

State

The Newsletter

United States Department of State

June 1989





THE COVER—Richard B. Parker and Carol C. Laise are the two cup winners. Story on Page 2. (Photo by Walter Booze)



Letters to the Editor

Reply to Ambassador Todman

ARLINGTON, VA.

DEAR EDITOR:

The juxtaposition of stories on Page 13 of the April issue was striking: Secretary Baker re-affirming the Department's commitment to *equal* employment opportunity and advancement on the basis of merit, and Ambassador Todman decrying continued under-representation and under-utilization of blacks in the Foreign Service and calling (obliquely) for more preferential treatment for minorities.

The Department should clearly define its objective. Is the Service interested primarily in excellence, or in a Foreign Service officer corps which presents a tidy statistical array, a perfect mirror image of our population's ethnic composition? But why only ethnic? To be truly representative, should the corps not also reflect geographic distribution, religious persuasion, political affiliation, sexual preference, etc.? The absurdity of such an approach is patent.

The interest of the Service, and of the United States, is the promotion of excellence based not on ethnic considerations

(In his "Equal Employment Opportunity" column on Page 13, Clarence E. Hodges comments on this letter.)

but on merit, demonstrated on a level playing field. Ambassador Todman speaks of the many blacks "victimized by an uncaring educational system." Is this to suggest that blacks were the only victims of such a system? *Brown v. The Board of Education* is now 35 years old, antedating the birth of the present cohort of Foreign Service applicants. If the educational system has been "uncaring" for blacks, has it been less so for other ethnic groups under an integrated system of public education? This is not a persuasive argument for preferential treatment. Rather, it falls into that category of stereotypical thinking which the ambassador urges us to avoid.

The ambassador has called for a review of the Foreign Service officer entry examination to rid it of any lingering cultural bias. The presumption here is that, if the examination does not yield the desired results, it is somehow flawed. Though the logic of that "reasoning" is elusive, the point is really irrelevant since

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There are 11 monthly issues (none in August). Deadline for submitting material for publication is in the first week 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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Foreign Service Day

Parker gets Foreign Service Cup, Laise the Director General's Cup

Keeley, Lynch, Shearburn, Chavaes also among those honored

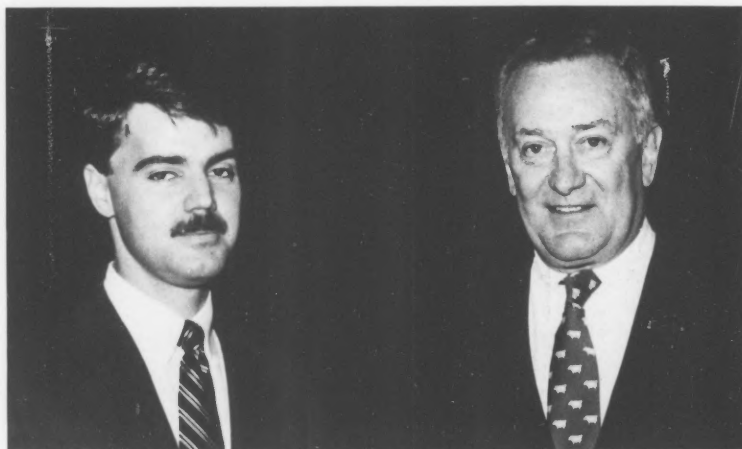
MORE THAN 1,300 Foreign Service employees and their spouses—a new record—gathered in the Department May 5 for the 24th annual Foreign Service Day, with awards going to two retired ambassadors, Richard B. Parker, who was presented the Foreign Service Cup, and Carol C. Laise, who received the Director General's Cup. There were two luncheon addresses—by Secretary Baker in the Benjamin Franklin State Dining Room, and by Deputy Secretary Lawrence S. Eagleburger at the Foreign Service Club. The retirees paid tribute to six fallen colleagues who had died during the past year in service to the nation, at a solemn ceremony at the Memorial Plaque in the Diplomatic Lobby. The "alumni" also attended six seminars on foreign affairs. The event-filled day was sponsored by the Department, the American Foreign Service Association (AFSA) and Diplomatic and Consular Officers, Retired (DACOR).

Another highlight of the reunion and "homecoming" was the presentation of the Department's John Jacob Rogers Award to retired Foreign Service officer Douglas K. Ramsey, for "personal courage and valor during seven years' captivity as a prisoner of war in Vietnam" and for 28 years of "sustained, dedicated performance."

AFSA presented awards to Lucille Chavaes, wife of the U.S. consul general in Johannesburg, South Africa, who received the Avis Bohlen Award, for "having done the most to advance American interests at a Foreign Service post," and to three active Foreign Service officers, for "extraordinary accomplishment involving initiative, integrity, intellectual courage and creative dissent." The three were:

—John W. Shearburn, general services officer at Managua, Nicaragua, who received the W. Averell Harriman Award for junior officers, for demonstrating "initiative, energy and leadership in dealing with a variety of difficult problems in a country where the government is hostile and local goods and services are not available."

—Thomas A. Lynch, political officer in Budapest, who won the William R. Rivkin Award for mid-level officers, for his "readiness to stand up for his ideas and challenge conventional wisdom during difficult assignments as desk officer for Romania and political officer in Budapest."



Award winners John W. Shearburn, left, and Robert V. Keeley.

—Ambassador Robert V. Keeley, who received the Christian A. Herter Award for senior officers, for his "intellectual courage and creative dissent in his policy recommendations while serving in Greece, Uganda and Cambodia" and his "forthright honesty in dealing with a sometimes difficult relationship" in Greece.

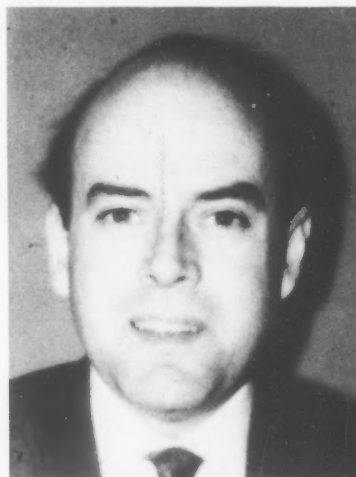
Language awards

Ten other Foreign Service officers each received the \$1,000 Matilda W. Sinclair Language Awards, for "distinguishing themselves in the study of a hard language and its associated culture." The association presented the awards with money from the bequest of the late Ms. Sinclair, a Foreign Service officer, to:

- Paul V. Aceto, who studied Korean
- John J. Boris, Polish
- Jeffrey L. Goldstein, Korean
- J. Aubrey Hooks, Hebrew
- Darrell A. Jenks, Chinese
- John B. Kiesling, Greek
- Mark J. Lijek, Polish
- Paul J. Mailhot, Tamil
- Donald M. Miller, Greek
- Richard H. Riley IV, Russian

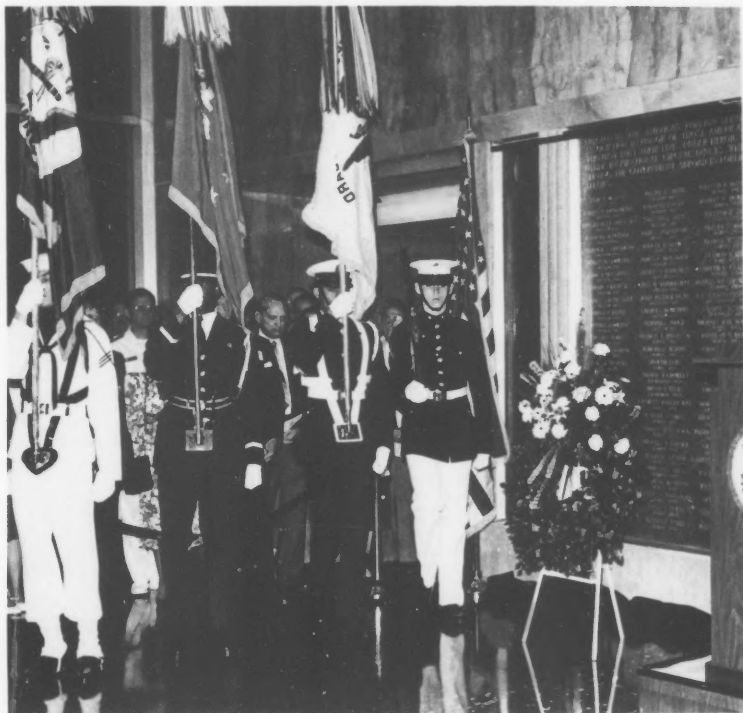
All the language winners were unable to accept the awards in person because they were at post.

At the morning session Mr. Parker was presented the Foreign Service Cup for his



Thomas A. Lynch

"contribution to international understanding" and his "active support for a more effective Foreign Service." His citation read: "Diplomat, author, scholar, teacher and editor, Richard Parker has in successive distinguished careers served the interests of the Foreign Service and assisted in creating a better understanding in the Western world of the culture and politics of Arab lands."



At Memorial Plaque, armed forces color guard honors fallen colleagues.

After retirement in 1980, he was appointed for two years as a diplomat-in-residence at the University of Virginia. Always keenly interested in the welfare of the Foreign Service, Ambassador Parker has served since 1986 as the first president of the Association of Diplomatic Studies, organized 'to enhance the training and competence of foreign affairs personnel and to increase the public awareness of the role of diplomacy.' The assistance to the Foreign Service Institute and the establishment of an oral history program will benefit diplomats and scholars for many years to come."

Award to Laise

Ms. Laise was honored for her "distinguished and exemplary Foreign Service career, particularly in shaping U.S. policy toward South Asia for more than a decade." She was credited with "winning pub-

lic understanding for the full range of American foreign policy positions as assistant secretary for public affairs"; for "leading the entire career service as its director general"; and "continuing to influence the attitudes of important leaders on international questions, through her retirement activities, in a manner that enhances the image of the Foreign Service and redounds to its credit."

Mr. Ramsey was additionally cited for "dedication to improving conditions for the world's 12 million refugees."

Also recognized at the morning session were two graduating high school seniors, Christine and Jennifer Johnson, twin sisters, who represented themselves and 18 other winners of \$750 Merit Award scholarships, plus 12 other students each of whom won honorable mentions and \$100. The awards were presented by AFSA, in cooperation

with the Association of American Foreign Service Women. They were named this year in honor of Dawn Cuthell, the wife of a Foreign Service officer, who had made the Service her career for more than 25 years and who had administered the scholarship programs for eight years.

The students who won the \$750 were Michael A. Baltierra, Marinn F. Carlson, Natasha M. de Marken, Andrew K. Freeman, Faith P. Freeman, Cara N. Graniger, Alexa A. Holmes, Jay A. Hopkins, Amy K. Howard, Alice T. Hughes, Sara McLean, Jessica D. Mount, Dianne K. Newman, Jessica H. Patterson, Jesse T. Pearson, Sarah E. Reis, J. Stuart Salmon and Matthew M. Taylor.

Winners of \$100 honorable mention were Amy L. Anderson, Elinor S. Barry, Peggy G. Bell, Eve F. Billig, Kristin E. Cairns, Rachel D. Canning, Daniel H. Clara IV, Dina F. Hamdy, Steven G. Hearne, Malaika K. Riley, John M. Snyder and Elizabeth A. Weston.

The scholarships were for "outstanding academic records and leadership qualities of the students, at home and abroad."

Perry Shankle, president of AFSA, presented the AFSA Certificate of Appreciation to Harry E. T. Thayer, who retired recently as dean of the Foreign Service Institute's School of Language Studies.

Kimmitt is plenary speaker

The day got under way with Edward J. Perkins, ambassador to South Africa, as master of ceremonies and with welcoming remarks by DACOR president Claude G. Ross and Mr. Shankle. The "alumni" then heard an off-the-record foreign policy overview by the under secretary for political affairs, Robert M. Kimmitt, who was the plenary speaker.

The afternoon off-the-record seminars were conducted by officers of the geographic bureaus and the Bureau of International Narcotics Matters, who spoke and then fielded questions from the retirees. The speakers included:

—On narcotics: Melvyn Levitsky and the narcotic bureau's deputy assistant secretary Jerrold M. Dion and John McLaughlin, aviation adviser.

—Inter-American affairs: Richard Melton, deputy assistant secretary for Central America, Mexico and Caribbean affairs.

FOREIGN SERVICE DAY



Christine and Jennifer Johnson with Ambassador Edward J. Perkins.



Under Secretary Robert M. Kimmitt



Edward J. Perkins as master of ceremonies.



Deputy Secretary Lawrence S. Eagleburger at the Foreign Service Club. (Photo by Robert E. Kaiser)



Douglas K. Ramsey



Claude G. Ross



Perry Shankle



Secretary and Mrs. Baker, front, arrive in the Benjamin Franklin State Dining Room.

(Foreign Service Day photos by Walter Booze)

—Near East and South Asia: Paul Hare, acting assistant secretary.

—Africa: Herman J. Cohen, assistant secretary-designate.

—East Asia and Pacific: William Clark Jr., principal deputy assistant secretary.

—Europe and Canada: Rozanne L. Ridgway, assistant secretary.

Lottery for luncheon

Because seating in the Franklin Room was limited to 250 persons, only those whose names were drawn in a lottery were sold tickets to the luncheon. Secretary Baker's address was piped into the Dean Acheson Auditorium, to enable others, including Department employees, to hear his remarks. The Secretary discussed the state of America's foreign relations and challenges facing the Foreign Service. He said: "I have charged the Foreign Service with providing the analysis and the assessments, the policy recommendations and options, and the overall plans that will make for success. In our business, the Foreign and Civil Service gives us the critical edge we need as we face the great challenge of our time."

Mr. Eagleburger, in his remarks at the Foreign Service Club, also reviewed U.S. policy and international issues. He congratulated the winners of the AFSA awards and said: "The awards refer to inventiveness, integrity, creativity. The Foreign Service and the Civil Service must play that creative, imaginative role."

Presentors of the day's awards were DACOR president Ross, the Foreign Service Cup; Mr. Perkins, the Director General's Cup and the scholarship awards; Mrs. Shirley C. Fisk, daughter of the late W.



Foreign Service nurses who came for Foreign Service Day and held their first reunion in the Department, seated, from left: Astrid Ravnholt, Evelyn (Weigold) Crane, Elizabeth

Granzow, Eleanor (Hoover) White. Standing: Dottie (Corn) Bishop, Marie Besheer, Pauline Samoska, Julia Worthington, Marianna Middleberg, Olga (Bayer) McDonough, Millie

Walcott, Claudette Dietz, Alice Davies, Joanne (Sevan) Sharma, Mary Buttero, Shirley Meyer, Madeline Ferrari, B.J. Harrick.

Averell Harriman, the Bohlen and Harriman awards; Mrs. John Sterry Long, widow of the late Ambassador William R. Rivkin, the Rivkin Award; Christian A. Herter Jr., son of the late Secretary, the Herter Award; and L. Bruce Laingen, chairman of the AFSA awards committee, the language awards.

Plaque ceremony

At the Memorial Plaque ceremony in the Diplomatic Lobby late in the afternoon, retirees honored six colleagues who had given their lives in service to the nation during the past year:

—U.S. Navy captain William E. Nordeen, defense attaché at the American embassy in Athens, who died last July 28 as a result of an act of terrorism.

—Arnold L. Raphael, ambassador to Pakistan, who died on April 17 in a plane crash there that also took the life of President Zia.

—Brigadier General Herbert M. Wassom, defense attaché at the embassy in

Pakistan, who also died in the plane crash.

—Ronald A. Lariviere and Daniel E. O'Connor, special agents with the Department's Bureau of Diplomatic Security, and Matthew K. Gannon, a Foreign Service political officer, who died in the crash of Pan American Flight 103 in Lockerbie, Scotland, on December 21.

An armed forces color guard stood at attention as Secretary Baker honored the fallen colleagues. He read a message from President Bush. Mr. Baker and Mr. Shankle then moved to the plaque as a Marine placed a large wreath at the base. The audience, who filled the Diplomatic Lobby, was silent as the honor guard presented the colors. After making brief statements, Secretary Baker and Mr. Shankle expressed their condolences to members of the families of the fallen colleagues, who were seated near the plaque.

Other activities

Throughout the day, the retirees met

with their friends and co-workers to reminisce about their former assignments in the Department and abroad. They visited tables near the registration desk to obtain pamphlets and other literature from the Bureau of Public Affairs, the American Foreign Service Association, the Association for Diplomatic Studies and others.

The retirees viewed exhibits on Foreign Service Day, in the cafeteria and near the registration booth near the Loy Henderson International Conference Room. The Public Members Association and the Foreign Service Nurses Association held meetings in connection with the day.

AFSA and DACOR scheduled additional events, AFSA a buffet-brunch on May 6 at the Foreign Service Club, highlighted by a discussion on Foreign Service issues, and DACOR a cocktail-buffet on May 4 at its headquarters and newly-opened garden at Dacor-Bacon House, 1801 F Street N.W.

—BARNETT B. LESTER □

Text of remarks by President Bush, Secretary Baker

Following is the text of President Bush's message on Foreign Service Day:

ON THE OCCASION of the 24th annual Foreign Service Day, I recall with much pride my own direct experience with the Service, as the U.S. permanent representative to the United Nations and later as head of the U.S. liaison office in Beijing in the late 1970s. During these tours and in my eight years as Vice President, I had many opportunities to see the dedicated men and women of our Foreign Service in action. I saw their skill and I developed enormous respect for their professionalism.

Today we honor especially those colleagues who have given their lives in the cause of freedom over the years, especially the six who died during recent months while performing their duties. The Memorial Plaques that list the names of these individuals are a daily reminder to us all of the heroism of those who serve so far from home. To the family members of these brave men and women who made the ultimate sacrifice for their country and for the cause of freedom, a grateful nation extends its deepest sympathy.

Several months from now, the Department of State will mark the 200th anniversary of its establishment. From the days of Thomas Jefferson, our first Secretary of



On his first visit to the Department as President, three days before Foreign Service Day, Mr. Bush speaks to the Council of the Amer-

icas, a business group, in the Loy Henderson International Conference Room. (White House photo by Carol T. Powers)

State, to the present, America has relied on the Department and on its Foreign Service, both here and abroad. I'm confident that this splendid tradition of honor will con-

tinue in the years ahead, thanks to the dedicated, selfless men and women who give their talents and energy to our great Republic as members of this indispensable

department of our government. God bless you all.

Secretary Baker added in his own remarks at the Memorial Plaque ceremony:

As the nation's 61st Secretary of State, I take a great deal of pleasure in meeting with my colleagues on Foreign Service Day. This is a significant day in a very significant year, marking as it does the 200th anniversary of the Department of State.

Throughout these two centuries those who served here led the struggle for peace, and they led the struggle for freedom among all nations. The causes of democracy, of equal rights, of respect for human dignity, fair play—indeed, all the American values—have benefitted from this Department's efforts. Today we meet to rededicate ourselves to those goals and to remember those who made the supreme sacrifice for the United States of America. The two plaques here in the Diplomatic Lobby are maintained by the American Foreign Service Association to honor those Americans who have made their sacrifice "under heroic or other inspirational circumstances while serving the U.S. Government." These plaques are mute testimony to the men and women of our Foreign Service who died for our country.

