safeguards, served on the U.S. delegation to the Nuclear Energy Agency's steering committee meeting, in Paris, October 1-2 . . . ALEX BURKART, Office of Nuclear Technology and Safeguards, attended the sixth Pacific Basin Nuclear Conference, September 9-11, in Beijing . . . ROBERT SENSENEY, international relations specialist from the Nuclear Regulatory Commission, has joined the Office of Nuclear Technology and Safeguards, for a two-month training assignment.

EDMUND M. PARSONS, director, Office of Ecology and Natural Resources, cochaired a meeting in Mexico City, September 21, concerning a proposal by the state of Texas to locate a low-level radioactive waste disposal site in the border area . . . SHARON J. CLEARY, Office of Ecology and Natural Resources, attended the species survival program meetings of the American Association of Zoological Parks and Aquariums, in Portland, Ore., September 18-21 . . . STEPHANIE CASWELL, Office of Ecology and Natural Resources, attended the fourth World Wilderness Congress convention, in Estes Park, Colo., September 14-18. □

Politico-Military Affairs

On September 11 Assistant Secretary H. ALLEN HOLMES testified before the Senate's Government Operations Committee . . . On September 24 he chaired a session of NATO's Special Consultative Group, in Brussels . . . On September 28 deputy assistant secretary ROGER HARRISON addressed the American Association for the Advancement of Science's second annual colloquium on science, arms control and national security, on "European Security: The Relationship Between Nuclear and Conventional Forces." . . . On September 18 principal deputy assistant secretary Major General WILLIAM F. BURNS traveled to Carlisle, Pa., to address members of the Army War College on the role of the bureau and how it interacts with the Department of Defense.

JENONNE WALKER, director, Office of Theater Military Policy, undertook Allied consultations in London and Brussels, September 25-28 . . . Gen. Burns and Lieutenant Colonel



LAGOS, Nigeria—Ambassador Princeton Lyman, right, presents special recognition award to Colonel Thoma E. Leverette, defense attaché.

DAVID LAMBERT, Office of Theater Military Policy, attended a meeting of representatives of 19 Western industrialized countries, in Paris, September 14-15, to discuss efforts to curb chemical-weapon use and proliferation . . . They also attended the U.S.-Soviet bilateral meeting in Bern in early October, on chemical weapons proliferation . . . RON BARTEK, Office of Theater Military Policy, continues in Geneva as an adviser to the U.S. delegation on intermediate-range nuclear missiles . . . CHARLES DUELFER, director, Office of International Security Policy, traveled to Barbados and Antigua, September 30-October 2, for consultations . . . LLOYD MOSS traveled to Central America and Panama, September 9-October 3, for consultations . . . Lieutenant Colonel DAVID RANKIN traveled to Chad for consultations, September 30-October 5 . . . PEGGY BLACKFORD, executive director, attended an employee relations seminar for supervisors/managers, sponsored by the Foreign Service Institute, September 10-11.

People: Arrivals: CAROLYN CAWLEY has joined the staff of the Office of International Security Policy as an intern . . . ULRIKE SZALAY has joined the staff of the Office of Strategic Nuclear Policy as an intern . . . HOLLI HARRIS and JULIANNE JOHNSON have joined the staff of the Office of Security Assistance and Sales . . . **Transfer:** KENNETH PEOPLES has transferred from the Office of Strategic Technology Affairs to the Office of Munitions Control. □

Public Affairs

Office of the Assistant Secretary: Assistant Secretary CHARLES E. REDMAN accompanied the Secretary to New York, September 20-October 2, for the UN General Assembly sessions. He participated in all of the Secretary's bilateral meet-

ings with foreign ministers in New York.

Office of the Historian: On September 30 director WILLIAM Z. SLANY chaired a committee of the National Historical Publications Commission considering the marketing of scholarly volumes . . . Historians JOHN P. GLENNON and CHARLES S. SAMPSON conducted research in connection with a joint U.S.-Soviet documentary publication project on U.S.-Russian relations, 1815-1865, in New England, September 21-25 . . . Historian TED KEEFER visited the Dwight Eisenhower Library, to research a forthcoming publication on intelligence and foreign policy after World War II . . . Historian NINA NORING attended a conference on the 1956 Suez crisis, jointly sponsored by the Wilson Center and St. Anthony's College, Oxford University . . . ROBERT HAYASHIDA joined the staff, September 1.

Office of Opinion Analysis and Plans: Director BERNARD ROSCHCO spoke to the Department of Defense senior communicators working group, September 16, on national security issues . . . Social science analyst ALVIN RICHMAN briefed foreign journalists on "American Attitudes Toward U.S.-Soviet Relations," at the Foreign Press Center, September 10 . . . He gave a television interview on the same subject to JAHN JOHANSEN of the Norwegian Broadcasting Corp., October 6 . . . On September 25 MARGARET RICHARDSON transferred to the Foreign Affairs Information Management Center.

Office of Press Relations: The staff assisted in coordinating and arranging activities for an international press corps during the ministerial meetings between Secretary Shultz and Soviet Foreign Minister EDUARD SHEVARDNADZE, at the Department, September 15-17 . . . ANITA STOCKMAN, deputy director; RUDI BOONE, press officer; and information assistants GLADYS BOGGS and ANDREW LAINE staffed the Secretary's press office operation at the UN General Assembly in New York, September 21-October 2.

Office of Public Communication: A videotape produced by the office has received the top

BUREAU NOTES

award for 1987 from the National Association of Government Communicators. The 12-minute videotape, "Traveling More Safely Abroad," was written and directed by special assistant MARTIN JUDGE and produced by JEFFREY BEDDOW and NICOLA UNDERWOOD, public affairs specialists on the Special Projects Staff. The tape dramatizes hazardous situations Americans might encounter when traveling overseas, and explains how they can avoid the hazards. There were 87 entries in the competition ... HARRY F. YOUNG retired after 28 years of Government service. He was the Editorial Division's senior research specialist, and author of a series of foreign relations atlases, including those on NATO and the Caribbean basin, and a larger volume with sections on international organizations, foreign relations machinery, elements of the world economy, trade and investment, development assistance and U.S. national security.

Office of Public Programs: On September 14 a capacity audience of 350 attended the regional foreign policy conference in St. Louis, co-sponsored by the St. Louis World Affairs Council and the Department ... Regional program officer NANCY STONE served as conference manager, assisted by DARLENE KIRK and CAROLYN HESKIN ... Director general GEORGE VEST delivered the keynote luncheon address, on "The Constitution and the Executive Branch's Role in Foreign Policy Making" ... The Secretary's coordinator, JANICE SETTLE, accompanied by regional program officer CONSTANCE DUNAWAY, advanced the Secretary's September 27 address on southern Africa to members of the Business Council for International Understanding, in New York ... On September 14, 25 representatives of the San Francisco World Affairs Council attended a special briefing in the Department, where they had an opportunity to listen to Department officers discuss U.S. foreign policy, U.S.-Soviet relations, the Middle East and U.S. efforts to combat international terrorism ... Senior deputy assistant secretary GEORGE HIGH welcomed the group, and conference officer MARIE BLAND coordinated the event ... The Christopher Columbus Quincentenary Jubilee Commission, established by Congress to plan the commemoration of Columbus' voyage in 1492, met with members of the Foreign Quincentenary Commission, in the Loy Henderson Conference Room, September 11 ... The assistant secretary for congressional relations, J. EDWARD FOX, welcomed the delegates ... Ms. Bland and LEE HUNT of Congressional Relations coordinated the activity ... Approximately 50 members of non-government organizations, with a large representation of ethnic and Jewish organizations, attended a briefing on the Conference on Security and Cooperation in Europe. Assistant Secretary ROZ RIDGWAY; WARREN ZIMMERMAN, Head of the U.S. delegation to the Vienna follow-up meeting; Assistant Secretary RICHARD SCHIFTER and SAM WISE addressed the group ... Organization liaison officer BETH GIBNEY organized the meeting ... The Secretary hosted a national conference for over 100 senior business

executives, September 14. Under Secretary MICHAEL ARMACOST; ALAN GREENSPAN, chairman of the Federal Reserve; and ALAN LARSON, deputy assistant secretary for economic affairs, addressed the morning plenary session and were guests of the Secretary for lunch on the eighth floor, where he spoke. Conferees were offered a choice of five geographic workshops in the afternoon. Washington program chief ILMAR HEINARU and organizational liaison officer BETH GIBNEY coordinated the event. □