As Perry Shankle has just told you, diplomacy has always been dangerous. I'm told that the very first U.S. consul, William Palfrey, was lost at sea en route to his post in France in 1780. During the two centuries since then, other names have been added to the plaques. But I think it's an unfortunate fact of our own times that diplomatic service has now become even more risky. Many of you are aware that the first plaque includes names of those who served America during the first 180 years of our history. Most of them perished from accident or from disease. The second plaque, as you will see, has been filled completely in a little more than 20 years, mostly with the victims of terrorism.

And now, with bowed heads and heavy hearts, we pay tribute to six colleagues who have fallen in the past year—William E. Nordeen, Arnold L. Raphael, Herbert M. Wasson, Mathew K. Gannon, Ronald A. Lariviere, Daniel E. O'Connor. Ladies and gentlemen, their sacrifice has not been in vain.

We will continue to call upon our Foreign Service to be a force for freedom and a force for peaceful change, to promote America's interests, to help mankind around the globe. We will continue—as we have for 200 years—to seek peace and freedom through diplomacy. ■



Secretary Baker, at Memorial Plaque ceremony, extends condolences to survivors, from

left: Douglas Wassom, Tara Wassom, Judy Wassom, Nancy Ely-Raphel.

Secretary's Open Forum

Baker addresses Department employees, answers questions

He cites 'deep reservoir of talent' in Foreign and Civil Service

IN HIS FIRST appearance before a general Department audience, Secretary Baker on April 28 told employees of State: "The conduct of our foreign policy really depends upon you." He spoke in the Dean Acheson Auditorium under the auspices of the Secretary's Open Forum. Mr. Baker came unaccompanied to the podium, where he was introduced by forum chairman Lars Hydle.

His formal address during the noon hour dealt mostly with foreign policy issues (he cited changes that were taking place in the foreign policy environment and said the new administration would be guided by bipartisanship, consultation with allies and "pragmatism and realism"), but he concluded his talk with a discussion of the importance of "the career professionals" in the Foreign Service and Civil Service, saying the administration would rely on them. One point he made was that "we will be increasing the number of ambassadors who come from the Foreign Service as opposed to the number who are political." He answered questions from members of the audience after he concluded his speech.

"I recognize, and so does the President," Mr. Baker said, "that the conduct of our foreign policy ... depends on (the two services) ... I happen to also know and recognize—and I came to this conclusion before I started wearing a hat as Secretary of State—that when I was over in the Treasury Department, that there's a deep reservoir of talent, experience and wisdom that's available here, and that's available as well in our consulates and embassies overseas. So I just want to assure you that we intend to put that talent to work on behalf of this administration and on behalf of this President."

"So I would ask you ... to judge us by our actions. Let me cite ... the President's appointment of Tom Pickering as our ambassador to the United Nations. The United Nations is the No. 1 ambassadorial post, I suppose, that the United States has. It's only been held once before, if I'm not mistaken, by someone coming from the career service."

"In addition to that, Japan and Mexico, which have been political posts, were converted into career posts by the appointment of John Negroponte and Mike Armacost. We have a deputy secretary of state who is a product of the Foreign Service sys-

tem ... We have an under secretary for security assistance who is a Foreign Service officer. Three out of the five regional assistant secretaries will be Foreign Service officers. A number of functional bureau (chiefs) will be as well.

"I suppose you're all familiar with the fact that we announced early on that as a matter of policy Foreign Service officers serving as ambassadors abroad will serve out the full three-year terms of office, that they will not be replaced or rotated unless there's some special or specific reason for doing so. In addition to that, we announced that we would be replacing all political ambassadors abroad, and we are doing that with one or two exceptions. There may be one or two or three people that will be retained.

"The final point that I'd like to make on this for your knowledge, just so you know it, is that we will be increasing the number of ambassadors who come from the Foreign Service as opposed to the number who are political. The increase won't be too gigantic but it will be a lot better than the situation that exists today, if your interest is coming from the career service. We will have more ambassadors coming out of career service than the prior administration did.

"So let me conclude by saying that the President and I are grateful of your commitment to public service. I'm reminded of this commitment and the oftentimes dangerous nature of the work that you undertake every time I pass the memorial plaques in the lobby, which serve ... as a stark reminder to all of us who enter this building of the service that you have rendered to your country. I must say to you also that I have been impressed from seeing firsthand in my travels the dedication and the commitment of the foreign and career service people who serve, really, as America's bridge to the rest of the world."

Equal employment opportunity

Replying to the first question from the audience, on equal employment opportunity, Mr. Baker said: "All I can tell you is that, again, I hope you'll judge me by my actions ... I might say the administration generally, I think so far, has compiled a pretty good record of appointments. Now these are political appointments but it's only there, I think, that you, at this point in time,

would be able to judge what I've done. At least as far as women are concerned ... of the first six or seven presidential appointments that were made in this Department, two of those were women at the assistant secretary level. As you know, the President has announced his intention to appoint another woman, a black woman, as ambassador-at-large for refugees.

"The philosophy is there. The goals are there. They've been enunciated in the statement that you referred to, and all I can do is tell you we'll do our darnedest to improve the situation and to pursue a policy that offers equal opportunities for all."

State's economic role

On the economic front, another person in the audience asked: "Mr. Secretary, over the past 15 years or so, there's been what most people describe as a loss of the State Department's influence in foreign economic policy-making. Could you comment as Secretary of State, and, perhaps more importantly, as a former Secretary of the Treasury on how you see the State Department's economic function?"

The Secretary replied: "I think the State Department has a very important role to play. But I must say to you that I still believe that the Treasury Department should have the lead in international economic policy. Maybe that's a function of the fact that I worked so hard to get it there [laughter] and to consolidate it there."

"But let me say this to you. We have a very important role to play. Economics are more and more important now in foreign policy terms. Many of the threshold issues that we now meet with a number of countries around the world are economic. More so perhaps than they are political. So we will play a major role. I think that we are certainly well versed in it. We lived with it for three and a half years over there at Treasury. I hope I have as good an understanding of the debt problem and the multilateral surveillance exercise and coordination of economic policies and some trade policies as anybody. So we will be very active. Again, though, I think the lead is appropriately at the Treasury Department."

Budget cutbacks

On the issue of budget cutbacks, Mr. Baker said: "We really didn't develop the

fiscal '90 budget other than to fight hard to make certain that, when the Bush administration came in, the State Department didn't lose one dime from what the Reagan budget had, and we were one of the few departments that didn't ...

"How much of the Inman (security) funds will ultimately flow through? The question that's been coming to me in congressional hearings is, why have we not obligated those funds? Why has it taken us Secretary Baker with Open Forum chairman Lars Hyde. (Photo by Robert E. Kaiser)

so long to get those funds into the obligation pipeline? And the collateral question of, why do we have standards that we apply uniformly to all posts around the world without regard to the threat assessment with respect to particular posts. And shouldn't we treat some posts differently than others? Those are both appropriate questions for us to examine."

Buildings in Moscow

Responding to a question on the Embassy Moscow buildings, the Secretary

said: "I've had to testify on it on a number of occasions ... I got five different approaches for solving the problem from five different senators ... I think one of the problems that would be involved in a total tear-down is a problem ... that really would be the most secure way to proceed. I'm not up here to defend the architecture of the structure."

Open Forum speeches are generally off the record, but Secretary Baker consented to having his remarks published. ■



News Highlights

Employees voice gripes on work environment; mail heads list

Mail service and air quality were the top two concerns of employees who responded to a survey on the work environment at State, conducted by the Bureau of Administration and Information Management. Other areas that need improvement, as ranked in the results of the survey, which had 1,468 respondents, were heating and air-conditioning, parking availability, the elevators and escalator, office cleaning, food prices and food quality.

The bureau said it has already begun to address some of the problems cited. Zip codes have been lengthened to nine digits and an additional zip code is being added to speed delivery. A new contract has been signed for mail sorting and delivery, and a new pouch and mail facility with the most modern equipment is scheduled to open later this year.

During the winter, two components of the air-conditioning system were overhauled, and rehabilitation of all the mechanical systems within the building is planned for the years 1993 through 2000.

Due to an allocation of additional funds for cleaning, public areas and certain restrooms are now cleaned on Sunday in addition to weekdays. Hallways are now cleaned daily, and many have been painted

recently. Staff has been increased to provide supplies for restrooms and to replace light-bulbs. All transformers containing dangerous chemicals have been removed, and funding has been provided to repair or replace motors and controls in the elevators.

The survey was conducted via a Department Notice in March. □

How to speed the mail—including inside mail

To speed mail delivery—including inside mail—to State Department offices as well as to overseas posts, management urges use of a nine-digit zip code system tailored exclusively for the Department. Numbers in the zip codes channel mail directly to your bureau message center.

Starting with the first five numbers, the Department has been assigned three sets of these by the U.S. Postal Service which State shares with no one else. 20520 is for all mail going to Main State, 20521 for all mail pouched to overseas posts, and 20522 for all mail to State Department annexes in the Washington metropolitan area.

The five digits are followed by a hyphen, then the next four numbers. For Main State mail, the first of these four digits indicates the floor in the building (e.g., 0 = basement). The second digit

indicates the corridor number. The final two digits indicate the room number of the bureau message center.

For the annexes, the first two digits indicate the annex number and the second two the floor of the message center or mail delivery point.

The nine-digit code should also appear in the return address, says Carl E. Lovett Jr. of the Bureau of Administration and Information Management. He added that offices should supply their zip codes to all their correspondents. The four-digit codes for each overseas post (following the 20521) are on Page 87 of the publication "Key Officers of Foreign Service Posts: Guide for Business Representatives," he pointed out.

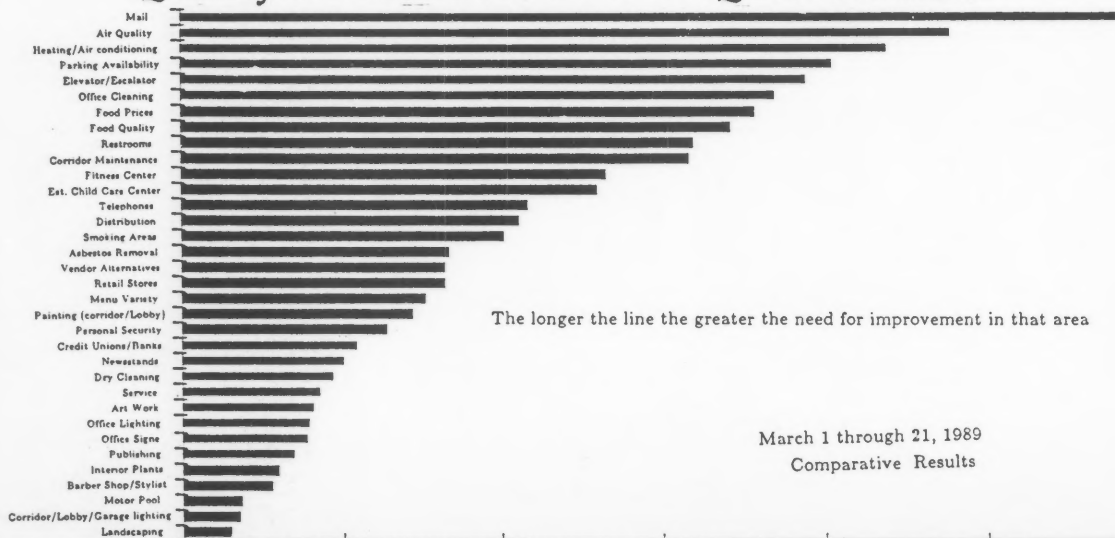
The Postal Service is providing the Department with state-of-the-art automated mail-sorting equipment, which will be installed in a new unclassified pouch and mail facility in northern Virginia, in a building that will be leased. Operations are scheduled to start there next winter.

Since April 10, the inside mail system has been operated under a new Department contract, and a second mail-sorting shift has been added. Providing mail is properly addressed, said a Department Notice of May 10, the changes "will ensure that mail reaches message centers no later than the next workday morning after it has been received in the main mailroom."

The notice continued: "Misaddressed

(Chart by Bureau of Administration)

Quality of Work Environment Questionnaire



March 1 through 21, 1989
Comparative Results

or incompletely addressed mail will take a little longer. In order to insure the new system is working as intended please report delays to the mail management analyst, 632-2442. Please retain the envelope in which the mail was delivered. This is essential in determining the point of delay. Three to five different mail handling organizations can be involved in the delivery of your mail. The full potential of the new mail system cannot be realized without your constructive feedback." □

Funk: Inspection follow-ups are showing results

Inspector general Sherman M. Funk announced that his office is moving forward with a program of follow-up inspections for compliance and that, as a result, "managers are beginning to realize they'll be held accountable for the resources under their control and for compliance statements made under their authority." He added: "More and more we're hearing 'accountability' and 'integrity' in discussions about inspections."

The compliance inspectors, sometimes arriving at a post or in a bureau unannounced, have conducted 15 follow-up reviews since last June, covering about 20% of the entities inspected last year. They reviewed actions taken on each of the 872 recommendations made by the original inspection teams and closed out all but 112, Mr. Funk said.

The inspectors have been instructed also to elicit views on the inspection system. In this connection Mr. Funk said: "I am giving serious consideration to the criticisms voiced by inspected posts. I will discuss this very candidly with the senior inspectors."

In another development, Mr. Funk was named vice chairman of the President's Council on Integrity and Efficiency, an organization for the inspectors general of U.S. Government agencies that was established by President Reagan to combat fraud and waste in federal programs and operations. The council chairman is Frank Hodsoll, Office of Management and Budget. President Bush met with the council recently. □

Consular officer in court on false expense claim

Jamari Salleh, a Foreign Service consular officer, was given a three-year suspended sentence in the U.S. District Court in Alexandria and put on four years' probation after she pleaded guilty in a case

Well-known dog takes faculty position at State



McGruff with handlers Barbara Hoganson, left, and Judy Ikels.

McGruff, known to American school children world wide as the safety spokesperson, has "joined" the Foreign Service, thanks to the Bureau of Diplomatic Security. He will be training elementary-age dependents enrolled in the security overseas seminar at the Foreign Service Institute.

The children's security awareness program is the latest in the series of family training sessions offered by the Overseas Briefing Center.

While parents attend the security seminar, children enrolled in their own program will review safety procedures and practice responses to overseas situations. Puppets,

involving false expense claims. She was also fined \$5,000 and ordered to make full restitution of \$5,900.

Ms. Salleh was accused of claiming expenses for a leased apartment in Washington, where she was on temporary duty in 1985 and 1986, while she was actually residing at her own residence. An investigation was launched by State's inspector general after his office received an anonymous tip on its hotline, (202) 647-3320. The hotline address is P.O. Box 19392, Washington, D.C. 20036-9392. □

Family office goes to bat for teacher-spouses

The Family Liaison Office is asking the Fairfax County school district to con-

sider waiving regulations that disadvantage Foreign Service spouses who are teachers.

Teenagers will participate in sessions that focus on situations unique to them. In addition to learning how to gather and assess information relevant to their security, teens will review safety strategies and tape their own security overseas video commercial.

Employees scheduled to attend the security seminar may enroll family members in the teen or elementary sessions, which are offered every Tuesday, June 20-August 22, by calling the briefing center, 875-5353. □

The office said teachers do not normally have reemployment rights on returning to the United States, and their overseas experience often is not considered an asset. Family Liaison Office education counselor Kay Eakin said she hopes that this initiative will lead other school systems to consider similar waivers.

The office said it is conducting an informal survey of Foreign Service spouses now teaching in local public schools. Those interested in the survey may contact Ms. Eakin or Joan Price, Room 1212A, on 647-3178. ■

Buy U.S. savings bonds through your Payroll Savings Plan. □

Appointments

Abramowitz is choice for post in Ankara

President Bush has announced his intention to nominate career officer Morton I. Abramowitz, since 1986 assistant secretary for intelligence and research, as ambassador to Turkey. The nomination would require Senate confirmation. He would succeed Robert Strausz-Hupe in Ankara.



Mr. Abramowitz

Mr. Abramowitz was director of the intelligence bureau from 1984 to 1985. Before that, he was the U.S. representative to the mutual-and-balanced-force-reductions talks, with the rank of ambassador, 1983-84.

Mr. Abramowitz joined the Service in 1960 and was assigned as a consular and economic officer in Taipei, Taiwan. After language training in 1962 he became a political officer in Hong Kong. He was an international economist in the Department, 1966-68; special assistant, Office of the Deputy Secretary, 1969-71; a student at the Institute of Strategic Studies, London, 1970-71; Foreign Service inspector, 1971-72, and a foreign affairs analyst, 1972-73.

From 1973 to 1974 Mr. Abramowitz was political adviser to the commander-in-chief, Pacific, in Honolulu. He was then detailed to the Defense Department as deputy assistant secretary for international affairs, where he served from 1974 to 1978. In recent years he was ambassador to Thailand, 1978-81; an officer in the Bureau of East Asian and Pacific Affairs, 1981-82; and a foreign affairs fellow at the Rand Corp., 1982-83. Before joining the Service, he was with the International Cooperation Administration, 1958-60.

Mr. Abramowitz was born in Lakewood, N.J., on January 20, 1933. He received a bachelor's from Stanford in 1953 and a master's from Harvard in 1955. He served with the Army in 1957. His foreign language is Chinese (Mandarin). He is married to Sheppie Glass Abramowitz. They have a son, Michael, and a daughter, Rachel. □

White House selects AID official for Kathmandu

President Bush has announced his intention to nominate Julia Chang Bloch, an

associate with the U.S.-Japan Relations Program at Harvard's Center for International Affairs, as ambassador to Nepal. The nomination would require Senate confirmation. She would succeed Milton Frank in Kathmandu.

Ms. Bloch was assistant administrator for AID's Asia and Near East bureau, 1987-88. She was assistant administrator for its Food for Peace and voluntary assistance bureau, 1981-87.

She began her Government career as a Peace Corps volunteer in Sabah, Malaysia, where she served, 1964-65. She then became a training officer in the Peace Corp's Washington office, 1967-68. She later held assignments as an evaluation officer with the Peace Corps, 1968-70; professional staff member, U.S. Senate, 1971-76; minority staff director in the Senate, 1976-77; and deputy director, Office of African Affairs, International Communication Agency, 1977-80. In 1981 she was appointed special assistant to the AID administrator.

Ms. Bloch was born in Chefoo, China, on March 2, 1942. She received a bachelor's from the University of California at Berkeley in 1964, and a master's from Harvard in 1967. She was a fellow at the Institute of Politics at Harvard's Kennedy School of Government, 1980-81. She has been an associate, U.S.-Japan Relations Program, Harvard's Center for International Affairs, since last year. Ms. Bloch's foreign languages are Chinese (Mandarin and Shanghai), Spanish, French, Russian, Hebrew, Malay and Japanese.

She has won many honors, including the Peace Corps' Leader for Peace Award, 1987; the "Woman of the Year" award of the Organization of Chinese American Women, 1987; the "Woman of Distinction" award of the Council of Independent Colleges, 1987, and AID's Humanitarian Service Award, 1987. She is a founder of the F.Y. Chang Scholars Program and a member of the advisory board of the Coalition on Women's Appointments. She is a member of the Peace Corps National Advisory Council and Executive Women in Government. She is co-author of "Chinese Home Cooking." Ms. Bloch is married to Stuart Marshall Bloch. □

Money quiz

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

A—Interest on EE bonds is compounded semiannually and is paid as part of the redemption value when the bonds are redeemed—anytime after six months from the

Morris D. Busby takes over in antiterrorism

Morris D. Busby, roving ambassador and special envoy for Central America from September 1987 until recently, has become the coordinator for counter-terrorism policies and programs, succeeding L. Paul Bremer.