Refugee Programs

Director JONATHAN MOORE, ROBERT L. FUNSETH, senior deputy assistant secretary, and other staff members represented the bureau at hearings before the House Judiciary Committee, to present the President's fiscal 1988 refugee admissions proposal. A presidential determination establishing a ceiling of 72,500 refugee admissions to the United States for that year has been signed. This includes a 4,000 unallocated and unfunded reserve for possible funding by the private sector ... Mr. Moore headed the U.S. delegation to the 38th session of the executive committee of the office of the UN High Commissioner for Refugees, in Geneva, October 5-12. The U.S. delegation included Mr. Funseth; KENNETH W. BLEAKLEY, deputy assistant secretary for international assistance; JAMES P. KELLEY, director, Office for International Refugee Affairs; and CATHERINE W. BROWN, Office of the Legal Adviser. Delegation members from the U.S. mission in Geneva were Ambassador JOSEPH C. PETRONE; MICHAEL CARPENTER, counselor for refugee and migration affairs; THOMAS JOHNSON, legal counselor; and JOHN CAMPBELL and RICHARD MANN, Refugee and Migration Affairs. Prior to the executive committee sessions, the United States participated in meetings of the Subcommittee of the Whole on Protection and the Subcommittee on Administrative and Financial Matters ... Mr. Moore and Mr. Funseth met with Ambassador G. NORMAN ANDERSON, to review refugee program operations in Sudan, and with S.A.M.S KIBRIA, the UN secretary general's special representative for Khmer relief, and his deputy, JAMSHID ANVAR, to discuss relief efforts on the Cambodian border ... Mr. Moore met with JACINTO VELOSO, Mozambican minister of cooperation, and Mozambique's ambassador to the United States, VALERIANO FERRAO, to review the refugee situation in Mozambique ... Mr. Moore and Mr. Funseth attended an award ceremony and dinner sponsored by the International Rescue Committee, at which Deputy Secretary JOHN C. WHITEHEAD received the Freedom Award.

Mr. Bleakley traveled to San Salvador and Tegucigalpa, to work with embassy, host governments and church officials, as well as the Intergovernmental Committee on Migration, and UN authorities on a strategy to promote refugee protection and voluntary repatriation ... He also met with UN Relief and Works Agency officials in Vienna, Austria ... WILLIAM A. GARLAND,

director, Office of Asian Refugee Assistance, and FRANCES R. CULPEPPER, refugee officer, attended the Khmer relief donors' meeting in New York ... Mr. Garland also traveled to Thailand, to pursue protection and welfare of refugees with the Thai government and international organizations ... He stopped in Rome to meet with World Food Program officials, en route back to Washington ... ANN MORGAN, director, Office of Refugee Training, attended a meeting of the Children's Subcommittee of Interaction, in New York ... THERESA L. RUSCH, director, Office of Reception and Placement, followed up on the bureau's 1986 monitoring review of reception and placement services, and reviewed the resettlement of Montagnards in Greensboro and Charlotte, N.C. ... JUDITH J. CHAVCHAVADZE, deputy director, Office of European, Near Eastern and Latin American Refugee Assistance, visited Vienna, Damascus, Amman, Jerusalem, Nicosia and Zurich, to review programs supported by U.S. funds and meet with UN officials ... WILLIAM J. GARVELINK, deputy director, Office of African Refugee Assistance, met with representatives from the international organization emergency network and private voluntary agencies, in New York ... SHEPPIE G. ABRAMOWITZ and DANIEL P. SULLIVAN attended an Interaction meeting in New York.

People: Joining the bureau were SUELLA PIPAL, staff assistant; KENNETH J. LYONS, refugee officer, Office of African Refugee Assistance; PATRICIA HILL, refugee officer, Office of European, Near Eastern and Latin American Refugee Assistance; and LINDA A. SHEPHARD, management assistant, Executive Office ... Former staff assistant CHERYL A. MARTIN has been assigned to the bureau's Policy and Program Coordination Office. ■

Barney Lester's answers

(See Page 43)