Mr. Busby

Mr. Busby was principal deputy assistant secretary for inter-American affairs from May 1987 to March of last year. He headed a special State Department office to oversee the assistance program to the Nicaraguan resistance, January-May 1987. He was deputy chief of mission in Mexico City, 1984-87.

After joining the Department in 1973, he was assigned to the Office of Oceans Affairs. He later held assignments as director, Office of Oceans and Polar Affairs, deputy assistant secretary for ocean affairs and as ambassador for oceans and fisheries affairs. He was the alternate U.S. representative to the Conference on Disarmament in Geneva, 1981-83.

Mr. Busby, in his 15-year tour in the Navy, served on the amphibious command ship U.S.S. Pocono and the guided-missile destroyers Sellers and Robinson. He was the commanding officer of U.S.S. Mead-owlark. He attended the U.S. Destroyer School, Defense Intelligence School and Naval War College.

Mr. Busby was born in Memphis on March 15, 1938. He received a bachelor's from Marshall and a master's from George Washington. His foreign languages are Spanish and French. He has won many honors, including the Presidential Meritorious Award, the Department's Superior Honor Award, the Navy Commendation Medal, the Bronze Star for combat action in Vietnam, the Republic of Vietnam Service Medal and the Combat Action Ribbon. He is married to Judith R. Busby. They have two sons, Scott Michael and Patrick Christopher. ■

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date of issue. Interest is on a fixed, increasing scale until a bond is held five years. Then interest is paid at 85% of the average yield on five-year Treasury marketable securities during the life of the bond, but no less than 6% per annum. □

Equal Employment Opportunity



BY CLARENCE E. HODGES

The author is deputy assistant secretary for equal employment opportunity and civil rights.

AMBASSADOR Terence A. Todman, soon to assume duties as ambassador to Argentina, which will be the sixth country in which he has headed the American embassy, was featured in the April issue of STATE for his Open Forum speech during Black History Month. Mr. Todman, who has also served as assistant secretary for Latin American affairs, has a reputation for the pursuit of excellence and also for assisting others in long reaches for high achievement. No one, therefore, should have been surprised when he criticized the Department for having achieved too little in the areas of recruitment, professional development and advancement of women and minorities. If the subject called for had been another area where reasonable management goals had not been established or had not been exceeded (State's minority recruitment goals have been met only once in the past five years), he would have shown little tolerance for excuses and would have similarly challenged all involved to do better. That is Mr. Todman, the high achievement-oriented manager. But his speech represented more than that, as he is a manager and more.

Mr. Todman is a committed career Foreign Service officer who envisions a day when the Foreign Service will be understood and admired by all Americans for all it represents. His personal record of achievement contributes much to the achievement of that goal daily.

Without criticizing or questioning the motives of a critic [see Page 1, Letters to the Editor] who cries "enough, already," it is appropriate to "un-distort" the honorable ambassador's positions and statements.

The ambassador never called, even obliquely, for preferential treatment for minorities. He called only for implementation in the Department of the federal law. He called for effective efforts to achieve what the law calls for—the same law that provides for a quality Foreign Service calls for a representative Foreign Service. We have a government of law not dominated by women and minorities, but which calls for fairness for all. Mr. Todman supports the law and tells how to achieve this national goal without sacrificing quality and excellence. What is wrong with well-targeted recruitment, targeted on excellence? Neither did he use an uncaring education system as an excuse for mediocrity. He stressed only

that many had become high achievers in all walks of life in spite of uncaring education systems. Neither did he say the exam is flawed. There is a cloud over the exam, and the cloud has been sustained in a U.S. court. Mr. Todman says only: remove the cloud with an appropriate assessment.

It is good to see that even his critic sees some of the light flashed by the ambassador as he, the critic, points out that more than enough minorities have passed the exam though they accepted employment elsewhere. This reinforces the call for "well-targeted recruitment" and the challenge to "find and welcome enormous talent." Persuade them to choose State. And after they are here, help them succeed. Most high achievers have been helped and help others. He calls for this professional informal support system to serve also women and minorities. Many nonminority males frequently credit Mr. Todman for extending a hand-up to them and helping them succeed. He does this for individuals—male, female, minorities, non-minorities—and challenges others to do the same.

Mr. Todman challenged women and minorities to be competitive, work hard, show initiative, dedication, creativity, good personal relations and to do one's fair share and then a little more. His dream of an excellent Foreign Service would never allow him to say "enough, already." His vision and speech are on target not just for the Service but for America. □

Baker: Consider women, minorities for deputy assistant secretaryships

Secretary Baker wants the Department's assistant secretaries, in selecting their deputies, to consider women and members of minority groups. In a message to the assistant secretaries on May 5 Mr. Baker said:

"As you consider whom you would like to select as your deputy assistant secretaries, I urge you to remember our shared commitment to the goal of equal opportunity.

"I intend to play an active role in the deputy assistant secretary selection process. The names of your candidates should be submitted for my approval through normal personnel system channels. As you make those selections, you should keep in mind the President's and my determination to ensure that qualified minority and women candidates are considered and put forward.

"Since my arrival in the Department of State, I have met outstanding minority and women Foreign Service officers and civil servants who are willing and able to assume deputy assistant secretary positions. Only the opportunity has been lacking and that begins with you.

"I look forward to receiving your submissions." □

State observes Asian Pacific American Week

A Cambodian dance group gave a lunch-hour performance in the Dean Acheson Auditorium on May 12 as part of the Department's observance of National Asian Pacific American Heritage Week, May 6-13. The Department joined other federal agencies in sponsoring events during the week, including a luncheon honoring Asian Pacific Americans in the Foreign Service, military and public health positions, at the Bolling Air Force Base Officers Club.

Corozon Sandoval Foley, regional analyst for East Asia, Bureau of Intelligence and Research, is chairwoman of the Federal Asian Pacific American Council, which is preparing a talent bank, information kits about the accomplishments of Asian Pacific Americans and a national training conference next year "to resolve issues crucial to the success of Asian Pacific Americans in the federal Government." ■

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Capture the milieu of our posts; bathe us in the imagery of life in the Foreign Service and in the bureaucracy in Washington or elsewhere in the States...

Photographers—

Help us depict what your job is all about, in the United States and overseas. (Black-and-white glossy prints reproduce best.)

Authors—

Of serious essays, light essays, articles about Department operations, stories on the people at State...

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DGP/PA, Room B-266, New State □

Honors and Awards

Rafalko wins \$5,000 Comptroller's Award

Michael A. Rafalko, director of the Office of Compensation and Pension, is the winner of the \$5,000 Comptroller's Award for Distinction in Public Finance. He was honored for his contributions in managing the Department's payroll and retirement operations. He will receive a certificate signed by the Secretary, in addition to the cash.

Anthony A. Dudley, financial management officer in Bonn, and Ronald W. Dailey, budget management officer in Tel Aviv, were named runners-up. The selection committee recommended that each be given \$2,000.

In addition to Mr. Rafalko and the two runners-up, 18 other officers were nominated: James D. Browning, Manila; Steve Buckler, Oslo; Paul Douzdjian, Ottawa; Paul A. Duane, Hong Kong; Gary Everett, Islamabad; Lewis G. Gilstrap, Inter-American Affairs; Ramesh K. Gupta, Manama; Timothy R. Healy, Jakarta; Irving C. Kesser and James B. Marable, Comptroller's Office; Mohamed Hassan Omar, Mogadishu; Olga Saldamando de Pena, Guadalajara; John M. Rider, Brussels; James E. Robertson, London, Norman W. Runkles, Refugee Programs; Oliver C. Shaw, Kuala Lumpur; Lillian Vilmanis, Buenos Aires; and Yvonne Williams, Bureau of Personnel.

Mr. Rafalko, a Civil Service employee, is the Department's "paymaster," overseeing salary payments totaling \$30 million each pay period to more than 28,000 employees of the Department and 17 other agencies, at more than 240 locations around the world. He also supervises payments totalling \$32 million a month to 9,500 annuitants.

His nomination for the award noted that he directs the efforts of 84 full-time employees. He manages and controls on "a continuing basis" the accounting for and reporting of federal, state and local income taxes, federal life insurance, social security taxes, the various federal health benefits plans, four retirement plans, allotments of pay to hundreds of financial institutions, and employees' payments to the Government's Thrift Savings Plan.

"Mr. Rafalko moves through obstacles expertly," the nomination said. "He has demonstrated the ability to plan and coordinate in a complex environment, and take decisive and proper action in often occurring emergency situations."

He was cited for his "knowledge of



Mr. Rafalko



Mr. Dudley



Mr. Dailey

financial regulations, procedures, statutes, information technologies, and methods; for effectiveness, innovation and creativity; and for integrity." The nomination added: "Mr. Rafalko's ability to make informed decisions, involve the right people, and look to the future has resulted in the attainment of significant Departmental and U.S. Government goals."

Mr. Dudley heads the Regional Financial Management Center in Bonn. Its 41 employees administer \$114 million, disbursing funds in four currencies and issue over 40,000 checks annually to almost 50 U.S. Government agencies. "Under his leadership," Mr. Dudley's nomination pointed out, "the center has been able to undertake new responsibilities, providing financial services to several challenging eastern block posts. At the same time, the center continues to improve its administration of the Foreign Service's largest overseas allotment—Embassy Bonn's."

Mr. Dudley was credited with reorganizing the Center, emphasizing productivity and a "commitment to opportunity and motivation for his staff." His nomination said: "He has been a key in the effective management of one of the employee associations. He has organized the financial management center "to meet the demands of financial management for the eastern bloc, thus making an important contribution towards supporting American diplomatic policy."

Mr. Dailey has been budget and fiscal officer at Embassy Tel Aviv since July 1986. He was nominated for reorganizing the financial management operations; for bringing "budget and finance into the era of automated information processing;" and for designing programs to enhance internal controls.

He was cited for "fairness and sensitivity toward his staff when reorganizing his unit"; for his "excellent job in working with the heads of the 10 agencies represented at post"; and for his role in a three-month temporary assignment as acting

administrative counselor.

Mr. Rafalko was an auditor with the U.S. Office of Personnel Management, 1975-81. He was the assistant chief of the Office's Financial Management Division, 1981-85. Since joining the State Department in 1985 he has served in a variety of management positions in the Office of Financial Operations.

Mr. Dudley joined the Foreign Service in 1978. He has served as a budget and fiscal officer in Cairo, as a budget and management officer in Bangkok and Abidjan, and as a budget officer in the Bureau of East Asian and Pacific Affairs.

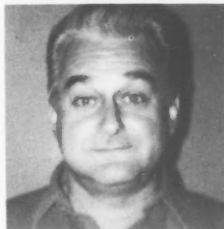
Mr. Dailey joined the Foreign Service in 1976. He has held assignments in the Bureau of Security, the Budget and Fiscal Office, the Comptroller's Office and the Bureau of Inter-American Affairs. □

Le Roy Cook wins \$5,000 general services award

Le Roy Cook, supervisory general services officer in Dhaka, Bangladesh, is the winner of the newly established General Services Achievement Award. He gets \$5,000 and a certificate signed by Secretary Baker. Joni Baker, general services officer in Lilongwe, Malawi, and John W. Shearburn, general services officer in Managua, Nicaragua, are the runners-up. The selection panel recommended that each be given a Meritorious Honor Award and \$2,000.

Nine other officers were nominated for the award: Elizabeth J. Agnew, Budapest; Dalton C. Bohnet, Caracas; Nancy Cope, Istanbul; Theodore A. Dawson, Buenos Aires; Roger M. Freeman, Rabat; Virginia L. Graham, Lima; Peter X. Harding, Rio de Janeiro; W. Scott Hose, Kuwait; and Charles O. Skellenger, Executive Secretariat.

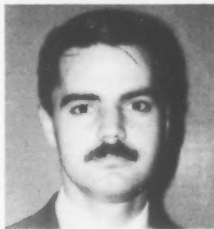
Mr. Cook was honored for his efforts in supervising the completion of the new office building in Dhaka, and for supervising the move into the new headquarters. He also was cited for his "ability to train, moti-



Mr. Cook



Ms. Baker



Mr. Shearburn

vate and manage a large staff, despite extreme conditions, including the worst floods in Bangladesh's history and several general strikes."

In nominating Mr. Cook, Ambassador Willard DePree wrote: "The Foreign Service inspectors, who ranked Dhaka in the top 5 of the 95 posts they inspected in 1988, had nothing but praise for the general services section. (Mr. Cook) maintained a high standard of performance in his section throughout the year. He provided visible leadership to the benefit of the entire mission. The mission's logistics and services did not falter ...

"Lee, a big, taciturn Easterner, is as frugal with U.S. Government money as he is with his words. He has used his knowledge of the chancery structure to save money. For the airhandling units located in the walls of the offices, he designed a frame to hold the filters. Now, instead of having to purchase expensive disposable filters, the

fiberglass filter material can be cut to fit the frame and later cleaned much like the filter in a window unit is cleaned.

The award panel was headed by Richard C. Faulk, deputy assistant secretary for operations, Bureau of Administration and Information Management. It included these bureau executive directors: H. Clarke Rodgers, European and Canadian Affairs; E. Parks Olmon, East Asian and Pacific Affairs; Jim D. Mark, African Affairs; Michael Southwick, Intelligence and Research; and Barry Kefauver, Consular Affairs.

Mr. Cook joined the Foreign Service in 1977. He held assignments as general services officer in Cairo and as building and maintenance officer in Tokyo before he was posted to Dhaka in 1986. Ms. Baker joined the Service in 1984. She served as a general services officer in the Far East and was assigned to Lilongwe in 1986. Mr. Shearburn, who entered the Service in 1985, was

a consular officer in Mexico City. He was posted to Managua last year. □

Clarke of intelligence bureau is honored

Richard A. Clarke, deputy assistant secretary for regional affairs, Bureau of Intelligence and Research, is a winner of American University's Roger W. Jones Award for Executive Leadership, presented annually by the university's School of Public Affairs "in recognition of superior leadership, outstanding organizational achievements, and a strong commitment to the development of managers and executives for effective governmental continuity."

Mr. Clarke, nominated by the Department of State, joined the bureau in 1987, continuing a Government career that began in 1973 at the Department of Defense. He has been identified with analysis of the Soviet withdrawal from Afghanistan and creation of U.S. policy on the Iran-Iraq war. The university said he also supervised the use of intelligence to halt the flow of arms to Iran, developed a bureau training program, increased recruitment and created a crisis intelligence support system.

The award will be presented on the university campus, September 26. ■

BRIDGETOWN, Barbados—Receiving awards from chargé *John Clark*, left: *Maria Hunte*, *Linda M. Codrington*, *Shirley Y. Best*, *Juliet C. Holford*, *Peter P. Simmons*, *Pritchard H.D. Alleyne*, *Elvis D. Leach*.



Foreign Service Generalists

Bremer panel submits its report to management

Recommendations are made in 4 areas

A SPECIAL PANEL established by management to make a 60-day study of the personnel system for Foreign Service generalists has submitted a report containing a detailed analysis and recommendations. The focus is on four areas: "defining requirements and managing positions; structure of the generalist corps; recruitment/hiring; and career development, assignments and training." New legislation would not be required to implement the recommendations, the authors said.

Career officer L. Paul Bremer III, who until recently had headed the Office of Counter-Terrorism, directed the review. A second panel with a broader mandate, led by retiree John M. Thomas, a former assistant secretary for administration, is still at work as the Advisory Commission on the Foreign Service Personnel System, established last year under a provision of the Foreign Relations Authorization Act for 1988-89.

Management is expected to commission an additional study, this one on specialists in the Foreign Service.

The Bremer report asserted: "Despite this study's focus on problems, we found that there is much that is right with the Foreign Service, the way it is managed and the way it performs." The Bremer group proceeded by examining earlier studies of the Foreign Service and the personnel policies of the military services, multinational corporations and other U.S. organizations with international responsibilities. It also conducted interviews with Department personnel and held roundtable discussions with a cross-section of Foreign Service officers, on issues such as the generalist/expert mix, recruitment, promotions and career development.

The text of the report's executive summary follows:

The task

The Department's new leadership asked the study group to conduct a short-term study of the Foreign Service officer generalist personnel system. We were asked to examine and make recommendations on all aspects of the personnel system—structure, recruitment, career development (including assignments and training) and promotion/selection-out. We were given 60 days to complete the study.

The problems

Our first task was to determine what, if anything, is wrong with the current personnel system. As a general rule we followed the principle "if it ain't broke, don't fix it."

The Foreign Service personnel system has experienced continual change over the last 20 years. Because of this, many Foreign Service officers expressed the hope that our report would not lead to further drastic changes. They felt that the Service needed a period of stability and continuity in our personnel system, especially after the significant changes required by the 1980 Foreign Service Act.

In general, we agree. We did not find problems serious enough to justify fundamental changes to the existing system. We believe that the 1980 Foreign Service Act is a useful and flexible tool for managing the personnel system. We do not suggest modifying the law as it applies to the subject of our study.

We judge that overall the personnel system is working well. The Foreign Service is, by and large, able to support the President with the requisite foreign policy expertise in the formulation and implementation of America's foreign policy. Generally speaking, the Foreign Service can provide an officer with the right kind of generalist or expert skills for a particular position at a particular time where and when the President needs. The overall quality of personnel in the Foreign Service is excellent. On the whole, Foreign Service officers are well-motivated, disciplined and loyal to the administration in office in Washington.

Nevertheless, there are problems. Many of them have been noted in similar studies over the years:

—The Foreign Service has no consensus on what the overall structure of the Service should be.

—The cone system is too rigid.

—The Foreign Service is not attracting enough top recruits; it has a special problem recruiting qualified minority candidates.

—The Foreign Service discourages training, and does not adequately develop needed expert skills.

—Many senior FSOs are poor managers.

—The Foreign Service career development system is inadequate; its assignment

process is not really a process—it is a free-for-all.

—Many officers lack the discipline to accept unappealing jobs.

The list goes on. The problems are familiar; yet they persist. Correcting them will require a determined commitment from management.

Some of the particular problem areas that we address are:

1. Defining requirements and managing positions

The State Department must have a more effective means to determine its personnel requirements. These have developed incrementally over the years with little effort made to relate the current position requirements to actual workload.

As a result, there is no way to judge the current position structure. For example, the Foreign Service cannot say with confidence whether its current top-heavy structure is necessary or desirable. No provision is made for funding positions to cover officers on transfer. As a result, large and regular gaps exist in staffing. These have a debilitating effect on the Service, particularly in relation to language training. Finally, top management does not have sufficient management information (in formats tailored to its interests) to know how well the personnel system is working.

2. Structure of the generalist corps

The Foreign Service needs a mix of people who have expert skills (language and area specialists, economists, arms control experts, science and technology officers) and those with generalist skills (policy development and integration). In addition, it needs officers skilled in operations and resource management. At the senior level, most officers need a combination of these skills.

The "cone" system reflects the reality that there are different kinds of work in the Foreign Service. However, that system has become too rigid, overly restricting the assignment process. As a result, it does not encourage the development of officers with the broad experience needed in the Senior Foreign Service. Management has taken useful steps to blur conal boundaries. We would go further.

By providing few incentives for training, the current structure also inhibits the



At a meeting of the study group, from left: Leslie Gerson, David Burns, James Winnefeld,

L. Paul Bremer III, Hume Horan, Kathleen Fitzpatrick, Ron Main, June Carter Perry.

(Photo by Ann Thomas)

Assignments of the Bremer panel members

The study group that reviewed the Foreign Service generalist personnel system consisted of eight members—two senior Foreign Service officers, mid-level representatives of each of the four generalist cones and a senior staffer of the Rand Corp. with experience in manpower and personnel analysis.

L. Paul Bremer, former director of the Office of Counter-Terrorism, and Hume Horan, now at Georgetown University School of Foreign Service, were the senior

officers.

David Burns, Bureau of Economic and Business Affairs, represented the economic cone; Kathleen Fitzpatrick, Bureau of Near Eastern and South Asian Affairs, and June Carter Perry, Bureau of African Affairs, the political cone; Leslie Gerson, Bureau of Consular Affairs, the consular cone; and Ronald Main, Bureau of East Asian and Pacific Affairs, the administrative cone.

The Rand representative was James Winnefeld. □

development of needed expert skills. The system does not provide for a stable career path for many officers; instead it loses many good ones too soon and after a substantial

investment in their careers.

No subject arouses more discussion in the Foreign Service than promotions. None is more hotly debated. Around no issue

have more myths accumulated.

Yet on the whole the promotion system works. No doubt mistakes are made. But for the most part, better officers are promoted more quickly than mediocre officers, and the best officers do get to the top. While the initial experience with the senior threshold was traumatic, we endorse its continued use as a mechanism for deciding which officers are prepared for senior positions.

Despite the almost universal belief that efficiency reports are worthless because of inflated ratings, in fact promotion boards can distinguish among officers on the basis of efficiency reports. This suggests that, while some improvements could be made in the efficiency report forms, they would only marginally affect the promotion system.

However, the Department has allowed

selection-out to fall into disuse. The problem begins at the junior tenuring level where 96% of the candidates who are presented for tenuring are selected into the Foreign Service. In the mid-level and senior years selection-out has all but disappeared. We think this is a mistake. Selection-out can encourage better performance and remove, on a regular basis, those who do not meet our standards.

The effect of suspending selection-out at the lower grades has been to put all of the pressure for selection-out on the senior threshold. This is costly, both to the officers involved and to the Service. We believe that it is far better to select officers out as their substandard performance becomes apparent. Of course, selection-out procedures must meet rigorous standards of equity.

3. Recruitment/hiring

To be competitive with other employers, the Foreign Service must streamline its hiring process. Currently it takes 12-15 months, on average, to offer an applicant a job. Not surprisingly, two out of three people finally offered an appointment decline it (although there are various reasons for declining).

Although the written exam has been challenged in court, we believe the current selection process—a written exam followed by an oral exam—is still valid. The written exam meets two basic needs: it is open to all and therefore encourages the Foreign Service to be truly representative of the diversity of American society; it also screens the large number of initial applicants down to a manageable number for the oral assessment. Also, the written exam helps to assure that those entering the Foreign Service have a common body of knowledge relevant to the job of representing our multi-ethnic society abroad.

Despite recent improvements, the Foreign Service still does not do enough systematic and coordinated recruitment. Except for recent laudable programs to encourage women and minorities to apply to the Foreign Service, recruitment efforts are too passive. Secure in the knowledge that 14,000 people apply each year for 200 jobs, the Foreign Service does not go out and seek the very best. But in today's intensely competitive hiring markets we will not attract the best by sitting back and hoping they discover us. It is not a buyer's market.

We must make a greater and more focused effort to persuade the best minority candidates to take the written exam. As that happens, the "near-passers" system,

designed as a stop-gap measure, should be phased out.

A number of supervisors say that many officers lack interpersonal skills. We heard the complaint often enough to suggest further investigation by the Department.

4. Career development, assignments and training

The Foreign Service lacks a professional career development system. Under the current multi-phased bidding process, career development officers (CDOs) are overworked. As a result they cannot, and do not, provide career development counseling. Instead, they concentrate their efforts on the short-term question of how the next assignment will affect an officer's promotion. This is not career development; it is promotion counseling.

The career development process is distrusted and viewed with cynicism by the Foreign Service. Officers are left on their own to plot out their career development—if they are lucky under the tutelage of a senior mentor. But the needs of the Service are not consistently made part of the process.

The Foreign Service assignment system is driven too much by the officer's desires and not enough by the Service's needs. The Service must take into account an officer's preference, family situation, and areas of interest. Good management would not do otherwise. The bidding system was established to ensure that FSOs had a say in their assignments.

But the Foreign Service has gone too far in this direction. The bidding system has become a perpetual motion machine with an officer submitting bid after bid until finally he finds a job which satisfies him. Are the needs of the Service satisfied? We believe that they are not.

The Service is also hurt by a decline in training, especially during the past decade. Since the 1980 act, the amount of time the average officer spends in training throughout his or her career has declined by 23%. Because of this, expert skills, particularly languages, are deteriorating.

Over the past three years there has been a marked drop in the number of language-designated positions (LDPs) held by officers with the requisite language skills. Since 1985 the LDP incumbency rate has declined in every regional bureau. Gaps are one reason for this problem: officers in language training leave to fill a vacancy overseas before they get a 3/3. Yet language proficiency lies at the very heart of the Foreign Service officer's skills. If there is one

area in which the Foreign Service can claim a comparative advantage over competing Washington bureaucracies, it should be that of expert knowledge of foreign countries and their languages.

There are two reasons for the reduction in training. Over the past 10 years the Foreign Service Institute's budget and position base have been cut. Secondly, officers believe that training tours will make them less competitive, though we find no evidence in the promotion figures to support this belief.

Management has moved to correct this perception. It has suspended the time-in-class requirements for students of hard languages and in long-term economic training. Evidence suggests that these steps may encourage more officers to take hard languages, though apparently not further economic training.

Still, more needs to be done to make training not just a neutral but a beneficial part of an officer's long-term career development. And the Service must reverse the decline in resources for training.

Our proposals for improvement

1. Defining requirements and managing positions

As a top priority, management should commission a comprehensive functional needs study for Foreign Service generalists. The results should then be translated into a set of position requirements (by grade, skill and number) based on the defined workload. To reduce position gapping, management must fund sufficient transient positions. With fewer early transfers out of language training, the Service's language skills should improve. Finally, management should develop a clear set of reporting requirements by which the personnel system can give the Department's managers useful information on system performance.

2. Structure of the generalist corps

Because the cone system is too rigid, we recommend moving to a system based on two disciplines: policy development (PD); and operations and resource management (ORM). These disciplines should form the basic structure of the future Foreign Service generalist corps.

At tenuring, officers would be assigned to one of the two disciplines on the basis of their interest and Service need. They would then spend most of their career in their primary discipline. Each officer, as now, would develop a subspecialization in a particular field. For example, an officer might be designated PD/politico-military affairs,

PD/petroleum economist, or ORM/consular affairs. Subspecialization is critical to our model, both to meet Service needs and to discourage dilettantism. But substituting a structure based on two disciplines for one based on four cones would allow considerably more assignment flexibility.

We also believe that senior Foreign Service officers, to be effective, must have experience in both the policy development and operations resource management disciplines. We would require that any officer wishing to be considered for promotion into the Senior Foreign Service serve at least one mid-level excursion tour in the alternative discipline.

New Foreign Service officers must perceive they will have a career in the Service, not just a job. We therefore recommend that the junior officer period be extended to 5 years and the mid-career maximum set at 20 years. Thus most officers will enter the Service with the prospect of a minimum 25-year career. To encourage training and to assure a more stable career path, we also recommend minimum times-in-class for the mid-level years.

Moreover, to avoid punishing officers who are promoted quickly into the Senior Foreign Service only to find themselves "ticking out" early, we recommend establishing a multi-class Senior Foreign Service officer time-in-class. This would help the Service retain the skills and expertise of senior officers. But to make it work, management must resist the temptation to lengthen the senior TIC.

We have matched our proposed model against the Department's data base. These projections conclude that our recommendations would have only a slight effect on projected promotion rates. Management should still use LCEs in the Senior Foreign Service to assure flow-through and to adjust the staffing of the Senior Foreign Service according to the percent of noncareer appointees.

Finally, we recommend greater use of selection-out. We would require junior officer tenuring boards to deselect 15% of candidates each year. In addition, all promotion boards at mid and senior levels would be *required* to low-rank 5% of each cohort for referral to the Performance Standards Boards.

3. Recruitment/hiring

The Foreign Service must shorten the time it takes to make a job offer. The Department should be targeting entrants who are fresh out of university or graduate

school because these are the people preparing to make a career commitment.

To be competitive the Department must be able to offer appointments to students in May of their last academic year. To do so, it should shorten the average time between the written exam and the job offer to seven months. Accordingly, the written exam should be offered in October of each year.

Management must allocate more time and resources to recruitment. A dynamic senior officer should be put in charge of the effort. Much greater use can be made of FSOs in this systematic, broad-based effort.

We also recommend a more targeted program to recruit fully-qualified minority candidates. We would establish The Secretary's Foreign Affairs Fellowships to help pay for the graduate studies of outstanding minority candidates.

We believe the written exam should be continued. When the current job analysis is finished, a new exam should be carefully prepared to withstand legal challenges.

Finally, we think management should seek ways to test and reward interpersonal skills in the selection process.

4. Career development, assignments and training

We recommend that the Department establish a professional career development program. Career development counseling should begin even before the phone call offering an applicant appointment into the Foreign Service. It should continue during the junior officer years, preparing for the junior threshold. A tenured officer should be counseled about the likely course of his or her career—not just for the next assignment, but for subsequent assignments leading to the senior threshold. Career development officers should be given professional training and be assisted by a cadre of Civil Service CDOs who would provide the continuity today's system lacks.

We would make assignments more responsive to service needs. We recommend substituting a job preference system (JPS) for the current bidding system. Once a year officers would be encouraged to express a preference for their next assignment. But we would stop the endless submission of additional bids. And to assure that Service needs are given higher priority, we would give the director general's representatives on assignment panels the authority to decide—after considering the officer's and bureau's preferences—where an officer should go. We recommend the Department

establish a star assignment system to attract officers to jobs that top management designates as high priority.

Our proposals give more authority over the assignment process to the central personnel system. This should be acceptable to the Foreign Service if combined with a credible career development program. As one junior officer told our group: "I would gladly sacrifice more for the needs of the Service if I saw some logic and reason in the assignment process."

To provide more incentives for training we have recommended a minimum time-in-class at the mid-level. This would allow officers important opportunities for self-improvement. To rebuild language skills, we recommend a firm policy: no officer may leave language training until he or she has achieved a 3/3 level. We would also reinforce language precepts at both the tenuring and senior thresholds. The Department must reinstate the Foreign Service Institute's budget and manpower to levels appropriate to this emphasis on training.

Neither the career development nor assignment systems will work unless management can staff personnel jobs with top officers.

This may take years. But there is no alternative if the Foreign Service is to upgrade the quality of its personnel system.

Conclusions

Most corporations realize that people are their main capital. This should be true also of the State Department. Instead, the Department separates personnel from other central policy-making functions. This has to change. We simply must pay more attention to managing the Department's only resource—people.

Our proposals would require more centralized direction to the personnel system. The assignment process, while retaining flexibility, would become more responsive to the Service's needs. In return, the Department would make a commitment to officers: their career development would be fair and professional.

Our recommendations are not radical. But experience suggests that even small improvements will demand strong, continuing commitment from the Department's management and from the fine men and women of the Foreign Service. The result can be a more predictable, equitable and credible personnel system. Such a system can attract talented recruits and inspire once more a sense of discipline and dedication in the Foreign Service. ■

Department Operations

The Wang as an organizing tool

You can put it to imaginative uses

BY LEWIS K. ELBINGER

The author, who's assigned to Khar-toum, Sudan, wrote in a light vein last month about the administrative function. In this sequel, he makes some serious suggestions.

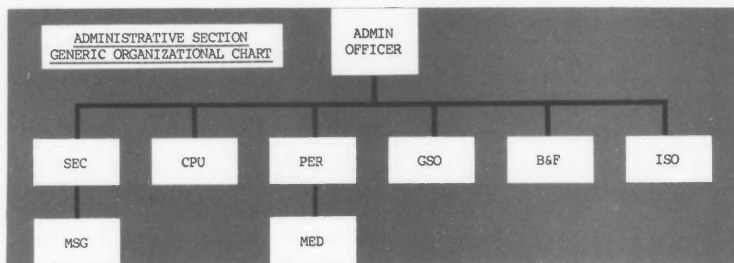
THE IDEAS expressed here can apply to anyone who must manage large quantities of unrelated data. But they developed out of my experience in the administrative section, and are therefore oriented toward individuals who work in that cone.

The administrative officer wears many hats. The extent and diversity of administrative responsibilities are illustrated in the administrative section generic organization chart in the adjoining column. There are six primary areas of responsibility in the administrative section: security, communications, personnel, general services, budget and fiscal, and information systems. As indicated on the chart, the Marine security guard program is a subset of security, and the medical function of personnel. In addition to the items listed, the administrative officer is often responsible for ancillary duties such as membership on the local school board, oversight of the recreation association, coordination of official visits, and ad hoc duties which arise according to local conditions.

Given the scope and variety of work, it's easy to get overwhelmed, fall behind and lapse into a crisis-driven, firefighting mode. Each area of responsibility is important, and the officer is constantly juggling priorities. As a result, each develops a system for organizing and tracking the many tasks that present themselves. The system described here is one which uses the Wang word processor to organize, track and report on the many activities that constitute a busy administrative section.

Getting to know you

As a user grows more familiar with a Wang, it's apparent that this tool is vastly more powerful than a typewriter. The reason is that the word processor's ability to store and retrieve memos, reports, lists, forms, etc., allows an individual to develop an electronic memory within the machine. The ability to quickly and easily update and sort large amounts of data expands the ease and efficiency with which administrative



tasks are accomplished. As familiarity with the word processor grows, so do imaginative uses of it as a management tool.

One drawback of this tool as it is conventionally used is the rapid proliferation of documents. In most cases, an individual user is assigned a library in which to store documents. The library is identified by a letter, either upper or lower case. For illustration, let's say that a hypothetical user is assigned to "L" library. Within that library are individual documents. Each document has a unique number identified by four digits, followed by the library letter. Consequently, the user of library "L" can, theoretically, create 10,000 documents numbered from 0000L to 9999L.

In practice, the user does create hundreds of documents. After a while, it's difficult to keep track of their contents. For example, here's a list of some of the documents that a hypothetical user might create:

Document number	Contents
0001L	letter to local official on security matter
0002L	letter to job applicant
0003L	cable regarding funding
0004L	duty officer roster
0005L	list of contractors
0006L	memo to ambassador on proposed meeting
0007L	representational receipt form
0008L	EER log
0009L	memcon about visit with local official
0010L	cable regarding personnel matter
0011L	memo to members of local FAAS council
0012L	schedule for visit of regional medical officer

These documents exist in no logical order. As their number grows, so does the difficulty of managing them. Consequently,

a method of organizing documents within a library is needed. One way to achieve this is to group all documents of the same type (such as letters, memos, cables, etc.). Another is to group all documents on the same subject. It's possible to do both.

The first step in organizing the documents in a library is to dedicate one document to the function of tracking all other documents. This document is called the library index. For the ease of our hypothetical user's memory, we'll dedicate Document No. 0001L to the function of tracking all documents in library "L." 0001L is merely a list which tells us what to expect when we access the other documents in Library L. 0001L can look like this:

DOCUMENT 0001L	INDEX OF DOCUMENTS
Document No.	Contents
0002L	letters
0003L	cables
0004L	schedule
0005L	lists
0006L	memos
0008L	forms
0009L	memcons
0012L	personnel
0014L	FAAS council
0015L	work requirements statements
0017L	PSC conversion project
0018L	administrative notices

Notice that some documents are grouped by type (such as letters, cables, memos) and others by subject (FAAS council, PSC conversion project). Documents grouped by type would contain a variety of subjects, but only one type of document; documents grouped by subject would contain a variety of letters, cables, memos, etc., all relating to one subject. When a new document is created, the document number and its contents must be recorded imme-

diately in the "Library Index" or the utility of that index will rapidly diminish.

0001L is a list of the other documents in Library L. These contain various types and/or subjects of information. In all cases, the first page of any given document will contain an index or table listing the contents of all subsequent pages. Here are the first 15 lines of the first page of a sample Document 0002L:

DOCUMENT 0002L INDEX OF LETTERS—1988			
Page	Date	To	Subject
02	12 Jan.	Eeee	Request for resume
03	18 Jan.	Pppp	Letter commendation
04	24 Jan.	Kkkk	Security matter
05	29 Jan.	Tttt	Response to inquiry
06	18 Feb.	JJJJ	Hospital problem
07	22 Feb.	RRRR	RSC position
08	22 Feb.	CCCC	Dental clinic
09	22 Feb.	YYYY	Security matter
11	23 Feb.	ZZZZ	FAA training

0002L contains all the letters written in the year indicated. The user has, at a glance, information on the page (or pages) on which the letter can be found, the date written, to whom it was addressed and the subject. At the end of the year, the index can be printed, filed with the letter chronological file to provide an instant index to the year's correspondence, and a new year initiated, starting from Page 2. Using the word processing supercopy feature, a letter which is similar to one already written can be modified to fit a new purpose, eliminating retyping. Using the replace feature, all references to old data can be replaced by new data with one global command.

The optimal page size for a document is about 80 pages. What if a user writes more than 80 letters or memos in one year? The process of "wraparound," that is, going back to the beginning at Page 2 and writing over what has already been written, can start earlier—quarterly, monthly or at any time interval necessary.

Tracking action items

An automated tracking system for the numerous action items that flood the members of a large section is relatively easy to establish and maintain. The action item, its status of completion and any relevant cable reference numbers and/or due dates are logged under the position title of the employee responsible for completing the task. The log is reviewed by the supervisor and the employee periodically. Status is updated as needed. Upon completion of an item, the line is moved from the "to do" list to an

"action completed" list, where it provides the basis for a periodic report. In this way, a supervisor is able to track many items relating to many employees without missing details.

The supervisor is wise to apply the same principle to his or her own schedule: a log of action items, status, cable numbers and due dates is maintained to provide an instant picture of work to be done. As priorities shift, items can be moved up or down. When incorporated with a weekly update, the schedule provides an accurate, graphic representation of work to do, work in progress and work completed.

A sample schedule is provided below:

06 JUN 89	STATUS
Detachment commander	
Phone threat response procedure	In process
Emergency drills	Ongoing
Residential security	Waiting for selection of new RSC
Community liaison officer	
Quarterly report	Due 01 July
Security videotape for children	Schedule showing
American community meeting	To coincide with RSO visit
Communications program officer	
Shipment of defective radio	Post 01370
Classification list	State 192979—on order
Request for pager	Otherpost 006179
Budget and fiscal	
Cashier reconciliation	Otherpost 006527
Recreation association	
Audit report	State 178004—priority response
Use of computer accounting system	State 108041—Post 000970

Periodic reporting

The tracking system provides the basis for a periodic reporting system. Rather than deleting completed items from the schedule, the item is moved to a predefined periodic report. The report can contain a log of meetings attended, items completed and cables sent. After the report is printed and distributed, the items completed and cables sent can be saved in a separate document to provide quick reference. At employee evaluation report time, it's useful to have a log of items completed that goes back to the beginning of the rating period. Should the need arise for information on a specific cable, a quick search of the cable document (using the search key) can locate a cable number if the subject is known, a cable subject if the number is known, or cross-references if relevant data such as tags or

keywords connected with the cable have been saved. Most importantly, the periodic report provides supervisors and subordinates with a quick and easy way to know what's going on in a large section that manages many tasks, events and people.