1. 256—not counting 45 consular agencies.
2. Manila is first, Mexico City second, Bonn third. Paris and London are close behind.
3. (1) Salzburg, Austria. (2) Strasbourg, France. (3) Dusseldorf, West Germany. (4) Turin, Italy. (5) Goteborg, Sweden. (6) Brisbane, Australia. (7) and (8) Songkhla and Udorn, Thailand. (9) Oran, Algeria. (10) Honiara, Solomon Islands. (11) Embassy Bern's branch office in Geneva.
4. Embassy Mexico, with Ciudad Juarez, Guadaluajara, Monterrey, Tijuana, Hermosillo, Matamoros, Mazatlan, Merida and Nuevo Laredo.
5. (1) United Nations, N.Y. (2) Organization of American States, Washington. (3) International Atomic Energy Agency, Vienna. (4) North Atlantic Treaty Organization, Brussels. (5) European office of the United Nations and other international organizations, Geneva. (6) European Communities, Brussels. (7) UN Agencies for Food and Agriculture, Rome. (8) Organization for Economic Cooperation and Development, Paris. (9) UN Educational, Scientific and Cultural Organization, Paris. (10) International Civil Aviation Organization, Montreal. □

Obituaries

Clare Boothe Luce, 84, who was ambassador to Italy, 1953-57, died of cancer at her home in Washington on October 9.



Ms. Luce (1953)

Ms. Luce was managing editor of *Vanity Fair* magazine, 1933-34, and was a war correspondent for *Life* magazine in Europe and Asia. She wrote several books and plays. Survivors include two stepsons. □

Ms. Luce was managing editor of *Vanity Fair* magazine, 1933-34, and was a war correspondent for *Life* magazine in Europe and Asia. She wrote several books and plays. Survivors include two stepsons. □

Milton Carl Walstrom, 67, who served at several posts in the Middle and Far East before retiring in 1978, died on August 27.

A native of California, Mr. Walstrom was graduated from the University of California. After working as an engineer for the Pacific Naval Air Bases and the U.S. Army Engineers, he joined State in 1945. His assignments included Kingston as consular officer, Baghdad as public affairs officer, Algiers as economic officer, Amman as political officer, Bangkok as counselor for political/military affairs, and Saigon as political/military officer. From 1960-62 he was officer-in-charge of Iraq-Iran affairs. Mr. Walstrom was deputy director of regional affairs in the Bureau of East Asian and Pacific Affairs, 1967-69. In 1973 he became director of the Visitor's Reception Center in Honolulu. Survivors include a son, a daughter and a sister. □

Norman J. Pettipaw, 62, a retired Foreign Service officer with the Agriculture Department's Foreign Agricultural Service, died of a heart ailment

August 29 at the Washington Hospital Center. He lived in Bethesda.

Mr. Pettipaw was born in Brookline, Mass. He was graduated from the University of Massachusetts, where he also earned a master's degree in agricultural economics. During World War II he served in the Army in North Africa and Europe.

He joined the Agriculture Department in 1954. He was an assistant agricultural attaché in Indonesia and Italy in the late 1950s. He served as the agricultural attaché at the U.S. embassy in Israel, 1962-64. He held the same post in Jakarta, 1964-65 and 1968-73, and in Stockholm, 1977-79. He was European area officer when he retired in 1984.

He was a member of the Audubon Society. Survivors include his wife, two sons, two daughters and a brother. Contributions are suggested to Children's Hospital, Washington, D.C. □

John E. Feissner, Jr., 66, who served in Kingston as a visa officer before retiring in 1971, died on July 24.

Joining the Foreign Service in 1952, Mr. Feissner was a public affairs officer in Pusan; an economic officer in Seoul, Guatemala and Stockholm; and an administrative officer in Naples. Department assignments included the Bureau of International Organization Affairs as an administrative officer, and

the Bureau of Personnel as an information officer.

Mr. Feissner was native of Washington. There are no known survivors. □

Elizabeth Sanphy, 70, a Foreign Service secretary who retired in 1976, died on June 29. Ms. Sanphy joined the Foreign Service in 1965. Her assignments included Bonn, Lusaka, Tripoli, Brussels and Hamburg. From 1969-71 she served in the Bureau of African Affairs. There are no known survivors. □

Louise W. Barraclough, 76, the wife of retired Foreign Service officer George O. Barraclough, died in Arizona on September 19.



Ms. Barraclough

During World War II she was a senior personnel adviser in Tokyo. She was chairwoman of American Red Cross volunteers at the Navy's Bethesda hospital. Besides her husband, she leaves a sister. ■

WHAT KIND OF A GUY WOULD JUST STAND THERE WHILE HIS BEST FRIEND STOPPED BREATHING?