Dreaming of the future

"Paper-pushing bureaucrats" actually manage large amounts of data for a great variety of purposes. As technology changes, demands for newer, better and faster access to information grow. At present, these demands are often being met in an unorganized, ad hoc fashion. Individuals in the field are "reinventing the wheel" (a favorite phrase of computer specialists) by devising systems unique to a given time, place or purpose. A management information systems approach to the vast amounts of data which are generated and tracked by the State Department would integrate the different pieces into one seamless web.

Imagine an administrative management information system, an integrated set of computer programs which captures data and maintains a database that provides the information needed to run an overseas post. System security is maintained by special software that ensures only authorized users are given access only to those parts of the system for which they have authorization. What would we want such a system to do?

- Provide fast, accurate response to queries.
- Generate periodic reports for local and Department users.
- Track projects.
- Assist in time management (scheduling, appointments, visits).
- Eliminate unnecessary paperwork and redundant lists.
- Alert management to exceptional situations.
- Control resources.
- Improve communication between posts, sections and individuals.

The construction of such an integrated computer system is the work of the Information Systems Office. Although we may not see the implementation of such a system in the near future, it's important to clearly visualize the desired results and to work consistently toward attaining those results. Using the tools we have such as the Wang, it's possible to go a long way toward realizing the benefits of computer technology in order to make work more efficient, arduous tasks easier, communication faster and more reliable and, hopefully, life more pleasant. ■

Reminiscences

This was Shanghai after World War II

A birthday remembered

BY PAT TURNER

The author now lives in Springfield, Mo. She's the widow of Foreign Service officer Allen R. Turner.

IN SHANGHAI, China, in late May 1949, the visa section of the consulate general was filled day after day with people frantic to leave. Long lines of applicants filled the halls and benches, waiting their turn to be interviewed. Stateless refugees who had come to Shanghai from Russia after the revolution, and whose children were also stateless, and refugees who fled



The area in 1949.

from Europe at the beginning of World War II were desperate to leave again. Chinese who had stayed for one reason or another were determined to go to the United States immediately. Refugee organizations were trying to move blocks of people with no place to live to safe havens. Family members who fitted into different quotas faced separation and uncertainty.

I was a secretary in the section then, frustrated at being able to help so few people who were trapped, but filled with something close to exhilaration at being there at that exciting time, and very happy because I was engaged and making plans to be married. We had little time to read the translations of Chinese newspapers, but were aware that the Kuomintang proclamations that the city would be defended to the last stone were becoming more strident and more frequent—a sure sign that the Communist forces were getting closer and that the “liberation” of the city was inevitable and imminent. We were not particularly worried about our own safety—in 1949 the consulate general staff still felt invulnerable—and besides, there was the reassuring

presence of the U.S. Navy ships in the river. The ships were, however, moved out one night, and I can recall the shock of the sight of the Whangpo from the Glen Line building steps—a river filled with junks and freighters and no U.S. ships. If there were plans for the evacuation of the staff, no one of the higher levels shared them with the secretaries.

We did make some plans for a possible battle for the city, though none of us were sure what might be involved. Visa files were sent out for safekeeping. Desks were moved away from windows. Office windows were taped to prevent falling glass. And at Hamilton House, where most of us lived, we stored extra provisions and everybody waited.

Silence

On May 25 we woke to a stillness rare for Shanghai and an even rarer lack of traffic—no cars, jeeps, pedicabs, bicycles, wheelbarrows or carts. And no noise. I could see from my window an alley across the street where seven bodies lay in a row, and now and then we could hear sporadic gunfire. It seemed wiser for all of us to stay in Hamilton House, keeping away from balconies and sharing meals and rumors. People who reached the consulate for work before it was apparent that the takeover in the area of the Bund was not complete, and that fighting was going on to cover the final retreat of the Nationalists, were forced to stay in their offices, eating K rations and reporting to Washington that all was not tranquil in Shanghai. There were even a few bullets here and there through consulate windows, but in Hamilton House all was calm as we prepared to wait out the liberation.

May 25 was also my birthday. I had not planned anything as momentous as a change of government, but I had certainly planned to share a special dinner with my fiance, and it seemed a real hardship when Dick was unable to come into the city from his home in Hungjao. The soldiers manning the machine gun stations around the perimeter of the city were not influenced by his explanations in Shanghai dialect that he needed to get into the center of the disputed area, so I shared my birthday cake at one of the many impromptu parties to be found in Hamilton House that day, and Dick went back home. On Thursday he was able to

bike into town for a delayed celebration, and on Friday the fighting had stopped and the liberation was over, and everybody went back to work.

Anonymous benefactor

Dick and I were married at American Church the following month, and although my family couldn't be there, I remember that stacks of cables from all my relatives and friends were delivered to me that morning, in spite of the fact that they were addressed to the consulate general. The new government didn't recognize any such place. Since we had not recognized it



Pat Turner in 1949.

either, at that point, it seemed logical that it didn't acknowledge that we existed. At the telegraph office, however, some employee who was doubtless later reprimanded and reeducated to correct romantic tendencies had taken the stub of a pencil and carefully drawn a line through the address, substituting “No. 2 Peking Road,” so that all the good wishes reached me.

We didn't know, in May 1949, that it would prove to be impossible to represent Americans in Shanghai for very long under the People's Republic, or that it would take months to get exit visas to leave after a stressful year of isolation, or that we would have to leave eventually by way of a difficult journey out of North China on a converted chicken boat. In the long history of China, of course, that day in May is a tiny incident, and in the history of the Foreign Service it was only a phase in our relations with that country. Still, it is a birthday worth remembering, 40 years later. ■

Ask Dr. Goff



Q. INDIAN SUBCONTINENT
I've been at post almost three years. The last two springs I have developed a runny nose, nasal stuffiness, itchy eyes and sneezing. I feel fine otherwise, and it seems to abate as summer arrives. I never had this problem in the States or at any other post. Could I have developed an allergy?

A.
The symptoms you describe and the fact that you experience this only in the spring indicate that you may have developed seasonal allergic rhinitis. This is the most common allergic disease. It's sometimes referred to as hay fever. Allergies such as this are triggered by exposure to inhaled allergens such as pollens, dusts and molds. Allergic rhinitis requires sensitization by repeated exposure to the allergen. When symptoms occur repeatedly at a certain time of year, it's referred to as seasonal allergic rhinitis. Treatment for this problem begins with reducing exposure to the allergen. This can be achieved by avoiding areas of high pollen concentration. Staying indoors, keeping windows in your home closed and using air-conditioning will eliminate most pollen. (Air-conditioning itself doesn't effectively filter out pollen.) If your symptoms are unrelieved by these measures, you may wish to consider an air purifier for the home. It's wise to avoid other irritants, such as tobacco smoke and air pollution which can exacerbate allergic rhinitis. If these measures aren't effective, your healthcare provider may recommend the use of an antihistamine and decongestant. Different types of these medications are available, and your health care provider will be able to recommend the one best for you. These medications are usually continued through the allergy season. In severe cases of allergic rhinitis, skin-testing may be recommended to identify the allergen. Skin-testing may not be available at your post, but can be performed in the States. Occasionally, the

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

offending allergen may be missed if it's a pollen not indigenous to the States. If you have a problem, it's always good to see your health professional for an evaluation.

Q. SOUTH AMERICA
When should a woman begin having pap smears, and how often should this be done throughout her lifetime?

A.
The pap smear is a test for cancer of the cervix. Many years ago, this was the leading cause of cancer death in American women. In the 1940s Dr. George Papanicolaou introduced a simple, inexpensive test, now known as the "pap smear," which helps detect abnormal cells, allowing early diagnosis of cervical cancer. This simple test helped reduce the risk of death from this disease by 50%. A woman's first pap smear should be done at age 20, or at a younger age if sexually active. Pap smears should then be performed yearly until the woman has several negative (class I) pap smears and no high-risk factors, then every two to three years. The majority of women will have one or more of the risk factors, and therefore should be screened with the pap smear every year. The risk factors are: (1) more than three sexual partners in a lifetime; (2) sexual intercourse before age 18; (3) the presence of genital warts or herpes; (4) a sexual partner who had sex with a woman who developed cervical cancer; (5) first pregnancy before age 18; (6) woman who is a smoker; (7) woman whose mother took DES (Diethylstilbestrol) during pregnancy with her; (7) previous pap smear which was abnormal or suspicious.

Q. CENTRAL AMERICA
If I wish to travel on emergency visitation to see a critically-ill family member, must I wait for approval before departing post?

A.
Usually the cabled request for emergency visitation travel is sent prior to your departure from post (see 3 FAM 699.5). When it's received in my office, the appropriate contacts are made and a reply is sent as soon as possible. If the answer from us to authorize travel isn't received before you must depart, you may do one of two things. You may travel at personal expense, for which you'll be reimbursed if the travel is

later authorized, or you may execute a repayment agreement requiring you to reimburse the Government if travel isn't authorized. Our task is to determine if the immediate family member's medical problem meets the criteria (death is imminent or likely to occur) for emergency visitation travel. Many people may want to return for illness, even though approval from us for travel can't be recommended. In the case of death of an immediate family member, the post authorizes emergency visitation travel. The death doesn't need confirmation from my office.

Q. WASHINGTON
I'm trying to put more fiber in my diet. Do wheat bread and whole wheat bread contain the same amount of fiber?

A.
Fiber is easily obtainable in your normal diet. There are different types, and each has advantages. Insoluble fiber found in whole wheat bread, fruits and vegetables helps protect against colon cancer. Soluble fiber found in oats and legumes helps lower blood cholesterol and blood sugar. Wheat bread is very similar to white bread. They are both made from refined wheat flour, which means that most of the fiber has been removed. "Whole wheat" flour contains all of the fiber of the grain and is what you should look for on the label. □

Alcohol Awareness Program Risk of alcoholism among women is growing

BY DR. H. THOMAS WIEGERT

The following is reprinted from the Foreign Service Medical Bulletin. The author is the regional medical officer in Riyadh.

Surveys of drinking behavior in general populations have uniformly found that women drink less than men, and are more likely to abstain and report fewer drinking related problems. In American culture both drinking and alcohol problems in women have increased dramatically in the past 40 years. It would appear that the risk of alcoholism in the current generation of women closely approximates that of men in their father's generation. Alcoholism is not only developing more frequently in women but is also developing earlier. A national survey of the drinking practices of adult women

found the highest rates of alcohol related problems, e.g. driving under the influence, belligerence, interpersonal conflict, and dependence symptoms such as memory lapses or morning drinking, in the youngest group of women between the ages of 21 and 34 years. The highest proportion of "heavy drinkers" was found in the 35 to 49 year old age group.

It was not until the 1970s that researchers realized there were significant differences in the way women handle alcohol. Nonalcoholic women given single doses of alcohol under standard conditions attain higher peak blood alcohol levels than men from equal doses of alcohol per pound of body weight. Unlike males, female subjects showed a great deal of day to day variability in peak blood alcohol levels related in part to the phases of the menstrual cycle. The highest peaks occur in the premenstrual phase. In one study, nonalcoholic women reported significantly more negative moods, more drinking to relieve tension or depression and more solitary drinking during menstruation. Since these drinking patterns are characteristic of alcohol dependence, the menstrual cycle may influence the early development of pathological drinking patterns in some women.

A special concern to women and society is the fetal alcohol syndrome. The fetal alcohol syndrome has a current estimated incidence 1 to 3 cases per 1,000 live births. It, along with Down's Syndrome and Spinae Bifida is one of the three most frequent causes of birth defects associated with

mental retardation.

Prolonged heavy drinking is known to be an etiologic factor in many diseases of the gastrointestinal, neuromuscular and cardiovascular systems. In women the duration of hazardous drinking before the first recorded occurrence of disease was shorter for fatty liver, hypertension, obesity, anemia, malnutrition and gastrointestinal hemorrhage. Women incur liver damage with shorter drinking histories and at lower levels of alcohol intake compared with men.

When one looks at the clinical features of alcoholism in women, one notes that women start drinking and begin their pattern of alcohol abuse at a later age than men alcoholics but present for treatment at about the same age. Alcoholic women are more likely to be divorced when they enter treatment or to be married to or living with an alcoholic significant other. They are more likely than the alcoholic man to date the onset of pathological drinking to a particularly stressful event. Women are more likely to have histories of both suicide attempts and previous psychiatric treatment. Their motivations to enter treatment and the problems they perceive relating to alcohol are more likely to be health and family problems whereas for the male, job and legal problems are more prevalent. Alcoholic women are more likely to present histories of other substance abuse, particularly abuse of tranquilizers, sedatives, and amphetamines. They are more likely to report symptoms of psychological stress such as anxiety and depression and have

lower self-esteem than their male counterparts.

Women suffering from alcoholism experience a higher rate of mortality compared to alcoholic men. Frequent causes of death include suicide, accidents, violence, cirrhosis of the liver, a variety of cardiovascular ailments and malignancies.

Important considerations in the treatment of alcoholic women include a high index of suspicion for sedative dependence and depression, sensitivity to the effects of societal stigma and other factors leading to low self-esteem, sensitivity to fetal alcohol effects in the patient's children and to feelings of guilt relating to presumed failures in parenting.

Although women drink less and have lower rates of alcohol problems than men, alcoholism in women is an important problem. The differences in peak blood alcohol levels, patterns of drinking, effects of drinking on sexual functioning, onset of alcohol-related disease with demographic and clinical characteristics of women provide a basis for the design of programs tailored to women's needs. In this regard, women-only groups, with female therapists and the opportunity to meet recovered alcoholic women who can become positive role models, are important. The employment of female alcohol counselors who are themselves recovered alcoholics is useful. It is important that the special needs and problems of women be given thoughtful consideration as programs and research protocols are developed to help manage the illness. □

The challenges of being a Foreign Service physician

BY DR. ARTHUR J. ROLLINS

THE DRIVER of a rather decrepit VW van asked: "Rock Hotel?" It was 0100, raining as hard as it is possible to rain. All of the other passengers had gone, and only armed military were left in the Bangui, Central African Republic, airport.



Dr. Rollins

I had struggled through Customs and Immigration to be permitted to enter this country knowing only a few words of French and using vigorous hand signs. My new diplomatic passport was of minimal assistance. My cables to our embassy in Bangui asking that they "meet and assist"

The author is currently assigned as director of foreign programs in the Office of Medical Services. This article is reprinted from U.S. Medicine, a periodical for physicians in the federal service.

had obviously fallen on deaf ears and blind eyes.

I was about to be left at the airport if I didn't take the offered "bus" ride to the "Rock Hotel." It was my first trip as a Foreign Service regional medical officer, and here I was stranded in a strange, foreign country. I could not speak French. I was cold, damp, hot, tired, dirty and frightened. The reasonable thing to do, it seemed, was to take this transport to the hotel where there certainly would be someone who could direct me to the American embassy in the morning.

After a long, dark drive, we arrived at

the Hotel Minerva which friends in Lagos, my home base, had told me was near the embassy. I tried to get out, but was told that it was "full." The door was slammed shut and the bus immediately left the town with its comforting lights behind. I knew, not thought, that I was being abducted!

The Rock Hotel was only about two miles out of a town on the river but it seemed like forever. The bright lights and sign indicating the hostelry were a most welcome relief. Once checked in, I found that the air-conditioning was non-functional, neither the hall door nor the balcony door could be locked; the room was spartan, resembling a monastery cell, and was not particularly clear. My career as a State Department regional medical officer (RMO) had begun.

This scene, less the anxiety of inexperience, was to be repeated many times

over, with minor variations, during the next six years I spent in Africa. Similar scenes are repeated often in cities all over the world by State Department regional medical officers. Bangui, which provided many additional cultural challenges, was never an easy post to reach or serve. Bangui also provided many wonderful memories and lots of good stories to trade with fellow travelers and Foreign Service officers over a beer or coffee in later years.

The State Department employs 50 regional medical officers, of whom 10 are psychiatrists, and 39 family nurse practitioners (FNPs), to provide and supervise medical care for approximately 26,000 U.S. Government employees and their dependents in some 250 overseas posts. These employees represent more than 40 agencies ranging alphabetically from the Department of Agriculture to the Voice of America.

Each of the RMOs is responsible for his "region," which consists of his home post and from 1 to 14 additional posts in other countries and cities with U.S. embassies and consulates.

He or she must spend from 30% to 60% of his or her time traveling to these constituent posts. The 10 psychiatrists have up to 30 posts in their region of responsibility and must travel at least half of the time.

Family practice is the speciality most represented by State Department physicians, 19 of whom are boarded in family medicine. The nurse practitioners are, with few exceptions, American Nursing Association-certified family nurse practitioners. They are graduates of university-based departments of community and family medicine.

Skills these nurses and physicians acquired in family medicine are practiced daily in world-wide posts in countries from Australia to Zaire and in cities from Antananarivo to Zurich. Primary care also occurs in places with exotic names like Ouagadougou, Bujumbura, Lubumbashi and Tegucigalpa—names that become commonplace and even spellable in our business.

On entry into the Foreign Service, all of our employees and dependents must be healthy and "available for world-wide assignment." They are carefully screened prior to employment, and such relatively minor medical problems as hypertension, lumbar disc disease and obesity may be enough to preclude employment. Once hired, our employees, like any other group of people, are susceptible to the development of all diseases, conditions, injuries

and ailments that befall us all, wherever we are living.

This makes family practice training and experience a valuable asset in State Department medicine. Our patient population ranges in age from newborns to the mandatory retirement age of 65. In addition, there are occasional older dependents of our employees, such as my father-in-law, who lived with us in Nairobi until his death at the age of 92.

In addition, Foreign Service employees and their families are assigned to posts where they will be exposed daily to exotic tropical and non-tropical diseases such as schistosomiasis, amoebic and bacillary dysentery, hepatitis, malaria, and many viral diseases not seen in the United States. They also are exposed to health conditions caused by lack of sanitation, and environmental factors that are encountered only rarely and sporadically in the United States.

Tap water, in many of our posts, is contaminated by human waste and must be boiled and filtered to make it potable. Vegetables and fruit are similarly contaminated and must be washed in laundry soap and then soaked in either iodine or chlorine solutions to assure a reasonable level of safety before they can be eaten raw. Salads cannot be eaten in most restaurants, nor can they be eaten in the homes of host country nationals without great risk of development of unpleasant, disabling, and potentially fatal diseases because of probable contamination.

Malaria-suppressant medication must be taken weekly and/or daily. Because of the development of resistant strains of malarial parasites in much of the world, our people must take two types of malaria prophylactic pills. Regular injections of gamma globulin are necessary every four months to prevent hepatitis.

These Americans are typical of any cross-section of our countrymen. They are an adventuresome, competitive and vigorous lot who, in their time off, party, picnic, sightsee, climb mountains, play golf, tennis, baseball, soccer, football, broomball, and most other sports. They are very intense about these activities and it is this intensity that leads to frequent injuries as they compete against each other with vigor and gusto. They are very concerned about environmental problems. The long-range toxicity of industrial and engine exhaust pollutants, pesticides, asbestos, lead in paint, pipes, and pottery, is an even greater concern through much of the world than it is in the United States. In most other places

there is no governmental protection by agencies like the FDA and the EPA to afford a reasonable degree of protection for the consumers.

"Spy Dust" and microwave "bombardment" of our Moscow embassy have made the headlines and caused much aggravation in recent years.

AIDS has become a very great concern to our patients world-wide, but more so in Africa where there have been several deaths of our local embassy employees and household servants from this dread disease. A major AIDS educational program has been instituted by the Office of Medical Services to better inform all of our employees and their dependents about this disease.

With few exceptions, medical and health care facilities and providers in these countries are, when measured by U.S. standards, inadequate. Hospitals are frequently primitive, nursing care is almost non-existent, pharmaceuticals are in short supply. X-rays are often not available and, when available, only the most basic studies can be done.

Laboratory testing more sophisticated than basic blood counts is frequently impossible, and all testing is suspect because of lack of quality control. Paradoxically, there are usually reasonable well-trained and generally competent local physicians who have received their medical education and specialty training in the United Kingdom, other European countries, or the United States and have returned to their homes to practice. However, even when U.S. trained and fully-qualified physicians are available, there are many language and cultural barriers to the physician/patient relationship.

Almost without exception, there is no adequate care outside of the capital city where over half of the country's medical resources typically are concentrated.

The RMO is charged with visiting his constituent posts on a regular basis. The frequency of these visits is dependent upon the need of the post. Posts with competent English-speaking physician consultants and adequate hospitals and laboratories require visits less frequently than those that are isolated medically and geographically, or are in areas that are hostile environmentally, geographically, and politically.

When posted in Africa, I tried to visit each of my constituent posts quarterly. Some isolated posts require visits as often as every 4 to 6 weeks. On the other hand, I was required to visit Victoria in the lovely Seychelles Islands only every 6 months, unfortunately, due to the high quality of



LAGOS, Nigeria—Regional medical officer John Aldis, right, receives Meritorious Honor Award from Ambassador Princeton Lyman.

medical resources there.

These visits last from 2 to 7 days and frequently are dependent on airline schedules. One may have a choice of staying, either not long enough or too long, to accomplish one's goals. On trips to Mogadishu, Somalia, due to the airline schedules, I could either stay two days or one week in order to accomplish three days' work.

One also learned to expect the unexpected when traveling in Africa—airline flight delays, canceled flights, sick patients who required the RMOs traveling with them to Europe or to the United States. The list is endless.

It was not uncommon for the president of a country to decide that he needed a plane for a personal trip. He would then commandeer one of the country's two or three planes for as long as he required it. During those periods, many scheduled flights simply did not operate for a few days. Our RMOs spend a lot of time in airports!

Early in his visits the RMO meets with the ambassador, deputy chief of mission and the administrative officer to determine if there are any serious medical or emotional problems at post. These may include problems relating to school, parenting, alcohol dependence, or marriage. There may be concerns about family in the United States as well as concerns about local medical problems that exist (or may be rumored to exist), such as a measles outbreak, a meningitis or hepatitis epidemic, or increases in malaria in the community.

The problem of AIDS, especially in Africa, is an especially "hot item" for discussion these days.

The physician must address these problems by visits with individual patients and family members and by holding group meetings to discuss more global post concerns such as rabies, hepatitis, AIDS, immunizations, and other pertinent topics.

Typical family practice also is seen with well baby visits, immunization clinics, pre- and post-natal checks, routine office gynecologic examinations for "Pap" tests (and other problems), and hypertension followup examinations. Colds, coughs, warts, rashes and all manner of cases also occupy

much of the RMO's time.

The RMO also, as a major part of his responsibility, must visit local physicians, hospitals, laboratories and X-ray facilities in each of his constituent posts in order to identify and become acquainted with available local resources. We all have become very adept at "OOHING and AAHING" ("Ooh, this is a wonderful EKG machine, I have one just like it." "Aah, I am pleased that you have such a modern laboratory.") in doctor's clinics, hospitals, and other facilities which our patients will have to use daily for routine care.

These facilities also must be used in those dire emergencies such as acute appendicitis, a ruptured spleen, or in severe trauma when the urgency of the medical or surgical problem is such that medical evacuation to more suitable facilities is not possible.

Most RMOs also conduct CPR courses when they travel. These are held for the host country embassy personnel as well as for the Americans. Two persons whom I have taught CPR have performed successful CPR on patients, one on a tennis court and one on a baseball field. First-aid trauma courses are also popular presentations by

RMOs in those countries where there is rarely an available ambulance and where there may not be any telephone service to call for help.

Needles to say, "911" numbers are found only in a very few of the more developed countries.

All of our psychiatrists and some of the family physicians and other RMOs also give presentations on stress reduction, cross-cultural adaptation, parenting, adolescent problems, drug abuse, AIDS (facts and fiction) and other subjects, to interested groups during their visits. In addition to life's daily adjustments and stresses to which everyone is subjected in the United States, one must add a long list of "extras" for those who venture overseas. Many of these stressors have been mentioned before—contaminated water and food, poor telephone services, linguistic/cultural difficulties, and poor medical facilities. Additionally, there are problems associated with moving to a different country every 2 to 4 years, such as coping with new school situations with every change in assignment, the loss of friends and support systems upon moving, and inability to communicate by phone with aging parents and children at college.

Our RMOs must be adept at brief therapy. They must all be able to quickly assess a situation, and draw conclusions as to its gravity, determine the level of severity of a psychiatric problem and initiate a therapeutic plan. This must be done within a few hours sometimes, and the RMO rarely has more than a few days during his visit. One does not have time to sit down and talk with a troubled couple or a teenager for several hours over a two-week period.

Rapport must be established quickly. Assessment must be prompt and techniques must be employed to get to the "nitty gritty" of the matter quickly so that a plan of therapeutic intervention can be implemented in the 2 to 4 days that are available before the plane arrives to whisk one off to the next city. The realization that there will not be a follow-up visit for several months creates an awesome responsibility for even the most adventuresome therapist.

These short visits do not allow enough time to warrant the label "Brief Therapy." I have, instead, coined the term "Baseball Bat Psychiatry"—a term that has not caught on with my psychiatric associates but is a reasonably descriptive term for what is more of a confrontational approach than one would dare use in a private family practice in the United States (unless, of course, one never wishes to see that patient again!).

These troubled patients are also, by and large, very cognizant of the time restraints and a bit more willing to give the therapist room to maneuver.

Psychiatric and stress-related issues that are sometimes difficult to surface in a traditional family practice until a solid rapport has been established are more easily raised in the overseas setting. Frequently, also, the RMO, during his initial meeting with the ambassador and deputy chief of mission, may be told that a patient or family needs to be seen is asked if he would "mind" seeing them. This immediately gives the RMO "permission" to seek out the patient and raise the issues.

We, of course, have a captive patient population and have an element of control not found in private practice in that we can, with concurrence of the ambassador, make a decision to send a patient or even a whole family home if the medical problem is such that this action is warranted and is "in the best interests of the post and United States Government." This power, like all power, must be used wisely, sparingly and fairly.

Nurses have been an integral part of the Department of State medical program since the inception of the Office of Medical Services in 1947. A nurse was hired before the first physician and, indeed, nurses have been overseas and "in the trenches" much more than we physicians. We have long relied on Foreign Service nurses and a varied assortment of locally hired contract nurses to provide primary care for our overseas families in far-flung posts under adverse conditions.

A few years ago the Department of State Office of Medical Services decided that only nurses who were certified nurse practitioners would be hired. At the same time, we were able to upgrade the skills of those nurses who were currently employed to the nurse practitioner level by funding their attendance at a year-long formal university family nurse practitioner program. This program to upgrade our nurses' skills is nearly completed.

This decision has greatly enhanced the quality of our overseas medical program. Of these 33 FNPs, 19 are in posts where there is no RMO. They are essentially the "only show in town," independently providing primary care without direct U.S. physician collaboration except for State Department's RMO quarterly visits and what guidance can be given by cablegram and, when possible, by telephone.

The RMO, as well as the FNP, must deal with frequent emergency situations. As

one would expect, in a practice spread over several countries, many miles, with poor communications and with infrequently scheduled airline flights, serious medical and surgical emergencies occur often when the RMO is traveling and not available. Embassy cablegram facilities are always rapidly available, but it is usual, in many parts of the world, for telephone communication to be impossible.

In these cases, plans are changed, planes are chartered, the U.S. Air Force rescue planes are called to help move the patient(s) to a suitable facility, and one does whatever is necessary as quickly as possible to deal with the problem at hand. The RMO is brought to the patient or the patient is evacuated to a site where there are suitable medical facilities for the type of problem that exists.

Sometimes, in areas like East Africa, the patient will be brought to a regional evacuation site like Nairobi, Kenya, which has suitable facilities including a sophisticated intensive care unit. Here they will be evaluated and stabilized prior to onward evacuation to a tertiary care center in Europe or the United States.

These medical evacuation cases tax all of the facilities of the U.S. embassy at times, and the RMOs and FNPs soon learn to be resourceful and innovative. A variety of cliches become quickly apparent. "You cannot be all things to all people." "You cannot be in two places at one time." On occasion, particularly in the smaller posts, all other work in the embassy stops and arrangements for the medevac take precedence over everything else. One does what one can and does his or her best under the circumstances.

It is a nerve-wracking experience to deal telegraphically with a sick child with possible meningitis or with a seriously injured accident victim two countries away, knowing that the next available plane is not scheduled for 48 hours. This is not a business for the therapeutically timid or those who are unable to comfortably relinquish control of their patients. A great deal more trust must be placed in patients, physicians, and nurses than one would be willing to bestow upon others in our country.

This has been a small sample of what medical practice in the U.S. Foreign Service is like. Because of our family practice background, training, and experience in multiple medical disciplines, family physicians are ideally trained to deal with the diverse problems encountered overseas in State Department personnel. ■

Post of the Month: Bangui

THIS EMBASSY is in the capital of the Central African Republic which, in accord with its name, is at the center of the continent. U.S. Foreign Service people there are featured as part of STATE's continuing series.



Downtown Bangui.



While sightseeing employees wash hands after lunch. From left: *Joseph Ngozo, David McKenzie, Charles Faradanga, Luc Mborhou.*



Marine *Justin Ambrozja*, embassy driver *Pierre*, Marine *Scott Oldaker* and *Christa La Sor* in Mbaiki.



Ambassador *David C. Fields* presents achievement awards to Marines, from front: *James Watson, David Sturm, Harley Chisholm, Gregory Miles, David McKenzie.*



Ambassador *David C. Fields* and *Mrs. Fields* with deputy chief of mission *Frederick E. V. La Sor*, right, at the residence.



Communications officer *Jay Clifton* and public affairs officer *Victoria Rose*, at a reception.



At fallen statue of a former emperor: *Luc Mborohou*, *Charles Faradanga*, *Willem Brakel*, *Joseph Ngozo*, *David McKenzie*.



The Oubangui River. ■

Grievance Actions

Overcomplement status was no hindrance, board says

(G-024(6))—The grievant contested his designation for selection-out for relative performance, asserting that it was based on short-term, discontinuous, below-grade duties outside his specialty while he was on the reassignment complement (overcomplement). He said that this prevented him from fairly competing for promotion into the Senior Foreign Service. He contended that the agency breached a contract which had promised him a regular assignment. He also argued that an evaluation report he received while overcomplement was falsely prejudicial and was a substantial factor in the selection board's decision that he should be mandatorily retired.

The grievant asked that his mandatory retirement be reversed by the board, that he be given retroactive salary step-increases as applicable; that his time-in-class be extended five years, that he be assigned overseas in his specialty for four years with immunity from selection-out, and that the contested parts of his report be expunged, along with all references in his personnel file to his grievance and to mandatory retirement.

After a hearing, the grievance board found that the grievant had not sustained his allegations. It agreed that he had spent a lengthy time in an overcomplement position, but noted that it was his own choice to accept this position in order to develop important new agency programs, rather than accept an alternative regular assignment which was offered him at the time. When his performance did not meet the job requirements, someone else was brought in to develop the new programs and encumbered that position when it was eventually classified, leaving the grievant still overcomplement. The board found that the grievant's performance, including the record he established before he was assigned overcomplement, hindered repeated efforts by Personnel to assign him to a regular position through the competitive open

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

assignments system. The board agreed with the agency that the grievant's record did not warrant forced placement. It concluded that although the grievant's pattern of overcomplement assignments for an extended period was not ideal, it did afford him the chance to compete for regular positions as they became available. He was not chosen for these positions because his performance record was not competitive. The board also concluded that the performance weaknesses identified in the contested report were not falsely prejudicial. The grievance was denied. □

Currency exchange: board cites applicable date

(G-051(5))—The grievant claimed that the agency used the wrong exchange rate when it processed his exchange for U.S. dollars, and asked that he be paid the more favorable rate in effect when his application was approved. He claimed that he had planned to complete the exchange process on the same day but was unable to do so. The Department contended that the applicable rate of exchange is the rate in effect on the day when the foreign currency is turned in to the embassy cashier.

The board pointed out that regulations covering exchange rates are found in 4 FAM 361.4: "In non-excess currency countries accommodation exchange transactions are made at the prevailing rates of exchange in effect on the date of the transaction, unless specifically instructed other-wise by the Treasury Department." (Emphasis added.) Accordingly, the board denied the grievance. □

Grievant wins household effects storage dispute

(G-052(8))—The grievant maintained that he was improperly charged for storage of his household effects at his post after his agency erroneously sent all his effects overseas, instead of only those items he had specifically marked for shipment. The agency argued that the grievant had authorized a "limited shipment" by telephone, and so all of his effects were sent because the total weight did not exceed the 7,200-pound limit authorized for such shipments. It stated that the shipment worksheet, which must contain an employee's written or oral instructions before effects can be shipped, makes no mention that some items should remain in storage in Washington.

The board found the notations on the worksheet confusing and inconclusive. It

reasoned that a seasoned officer such as the grievant would not have carefully marked his effect boxes in two categories and then have failed to specify that only a partial shipment should be sent to his new post. The record shows that the term "limited shipment" was used by the grievant only when submitting his case as a grievance. The agency was ordered to reimburse the grievant for the storage costs he paid after the mixup. □

Fake travel voucher suspension is upheld

(G-055(7))—The grievant protested a proposed five-day suspension without pay for his having submitted a false travel voucher. He admitted submitting the false voucher and hotel receipts in support of it, but claimed that he was suffering at the time from an illness known to cause irrational behavior and impaired judgment. He introduced opinions from two physicians stating that he had suffered from an illness which could well have impaired his ability to reason. He cited the press of work in explanation of his failure to submit a corrected voucher for some nine months, despite his presumably having recovered in the interim.

The agency argued that the medical opinions were generalizations which did not specifically address the grievant's actions. It noted that the grievant had corrected the false voucher only after he had been interviewed by inspectors.

The board concluded that the grievant's offense was not a temporary lapse of judgment, but rather the deliberate pursuit by him of a false claim over an extended period of time. It also noted that, judging from the grievant's efficiency report for the period, other aspects of his performance or behavior did not seem to have been affected by his illness.

The board held that the agency had borne its burden of showing by a preponderance of the evidence that the disciplinary action was justified. It denied the grievance. □

Reconsider grievant's grade, agency told

(G-061(7))—The grievant had originally submitted information with his SF-171 application that the recruitment officer found justified only the lower of two possible entry grades. The grievant accepted the appointment, but grieved when he found later that others with his same experience

—(Continued on Page 53)

Education and Training

Schedule of courses at the Foreign Service Institute

Program	July	Aug.	Sept.	Length
Area studies				
Africa, sub-Sahara	10	7	25	2 weeks
East Asia	—	7	—	2 weeks
Latin America	10	7	25	2 weeks
Near East and North Africa	—	7	25	2 weeks
South Asia	—	7	—	2 weeks
Southeast Asia	—	7	—	2 weeks
USSR/eastern Europe	10	7	25	2 weeks
Western Europe	10	7	25	2 weeks
Language and advanced area courses				
Afrikaans	—	21	—	23 weeks
Amharic	—	21	—	23/44 weeks
Arabic (Egyptian and modern standard)	—	21	—	23/44 weeks
Arabic (formal spoken and modern standard)	—	21	—	23/44 weeks
Arabic (field school: Tunis)	—	14	—	44 weeks
Arabic (western)	—	21	—	23/44 weeks
Bengali	—	21	—	23/44 weeks
Bulgarian	—	21	—	23/44 weeks
Burmese	—	21	—	23/44 weeks
Chinese (Cantonese)	—	21	—	23/44 weeks
Chinese (standard)	—	21	—	23/44 weeks
Chinese (field school: Taipei)	—	21	—	44 weeks
Czech	—	21	—	23/44 weeks
Danish	—	21	—	23 weeks
Dutch	—	21	—	23 weeks
Finnish	—	21	—	23/44 weeks
French	24	21	18	24 weeks
German	—	21	—	24 weeks
Greek	—	21	—	23/44 weeks
Hebrew	—	21	—	23/44 weeks
Hindi	—	21	—	23/44 weeks
Hungarian	—	21	—	23/44 weeks
Icelandic	—	21	—	23/44 weeks
Indonesian	—	21	—	23/32 weeks
Italian	—	21	—	24 weeks
Japanese	—	21	—	23/44 weeks
Japanese (field school: Yokohama)	—	14	—	44 weeks
Korean	—	21	—	23/44 weeks
Korean (field school: Seoul)	—	28	—	44 weeks
Lao	—	21	—	23/44 weeks
Malay	—	21	—	23/32 weeks
Nepali	—	21	—	23/44 weeks
Norwegian	—	21	—	23 weeks
Persian (Dari)	—	21	—	23/44 weeks
Persian (Farsi)	—	21	—	23/44 weeks
Polish	—	21	—	23/44 weeks
Portuguese	—	21	—	24 weeks
Romanian	—	21	—	23 weeks
Russian	—	21	—	23/44 weeks
Serbo-Croatian	—	21	—	23/44 weeks
Singhalese	—	21	—	23/44 weeks
Spanish	24	21	18	24 weeks
Swahili	—	21	—	23 weeks
Swedish	—	21	—	23 weeks
Tagalog (Pilipino)	—	21	—	23/44 weeks
Thai	—	21	—	23/44 weeks
Turkish	—	21	—	23/44 weeks
Ukrainian	—	21	—	23/44 weeks
Urdu	—	21	—	23/44 weeks
Vietnamese	—	21	—	23/44 weeks
Familiarization and short-term (FAST) courses				
Bengali	—	21	—	6 weeks

—(Continued on next page)

Advanced word processing courses are offered

The Foreign Service Institute is offering the following advanced word processing courses, 9 a.m. -4 p.m.:

—Advanced word processing. Prerequisite: basic word processing or equivalent experience. Reviews such features as underscore, bold, double underscore, global hyphenation, document formatting, moving and copying text, automatic paragraph numbering, footnoting, pagination. July 11-13, August 15-17, September 19-21.