A guy who doesn't know CPR. The sad fact is, more people know how to jump-start a car than know how to save a life.

LEARN HOW TO JUMP-START A LIFE. LEARN RED CROSS CPR.

Library Booklist

Southern Africa: Part II

(Part III will cover the Republic of South Africa)

Botswana, Lesotho, Swaziland

BONNER, P. L. *Kings, Commoners, and Concessionaires: the Evolution and Dissolution of the Nineteenth-Century Swazi State*. Cambridge, Cambridge Univ. Press, 1983. 315 p. DT971.7.B66 1983

BOOTH, ALAN R. *Swaziland: Tradition and Change in a Southern African Kingdom*. Boulder, CO, Westview, 1983. 156 p. DT971.B58 COLCLOUGH, CHRISTOPHER and STEPHEN MCCARTHY. *The Political Economy of Botswana: Study of Growth and Distribution*. New York, Oxford Univ. Press, 1980. 298 p. HC930.C64

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KERVEN, CAROL. *Botswana Mine Labour Migration to South Africa*. Gaborone, Central Statistics Office, 1980. 102 p. HD8039.M61B684

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PICARD, LOUIS A., ed. *Politics and Rural Development in South Africa: The Evolution of Modern Botswana*. Lincoln, Univ. of Nebraska Press, 1986. 339 p. JQ760.A2P65

PICARD, LOUIS A. *The Politics of Development in Botswana: A Model for Success*. Boulder, CO, L. Rienner Publisher, 1987. (on order)

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Washington, Investor Responsibility Research Center, 1986. 238 p. HG5851.A3B68 Ref.

BRIDGEMAN, JON. *The Revolt of the Hereros*. Berkeley, Univ. of California Press, 1981. 184 p. DT714.B74

CHILESHE, JONATHAN H. *Third World Countries and Development Options, Zambia*. New Delhi, Vikas Pub. House, 1986. 220 p. (on order)

COOPER, ALLAN D. *U.S. Economic Power and Political Influence in Namibia, 1700-1982*. Boulder, CO, Westview Press, 1982. 222 p. DT714.C66

DORE, ISSAC I. *The International Mandate System and Namibia*. Boulder, CO, Westview Press, 1985. 230 p. JX4084.S68D67

ELLIS, JUSTIN. *Education, Representation and Liberation: Namibia*. London, World Univ. Service, 1984. 94 p. LC191.8.N3E44

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JASTER, ROBERT S. *South Africa in Namibia: the Botha Strategy*. Lanham, MD, University Press of America, 1985. 114 p. DT714.J37

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O'CALLAGHAN, MARION. *Namibia: the Effects of Apartheid on Culture and Education*. Paris, UNESCO, 1977. 169 p. DT709.023

ROCHA, GEISA M. *In Search of Namibian Independence: the Limitations of the United Nations*. Boulder, CO, Westview Press, 1984. 192 p. JX1977.2.N34R63

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BY EMPLOYEES?



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ICE AGE WAS TO
DINOSAURS !!



"BOSS BUREAUCRATS"
COULD BECOME
EXTINCT!



MISS BEHAVEN-DUST
THIS SUGGESTION FOR
FINGERPRINTS - FIND
THE ORIGIN-
ATOR!



LATER THERE WERE
IDENTIFIABLE
PRINTS, BUT
YOU'RE GONNA
HAVE PROBLEMS



WHY?



THERE WERE 4000
THUMB PRINTS ON
THAT MEMO - ALL
DIFFERENT !!


HAHAHA
HO HO
HAR
HEE HEE




A... CONSPIRACY!




AWRIGHT! WHO'S
BEHIND THIS?




AHEM... I AM,
CHIEF...



YOU? YOUNG TURK?
MY ASSISTANT!
WHY?



EASY. WE COULD
IMPROVE MANAGERS
IF THEY WERE EVAL-
UATED FROM THE
BOTTOM AS
WELL AS
THE TOP..




EACH EMPLOYEE
WRITES A ONE-LINE
EVAL OF HIS
IMMEDIATE SUPERVISOR
ONCE A
YEAR.



87
CHIP BECK

AFTER A WHILE, YOU'D
HAVE A WHOLE SET
OF CRITERIA ON HOW
THEY PERFORM OVER
THE LONG
HAUL.



ARE YOU
CRAZY?




IT WOULD
NEVER WORK!



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