Glossary. Prerequisite: basic word processing or equivalent experience. Participants are taught to create, store and retrieve glossary documents. July 18, September 5.

Decision processing. Prerequisite: knowledge of glossary. Advanced glossary techniques are taught, including looping, nesting, prompting. July 19, September 6.

Advanced WP+. Prerequisite: basic WP+. Covers creating, verifying, editing, recalling simply glossaries. August 1.

For information, call 875-5370. □

Peter Jensen's post puzzle

Paint job

You are a general services officer at an African post. Ambassador Oldschool has asked you to do some external painting on the outbuildings at his residence.

You arrive with your painter to look things over. There are three rondavels in the back yard that are used for storage. (A rondavel is a traditional African circular building with a conical thatched roof.) Each one has foot-thick walls, two barred windows and a lockable wooden door.

The painter goes inside one and measures the floor, from the center to a point on the wall opposite the doorway. It is eight feet. You observe that the windows are a foot square, and that the door measures five by three feet. The wall is six feet high.

Mrs. Oldschool emerges from the residence. "Please paint these rondavels all white" she says, "except for the roofs, of course. Also, please put locks on the doors. Say, would you two like some cold lemonade?"

It's blazing hot—you gratefully accept. As you walk towards the shaded verandah, the painter says: "One can covers 200 square feet. Since it's white paint, we'll have to put on two coats. We have 23 full cans of white in stock."

How many cans of paint must be opened?

(Answer on Page 52) □

Institute library gets oral history transcripts

The Association for Diplomatic Studies on May 5, Foreign Service Day, presented to the library of the Foreign Service Institute the first tranche of transcripts produced under its Foreign Affairs Oral History Program. This collection of 90 oral histories records the views and experiences of retired senior Foreign Service officers and ambassadors. It includes transcripts prepared under the auspices of the USIA Alumni Association.

The collection, which is also archived at Georgetown University's Lauinger Library, will be available to researchers, students and faculty at the institute. Officials of the oral history project, directed by Charles Stuart Kennedy, a retired Foreign Service officer, hope to complete 400 interviews and transcripts within the next two years and also plan a series of topical oral history projects, concentrating on the Middle East, China policy, the Marshall Plan and Central America. □



Thomas Boyatt, center, Association for Diplomatic Studies, presents transcripts to Foreign Service Institute director Brandon Grove and librarian Joe Donohue, right.

How to avoid video-display fatigue

The Safety Office will continue its presentation of training sessions on video display terminals with a session on June 14, noon to 1 p.m., in Room 1205. The class will cover health concerns, vision discomfort, headaches and fatigue. Attendees will learn practical ways to relieve some of these problems and to set up a comfortable work station.

The class will be limited to 30 participants. To register, call the Safety Office on 647-4302. □

—(Continued from preceding page)

Program	July	Aug.	Sept.	Length
Bulgarian	—	—	5	6 weeks
Czech	—	—	5	6 weeks
French (metropolitan)	24	21	18	8 weeks
French (sub-Sahara)	24	21	18	8 weeks
German	—	21	—	8 weeks
Hindi	—	21	—	6 weeks
Hungarian	—	—	5	6 weeks
Icelandic	—	21	—	6 weeks
Italian	—	21	—	8 weeks
Polish	—	—	5	6 weeks
Portuguese (Latin America)	—	21	—	8 weeks
Portuguese (Europe)	—	21	—	8 weeks
Romanian	—	—	5	6 weeks
Russian	—	—	5	6 weeks
Serbo-Croatian	—	—	5	6 weeks
Spanish	24	21	18	8 weeks
Administrative training				
Budget and financial management	10	7	5	27 days
Financial management center director's course	3	—	—	3 weeks
General services operations	3	7	5	8 weeks
	10	14	11	8 weeks
	17	28	25	8 weeks
	31	—	—	8 weeks
Personnel management training	31	—	—	6 weeks
Property management for custodial officers	6	—	—	2 days
U.S. disbursing officer	—	14	—	3 weeks
Overseas Briefing Center				
American studies, cross-cultural adaptation	—	—	25	2 weeks
Deputy chiefs of mission's wives seminar	24	14	—	1 week
Going overseas (families)	8	—	—	4 hours
Regulations, allowances and finances	12	—	6	3 days
Security overseas seminar	10	7	11	2 days
	17	14	25	2 days
	24	21	—	2 days
	31	28	—	2 days
Transition to Washington for teens	—	—	16	1 day
Transition to Washington workshop	—	—	23	1 day
Curriculum and staff development				
Training of trainers	—	—	18	2 weeks
Consular training				
ConGenRosslyn basic consular course	Continuous enrollment:			26 days
Consular orientation program	Continuous enrollment:			6 days
Immigration law and visa operations	Correspondence course			
Nationality law and consular procedure	Correspondence course			
Overseas citizens services	Correspondence course			
Passport examiners	Correspondence course			
Economic and commercial studies				
Advanced economic review	17	—	—	5 weeks
Contemporary economics and quantitative analysis	17	—	—	5 weeks
Foreign Service economical/commercial	—	—	11	36 weeks
Orientation for overseas economics	24	—	—	2 weeks
Executive development				
Deputy chiefs of mission	16	6	—	2 weeks
Executive media training	7	30	—	1 day
Foreign affairs leadership seminar	—	—	24	11 days
Inspectors management training	—	—	18	5 days
Inspectors consulting skills	—	—	12	2 days
			14	2 days

—(Continued on next page)



Librarian Lucinda Conger demonstrates the "Intelligent Catalog." (Photo by Walter Booze)

No need to comb catalog: computer browses for books

Employees searching for information in the Library no longer need to sift through the card catalog. Instead, they can use the Library's "Intelligent Catalog" computer. It contains data on publications added to the Library's collection since 1978. It's updated each month, and several hundred more titles are added.

Instructions for using the computer appear on its screen, and are also recited via an attached telephone. Say you want to find books on terrorism in Italy. The instructions prompt you to enter words that identify your topic, in this case "Italy" and "terrorism." The screen then displays a list of titles, and you can get a printout.

You can then press the left or right arrow keys, which enable you to browse through the library's shelves electronically, to look for similar books that didn't come up in the original search. For example, the title "Days of Wrath: The Ordeal of Aldo Moro, the Kidnapping, the Execution, the Aftermath" might come up on the original search. If you then want to see books specifically on Mr. Moro, you press the arrow keys and the screen displays additional titles.

The computer will find books even when you don't know the author or the exact title. If, for example, you're looking for a particular book about the Soviet Union but can remember only that the title contained the word "colossus," you type in that word. All titles that contain the word "colossus" then appear on the screen.

The old card catalog can still be used. But it won't be updated from last December. Library employees are available to assist you with the new equipment. □

—(Continued from preceding page)

Program	July	Aug.	Sept.	Length
EEO awareness for managers and supervisors	—	—	11	2 days
Washington tradecraft	24	21	18	10 days
Political training				
Advanced political	10	14	—	3 weeks
Foreign affairs interdepartment seminar	—	—	11	2 weeks
Human rights/worker rights	17	—	—	2 days
Multilateral diplomacy	—	9	—	3 days
Political—military affairs	—	—	18	5 days
Political tradecraft	24	21	—	3 weeks
Orientation				
Orientation for Department officers	18	22	19	2 days
Orientation for Foreign Service officers	24	—	29	9 weeks
Orientation for Foreign Service specialists	31	—	18	1 week
Orientation for Soviet and East European posts	24	14	—	5 days
		28		5 days
Office management courses				
Advanced word processing	11	15	19	3 days
Advanced WP Plus	—	1	—	1 day
Glossary	18	—	5	1 day
Civil Service clerical/secretarial	—	7	18	1 week
Decision processing	19	—	6	1 day
Drafting correspondence	—	—	11	15 hours
Foreign Service secretarial training	—	28	—	8 days
Supervisory studies seminar	—	—	27	3 days
Information management training				
Information systems management program	—	—	5	22 weeks
Introduction to the personal computer	—	14	—	1 week □

Library phone numbers

Information and reference647-1099
Interlibrary loan647-3037
Circulation647-2353
Front desk647-2458

Training is available on telephone system use

Training is available on the use of various features of the Department's telephone system, with a professional trainer from the American Telephone & Telegraph Co. standing by to provide office staff with instructions on System 85 telephone use, said a Department Notice of May 10. For information, call Terri Staub, extension 74300. ■

Personnel: Civil Service

GG-15

Argoff, H. David, Foreign Service Institute, Language Studies

GM-13

Aftandilian, Gregory L., Intelligence and Research, Office of Economic Analysis

Roach, Gary S., Bureau of Personnel

Zerden, Mal L., Politico-Military Affairs

GM-14

Bullock, Nancy M., Intelligence and Research

Ford, Robert J., Oceans and International Environmental and Scientific Affairs, Fisheries

Gardiner, Ginger, Office of Comptroller, Installation and Support

Jones, Mary Jacquelyn, Diplomatic Security, Threat Analysis

Martin, Lionel R., Office of Communications

Mashuda, Frank C., Bureau of Administration

Miller, Aaron D., Intelligence and Research, South Asia Division

Tanner, James L., Office of Comptroller

GM-15

Asar, Sedat, Bureau of Administration

GS-3

Allen, Joyce E., Miami Passport Agency

Alston, Vickie, Intelligence and Research

Noffsinger, Harold D., San Francisco Passport Agency

GS-4

Cho, Chung Soon, Seattle Passport Agency

Frazier, Helen A., Office of Comptroller

Hicks, French L., Consular Affairs, Legislation and Regulations

Mazon, Wendy E., Consular Affairs, Citizens Consular Services

Scott, Kimberly K., Seattle Passport Agency

Slye, Rhonda M., Office of Comptroller

Stroman, Kimberly R., Bureau of Personnel, Policy, Class and Evaluation

GS-5

Abramson, Sherrill M., Bureau of Administration, Safety Program

Comer, Sandra A., Economic and Business Affairs, Bilateral

Selections under State's Merit Promotion Program

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

Selectee	Announcement No.	Position title	Series/grade	Bureau or office
Louise Eaton	89-129	Protocol officer	GS-301-12	Protocol
Christina MacDonald	89-156	Writer-editor	GS-1082-11	Bureau of Public Affairs
Jacqueline Straub	89-157	Policy analyst	GS-131-11	Diplomatic Security, Political Policy and Programs Division
Lynette Johnson	89-175	Clerk (typist)	GS-303-5	Foreign Service Institute
Louise Pope	89-185	Financial management specialist	GS-501-13	Comptroller, Financial Management
Gary Latham	89-204	Supervisory computer specialist	GM-334-13	Diplomatic Security
Thomas Evans	88-624	Computer System Analyst	GS-334-13	Comptroller, Financial Operations
Norma Fredlund	88-917	Accountant	GS-510-7	Comptroller, Financial Operations
Vernell Staten	88-1244	Secretary (steno)	GS-318-8	Politico-Military Affairs
Joyan Rehberger	88-1378	Retirement records supervisor	GS-503-7	Comptroller
James Tanner	88-1430	Financial management specialist	GM-501-14	Comptroller, Financial Management
Charles Hellmann	88-1076	Architect	GM-808-15	Administration
Ellen Tydings	88-1320	Budget analyst	GS-560-7	African Affairs
Ana Perez	88-1433	Secretary (typing)	GS-318-6	International Organization Affairs
Judith Eagar	89-40	Program analyst	GS-345-11	Foreign Service Institute
Ginger Gardiner	89-87	Supervisory management	GM-343-14	Comptroller □

Trade

Hubbard, Larry O., Pre-Assignment Training

Hughes, Dawn L., Diplomatic Security, Counterintelligence Program

Johnson, Lynette Lee, Foreign Service Institute, Professional Studies

Powell, Jeannie, Chicago Passport Agency

Shelton, Theran J., Diplomatic Security, Case Control and Processing

GS-6

Finch, Sheena E., Consular Affairs, Accounting and Technical Services

Glenn, Cleveland A., Foreign Service Institute, Management and Administrative Services

Hill, Patricia A., Administration and Information Management, Personnel Management

Ryan, Deborah K., Bureau of Administration

Williams, Kevin Fairfax, Bureau of Administration

Winston, Emogene E., Allowances Staff

Wynn, Renee O., Consular Affairs, Accounting and Technical Services

GS-7

Beard, Larry James, Office of

Comptroller, Accounting Comptroller, Claims Division

Boykin, Clara Denise, Office of Comptroller, Claims Division

Brown, Margaret A., Diplomatic Security, Investigations

Coles, Shelly W., Economic and Business Affairs, Office of East-West Trade

Guillory, Mildred H., Executive Secretariat, Records Management

Hamilton, Terry B., Seattle Passport Agency

Houston, Judith Ann, European Affairs, Post Management

Lebherz, Patricia L., Foreign Service Institute, Personnel Office

Maraio, Richard D., Office of Communications, Intelligence and Research

Martinez, Daphne, Protocol, New York

Portell, Sherman D., Houston Passport Agency

Smith, Pamela A., Bureau of Administration

Stuckert Jr., Walter A., Philadelphia Passport Agency

Tellis, Roland, Los Angeles Passport Agency

Van Buren, Daphne R., Intelligence and Research

GS-8

Archie, Frances M., Office of Legal Adviser, Oceans, Inter-

national Environmental and Scientific Affairs
Henneberger, Patricia S., Bureau of Administration

GS-9

Brown, Caysandra, Office of Legal Adviser

Donnelly, Eileen M., Intelligence and Research, Control Division

Erazo-Beauchamp, Joaquin, Office of Comptroller, General Accounting and Reports

Gurney, Yvonne Ann, Bureau of Personnel, Junior Officer Division

Herring, Elizabeth J., Office of Comptroller, Accounting

Jefferson, Ernest G., Bureau of Personnel, Assignments Division

Killea, Anne K., Protocol, Accreditation Section

O'Shea, Gayle E., Administration and Information Management, Information Systems

Scott, Barbara Lynn, Bureau of Administration

Shields, Brenda A., Office of Legal Adviser, International Claims and Investment Disputes

Taylor, Mark Blair, Intelligence and Research, Terrorism and Narcotics Analysis

West, Regina, Consular Affairs, General Services

Williams, Ronald M., Bureau of Personnel, Assignments
Wilson, Shirley R., Bureau of Personnel, Assignments
Zoetis, Phyllis Ann, Administration and Information Management, Information Systems

GS-10

Houston, Linda Anne, Houston Passport Agency

GS-11

Danin, Robert M., Intelligence and Research
Eagar, Judith F., Foreign Service Institute, Language Studies
Jones, John A., Office of Communications
Kuhn, Lisa T., Administration and Information Management
Libera, Thomas V., Allowances Staff
MacDonald, Christina M., Bureau of Public Affairs, Public Information
Stefanick, Michelle L., Office of Audits

Straub, Jacqueline Ann, Diplomatic Security, Policy and Planning
Suddeth, Margaret Mary, Visa Services

Vaughan, Anne T., Office of Comptroller, Accounting and Reports

GS-12

Bladen Sr., Melvin D., Office of Communications

Cooper, Kyna Delynn, Politico-Military Affairs, Arms Licensing

Eaton, Louise C., Protocol, Diplomatic and Consular Liaison

Holmes III, George F., Administration and Information Management

Pachon, Consuelo, Citizens Consular Services

Stuart, Diane Sue, Executive Secretariat, Systems Management

Tillman, Darieta Y., Office of Comptroller, Budget and Planning

Winters, Peter Joseph, Diplomatic Security, Information Systems Security

GS-13

Bishton, Michael P., International Narcotics Matters

Lyles, Donald R., Consular Affairs, Systems Applications Staff

Pitts Jr., Cornelius, Administration and Information Management

Vest pays tribute to Civil Service

Career ambassador George S. Vest issued this statement in a Department Notice as he retired on May 3:

I am retiring as director general of the Foreign Service and director of personnel. As I leave, I would like to pay tribute to the men and women who serve their country and the Department in the Civil Service. Many have had long and distinguished careers. They are the individuals in the office who sometimes prevent their Foreign Service colleagues from "re-inventing the wheel." They are often the ones who provide invaluable continuity and institutional memory for the Department. Whatever they do, their professionalism and dedication are among the best in Government.

I salute each of you in the Civil Service. The Department is fortunate to have a staff of such high caliber and commitment. □

WG-5

Naylor Jr., Marshall A., Administration and Information Management

XP-7

Richardson, Alvin B., Foreign Affairs Information Management Center

Appointments

Abram, Morris B., International Organization Affairs

Ambrose Jr., John V., Office of Inspector General

Andrews, Nicholas G., Classification/Declassification Center

Angulo, Perla Q., Miami Passport Agency

Appetta, Kenneth Vance, Administration and Information Management, Systems Design and Programming

Avents, Charleia, Administration and Information Management

Bartish, Timothy M., International Joint Commission

Bishop, Audrey L., Foreign Affairs Data Processing Center

Bolten, Eric Jon, Refugee Programs

Boone, Mardell V., Consular Affairs, Automated Records

Brown, Denise L., Pre-Assignment Training

Brown, Tracy C., Bureau of Administration, Information Access Branch

Burke, Deborah D., Houston Pass-

port Agency

Chicklowski, Patricia S., Office of Comptroller, Pre-Assignment Training

Clark, Dorothy-Elaine C., Health Care Program

Clark, Ronica J., Houston Passport Agency

Colovas, Stephen W., Legislative Affairs

Crafton, Diane, Administration and Information Management

Craig, Francis F., Office of Inspector General

Dadam, Mary, European and Canadian Affairs

Davis IV, Solon E., Bureau of Administration

Dickey, Marilyn, Diplomatic Security

Evans, Thomas E., Office of Comptroller, Systems Development and Maintenance

Frapolli, Alice M., Oceans and International Environmental and Scientific Affairs

Fredlund, Norma R., Office of Comptroller, Central Claims

Gardner, Paul F., Classification/Declassification Center

Geraghty, Ann L., Pre-Assignment Training

Gibson, Soan D., Office of Comptroller, Pre-Assignment Training

Gildenhorn, Joseph B., European and Canadian Affairs

Keutmann, Frederick P., Bureau of Administration

King, Geoffrey, Niamey

Leary, John C., Classification/Declassification Center

Leatherman, Mildred J., Office of the Deputy Secretary

Lesser, Lawrence B., Office of Inspector General

Libby, Nola, Administration and Information Management, Building Management Operations

Lynskey, Kevin Teders, Administration and Information Management

Magge, Charles T., Office of Inspector General

McGuinness, John P., International Organization Affairs

Melady, Thomas P., European and Canadian Affairs

Moore Jr., Jerry A., African Affairs

Mullin, John J., Classification/Declassification Center

Owens, Romaine N., Central American Affairs

Oyer, Margaret C., Oceans and International Environmental and Scientific Affairs

Perez, Ana Victoria, International Organization Affairs, Administrative Services

Perros, Frances E., Administration and Information Management, Acquisitions and Cataloging

Rehberger, Joyan F., Office of Comptroller, Retirement Records Branch

Reynolds, Odessa Arnit, Pre-Assignment Training

Robinson, Robert B., Administration and Information Management

Ross, Erin E., International Organization Affairs, Administrative Services

Saia, Marinete F., Protocol, Blair House

Schutz, Mary E., Administration and Information Management, Real Estate

Secchia, Peter Finley, European and Canadian Affairs

Simons, Marie Victoria, Overseas Briefing Center

Staten, Vernell, Politico-Military Affairs, International Security Policy

Stump, Carol E., Office of Inspector General, Audits

Swartzbaugh, Jay Thomas, Office of Inspector General, Inspections

Swith, Margaret E., Pre-Assignment Training

Swoyer, Jean M., European and Canadian Affairs

Taylor, Monique C., Office of Inspector General, Audits

Tillmon, Chonita M., Pre-Assignment Training

Velez, Danny, Miami Passport

Money quiz

Q—How does market-based interest on U.S. savings bonds work?

A—Each May and November the Treasury Department determines what market rates on five-year Treasury securities have averaged during the preceding six months. The savings-bond rate is then set at 85% of that average for the following six months. When bonds are held five years or longer, owners receive the average of the semi-annual savings-bond rates, rounded to the nearest one-quarter percent and compounded semiannually—or the minimum rate in effect at the time of purchase, if higher—from date of issue. □

PERSONNEL: CIVIL SERVICE

Agency
Vogle, Meribeth A., Diplomatic Security, Development and Instruction
Waite, David G., Miami Passport Agency
Wasmuth, Jurgen G.O., Administration and Information Management, Information Systems
Weinmann, John G., European and Canadian Affairs
Wernecke, Dwight J., Bureau of Administration
White, Helen R., Administration and Information Management, Information Systems
Young, Daniel S., Bureau of Administration
Zenon, Elsie M., Houston Passport Agency

Reassignments

Buck, Zeta L., Diplomatic Security, Washington Field Office to Diplomatic Security
Carter-Taylor, Cornella, Economic and Business Affairs, Investment Affairs to Office of Under Secretary for Political Affairs
Eaglin, Doris M., Office of Secretary, Special Adviser on Arms Control to Policy Planning Staff
Feltault, Beverly T., Bureau of Personnel to European and Canadian Affairs

Futscher, Vicki Etleman, Office of Historian to Executive Secretariat
Gibbs, Desadra R., Pre-Assignment Training to Public Affairs, Office of Executive Director
McQuade, William M., International Organization Affairs to Office of Foreign Missions
Miller, Aaron D., Policy Planning Staff to Intelligence and Research, South Asia Division

Resignations

Banks, Roni L., Consular Affairs, Manual Records
Carlson, Glen H., Boston Passport Agency
Carmichael, Roland D., Consular Affairs, Manual Records
D'Urso, Billie Joann, Executive Secretariat
Daniels, Venus S., New Orleans Passport Agency
Eckstein, Marie H., International Organization Affairs
Finley, Virginia S., International Organization Affairs
Gardner, Pamela K., Office of Protocol
Ghee, Rose B., Office of Historian
Hawkins, Andrew C., Consular Affairs, Manual Records
Hawkins, Hazel Michelle, Foreign Affairs Data Processing Center
Higgins, Tina L., Bureau of Public Affairs

Hopson, Robert Anthony, Consular Affairs, Automated Records
Jurey, Liza Marie, Consular Affairs, Manual Records
Kepner, Jeanne Marie, Dhahran
Kornegay, Arretha L., Bureau of Administration
Kreutzer, Carlen L., Diplomatic Security, Security Technology
Lautenslager, Leslie, Office of Protocol, Visits
Lewis, Lawrence B., Office of Comptroller, Consolidated American Payroll
Lloyd, Douglas J., Office of Communications
Magee, Leslie M., New Orleans Passport Agency
Mandel, Jill Jackson, Foreign Service Institute, Office of Registrar
McCoy, Troy Isaac, Bureau of Administration
Meadows, Kelia S., Consular Affairs, Public Issuance Division
Melkonyan, Samuel, Los Angeles Passport Agency
Mooney, Andrea P., Office of Protocol, Visits
Moore, John D., Foreign Service Institute, Professional Studies
Pagal, Bernadette Marie, Diplomatic Security
Patton, William F., Bureau of Administration, Supply Services Center
Richardson, Cassandra F., Consular Affairs, Automated Records

Roback, Edward, Diplomatic Security, Policy and Awareness Branch
Roberson, Denise Vernice, Consular Affairs, Public Issuance
Sanchez-Olmeda, Evelyn, New York Passport Agency
Scarbrough, Shelby Joy, Office of Protocol, Visits
Scott, Joan V., Refugee Programs
Snow Jr., Franklin N., Office of Communications
Stokes, Ann M., Consular Affairs, Public Issuance
Thomas, Deborah Ann, Miami Passport Agency
Wels, Calvin Lee, Philadelphia Passport Agency
Wilson Jr., Henry A., Office of Inspector General, Audits

Retirements

Akins, Dorothy B., Consular Affairs, Manual Records
Lowenkopf, Martin, Intelligence and Research, Office of Analysis for Africa
Morgan Sr., Larue H., San Francisco Passport Agency
Platig, E. Raymond, Intelligence and Research
Pugh, Mary R., Legal Adviser, Management
Randall, Michelle M., Foreign Service Institute, Romance Languages
Young, Dorothy Weaver, Philadelphia Passport Agency ■



PUBLIC AFFAIRS—Assistant Secretary Charles E. Redman presents Superior Honor Awards to Helen Coleman, left, and Judith O'Neil.

Q—How can I replace U.S. savings bonds that I've lost?

A—Write to the Bond Consultant Branch, Bureau of the Public Debt, Parkersburg, WV 26106-1328, for help. Provide as much information as possible about the missing bonds, including the inscription on the bonds, the denominations, the approximate dates of purchase and the serial numbers if available. It is always wise to keep a record of this information in a safe place, separate from the bonds.

Q—How long do U.S. savings bonds earn interest?

A—To the maturity date fixed at the time of purchase, currently 12 years. Bonds may be worth more than their face value at maturity, but never less.

No matter how you figure it, U.S. savings bonds make saving for college more than just an educated guess.

Personnel: Foreign Service

Appointments

Auger-Heggie, Jeanne, Caracas
Bailey, Rosie T., Frankfurt
Barhis, Jean Wyatt, Caracas
Benedict, Linda C., Shenyang
Berry, Katherine P., Paris
Bopp, Laurie Anne, Mbabane
Burden, Ruth A., Warsaw
Burghardt, Susan Day, Beijing
Davis, Brenda Marie, Yaounde
Dawson, Susana C., San Jose
De Ramirez, Maria Christi, Luxembourg
Dixon, Katie K., Bamako
Durand, Ivonne, Caracas
Eesodi, Joana M., Budapest
Fuerst, Melba J., Manila
Furhush, Matthew J., The Hague
Giampietro, Pamela R., Guatemala
Hall, Karen S., Frankfurt
Hastings, Lilly S., Tokyo
Ho-Powell, Janet Lai Kwan, Guangzhou
Hoffman, Tai Li, Mogadishu
Houlton, Diane E., Ankara
Huber, Janet Marie, Yaounde
Humbel, Kathrynne J., Moscow
Hutchinson, Kathleen M., Moscow
Ingvaldstad, Karen M., Bujumbura
Ireland, Linda L., Manama
James, Teresa, Brussels
Kepp, Elizabeth Price, Nairobi
Komisar, Gerald J., East Asian and Pacific Affairs
Kramer, Rosario Irma, Lima
Leide, Ann Searing, Beijing
Long, Joyce G., Accra
Mahiques, Barbara Ann, Manila
Mandel, Jill Jackson, Abidjan
Martin, Charles W., Panama
Matczak, Caralyn Weihe, Singapore
Maxey, Helen J., Leningrad
Morrow, Vanessa L., Cape Town
Muratti, Socorro J., Caracas
Nakamura, Linda Hiromi, Singapore
Nichols, Jerry Dean, Nicosia
Njokom, Tifuh Emilia, Yaounde
Patterson, Carol Lee, Manila
Peake, Susan S., London
Robinson, Mary N., Athens
Ross, Maribeth Purdy, Karachi
Sanchez, Ruben, Buenos Aires
Shells, Marylou, London
Shockley, Lola Kathleen, Kingston
Sims, Mattie B., Lome
Smith, Douglas L., Cotonou
Spivey, Kyle J., Maseru
Stacey, Barbara M., Moscow
Sullivan, Barbara J., Monrovia
Summers, Susan B., Moscow
Taacker, Barbara M., Riyadh
Thomas, Katharine Grania, Amman

Vertocnik, Robert Anthony, Diplomatic Security, Washington Field Office
Wallis, Sylvia Elizabeth, Zagreb
Warner, Vanessa M., Guadalajara
Weatherford, Judith A., Geneva

Transfers

Backhaus, Wilbert E., Germany to Office of Communications
Beard Jr., John C., Saudi Arabia to Office of Communications
Beddow, David A., San Salvador to Office of Communications
Bevis, Jimmy L., Benin to Office of Communications
Blake, Robert D., Tanzania to Office of Communications
Bostian, Michael J., Near Eastern and South Asian Affairs to Office of Communications, Foreign Operations
Breland, Jocelyn Gilbert, Greece to Executive Secretariat
Broadway, Richard D., East Asian and Pacific Affairs to Office of Foreign Buildings
Brunette, Stephen P., Diplomatic Security, Washington Field Office to Diplomatic Security, Emergency Action Planning
Butcher, Larry Gene, Bureau of Personnel, Examination Division to Economic and Business Affairs, Office of Development Finance
Camp, Sally Ann, Quito to Paris
Carkin, Kenneth, Soviet Union to Office of Communications
Comiskey, Margaret Mary, Central American Affairs to Economic and Business Affairs, Office of Aviation Programs and Policy
Cosgrove, Ellen Leigh, Italy to Executive Secretariat
Cross-Najafi, Rowena R., Bonn to Bureau of Administration, Transportation Operations
Culver, Christopher D., Diplomatic Security, Washington Field Office to Diplomatic Security, Secretary's Detail
Daniels, Jasper Ray, Panama to Abidjan
Deaton, Rodney C., China to Office of Communications
Dell, Christopher William, Foreign Service Institute, Language Training to Office of Under Secretary for Security Assistance, Science and Technology
Dewan, Linda Lou, to European and Canadian Affairs
Edelman, Eric S., Moscow to Office of Under Secretary for Political Affairs
Elizondo, Cecilia B., Mexico to Melbourne
Essler, Bruce Gordon, Soviet Union to Office of Communications
Figuroa, Richard A., Politico-Military Affairs to Executive Secretariat
Folk, Cynthia, European and Canadian Affairs to Leningrad
Goodgion, Douglas J., Office of Communications, Resource Management to Office of Communications, Technical Services
Gorjance, Mary A., Foreign Service Institute to African Affairs, Economic Policy Staff
Graham, Hilton L., African Affairs to Economic and Business Affairs
Grossman, Lawrence Marshal, Bureau of Personnel, Examination Division to International Organization Affairs, UN Resources Management
Hailey, Patrick M., Bombay to New Delhi
Hansen, Peter T., Special Domestic Assignment Program to Bureau of Personnel
Herman, Victoria M., African Affairs to Niamey
Honley, Steven Alan, New Zealand to Politico-Military Affairs
Horne, Richard L., International Organization Affairs, UN Political Affairs to European and Canadian Affairs
Innis, Michael A., Foreign Service Institute, Language Training to Office of Communications
Jablon, Brian A., Diplomatic Security, Technology Operations to Diplomatic Security, Miami Regional Center
Jackson, Johnnie Lee, Medical Services to Islamabad
James, Makila, Junior Officer Corps to Kingston
Joseph, Thomas E., Intelligence and Research, Office of Economic Analysis to Economic and Business Affairs, Office of Food Policy and Programs
Junker, Delvin W., Inter-American Affairs, Office of Nicaraguan Democratic Resistance to Tegucigalpa
Karp, Craig Mallory, Intelligence and Research, South Asia Division to Near Eastern and South Asian Affairs
Keegan, Patricia King, Peru to London
Kelley, James T., Nigeria to Accra
Kelly, John H., Policy Planning

Staff to International Narcotics Matters
Kennedy, Mary Virginia, Special Domestic Assignments Program to Office of Deputy Secretary
Kennell, Lonnie L., Liberia to Office of Communications
Kim, Patricia A., Soviet Union Affairs to Foreign Service Institute, Language Training
Klawansky, Robert A., Korea to Office of Communications
Kleinwaks, Elise H., Israel to Office of Philippine Affairs
Knieps, Karlene G., European and Canadian Affairs to Vienna
Krosby, Quincy M., United Kingdom to Bureau of Personnel
Lawson, John E., Khartoum to Office of Communications
Leighton Jr., Henry A., Specialist Intake to Kuwait
Levitsky, Melvyn, Office of Executive Secretary to International Narcotics Matters
Lopez, Linda, Specialist Intake to Cairo
Lowry, Niceta D., African Affairs to Khartoum
Lyons, David Lee, Diplomatic Security, San Francisco Field Office to Nouakchott
Manners, David J., Foreign Service Institute, Language Training to Prague
Martinez, Elizabeth Lee, El Salvador to Office of Brazilian Affairs
Mazer, Ronald M., Diplomatic Security, Residential Security and Local Guards to Diplomatic Security, Secretary's Detail
McLaughlin Jr., Archie, Zimbabawe to Bonn
Menyherth, Louis S., Near Eastern and South Asian Affairs to Intelligence and Research, Office of Intelligence Support
Merrell, David Wilson, France to Hong Kong
Mueller, Claire, Bureau of Personnel to African Affairs
Murray Jr., Thomas F., Bombay to Office of Communications, Technical Services
Neal, Jerome B., European and Canadian Affairs to Antwerp
Neill II, Wayne E., Hungary to Soviet Union Affairs
Ogle, Karen L., National Security Council to Near Eastern and South Asian Affairs
Park, Joyce Ann, Zaire to African Affairs
Paul, Christopher J., Diplomatic Courier Service to Diplomatic Security, Washington Field

Anapestic Assignments

by ebp

There was a person assigned to Cameroon

Who decided to fly there by balloon.

When told that it was many miles, He kept breaking into numerous smiles

And said: "That does make me seem a buffoon!" □

Office

Pavlik, Joan D., Cuba to Inter-American Affairs, Office of Executive Director

Payne, Wendell C., Ethiopia to Office of Communications

Pearson, Pamela J., Ecuador to Oceans and International Environmental and Scientific Affairs

Perina, Rudolf Vilem, National Security Council to European and Canadian Affairs

Raezer, Thomas Charles, Bureau of Personnel to Bureau of Administration, Transportation Operations

Richwagen, Susan C., Greece to European and Canadian Affairs

Roy, J. Stapleton, East Asian and Pacific Affairs to Executive Secretariat

Sands, Debra S., Foreign Service Institute, Language Training to Inter-American Affairs

Scanlon, Kathleen Juanita, Foreign Service Institute to Economic and Business Affairs, Planning and Economic Analysis Staff

Schlehr, Daniel E., Diplomatic Security, Secretary's Detail to Diplomatic Security, Washington Field Office

Sekellick Jr., Stephen W., Diplomatic Security, Washington Field Office to Diplomatic Security, Boston Field Office

Sharpe, Angela Bartolotta, France to Near Eastern and South Asian Affairs

Shub, Adam M., Havana to Bureau of Public Affairs, Office of Press Relations

Stanley, Kenneth L., Israel to Diplomatic Security, Miami Regional Center

Strader-Ocana, Gwynne L., Inter-American Affairs, Office of Executive Director to Nassau

Strotz, Judith A., Thailand to Office of Under Secretary for Political Affairs

Summers, David C., Thailand to Stockholm

Swofford, Linda O., Belgium to

European and Canadian Affairs

Swihart Jr., James W., Foreign Service Institute to Office of Eastern European Affairs

Swinehart, Keith A., Diplomatic Courier Service to Diplomatic Security, Secretary's Detail

Tauber, Mark Steven, Executive Secretariat to Office of Secretary

Taylor, Sandra M., Lubumbashi to Diplomatic Security, Miami Regional Center

Thomas, Scott R., Diplomatic Courier Service to Diplomatic Security, Los Angeles Field Office

Thompson, Trudie Elizabeth, Gaborone to Executive Secretariat

Tibbetts Macisso, Lynda E., Diplomatic Security to Brussels

Ulrich, Jeffrey John, Lebanon to Diplomatic Security, Miami Field Office

Walker, Gary L., Tanzania to Office of Communications

Webb, Glenn Edward, Diplomatic Security, Development and Training Division to Diplomatic Security, Anti-Terrorism Assistance Division

Weber, Janet M., International Organization Affairs to Nuclear Risk Reduction Center

White, Jane E., Foreign Service Institute, University Training to Prague

Wilson, Sheila P., Abidjan to Rabat

Windmuller, Thomas Stephen, Economic and Business Affairs, Office of Aviation Programs and Policy to U.S. Delegation, Geneva Arms Reduction Negotiations

Wisecarver Jr., Charles D., Specialist Intake to Bureau of Administration, Systems Design and Programming Division

Wood, Cynthia Digby, Brasilia to Consular Affairs, Citizens Emergency Center

Wright, Rebecca L., Copenhagen to Mogadishu

Young, Michael L., Diplomatic Courier Service to Diplomatic Security, Washington Field Office

Yurgealitis, James Edward, Diplomatic Security, Secretary's Detail to Diplomatic Security, Washington Field Office

Resignations

Albert, Maria L., Panama

Benedict, Linda C., Shenyang

Bohanan, Kathryn M., Brussels

Vest whistles while he works; Spiers is underwhelmed



Warbler



Tone-deaf?

After 43 years in the Foreign Service, retiring director general George S. Vest came under criticism for his whistling—and he took strong exception to it.

"George's whistle is legendary," Under Secretary Ronald I. Spiers wrote under "Areas for Improvement," in his final evaluation of Mr. Vest's performance. "Many people start their days with his modulations. His repertoire is decidedly high-brow, very little beat. He could productively spend some time broadening his selections, to engage the ear and psyches of others less cultured."

"I object to the rater's remarks in Section III-C," Mr. Vest wrote. "He is obviously tone-deaf or he would have identified and appreciated the infinite variety of my production, which ranges from rock through Gershwin to classics, medieval and modern. The *only* area in which I am deficient is Gregorian chant."

Mr. Vest has retired with the rank of career ambassador. □

Brown, Olivia C., Tunis

Brumley, Betsy L., Tokyo

Cannon, Janet Lee, Pretoria

Chessin, Laure P., Rabat

Claussen, Leslie Anne, Berlin

Collins, Jennifer Ann, Kingston

Contreras, Fred W., Moscow

Fletcher, Larry Orlando, Manama

Huang, Margaret Wenyinge, Shanghai

Ingles, Nancy J., Tel Aviv

Jenks, Thelma C., Shanghai

Kalbfleisch, Patricia L., Kinshasa

Kiehl, Pamela F., Helsinki

Kim, Amelia S., Budapest

Kosier, Lily S., Israel

Kroder, Mary Margaret, Bonn

Lambert, Donna S., Tokyo

Lawson, Barbara, Monrovia

Leide, Ann Searing, Beijing

Lerner, Laurie Ann, Human Rights and Humanitarian Affairs

Lewis, Virginia C., Mexico

Lindsay, Linda Gallo, Moscow

Manning, Valerie Ann, Accra

Mercer, Bonnie A., Beijing

Palke, Donald Joseph, Foreign Service Institute, Language Training

Phoenix, Joyce M., Stockholm

Rice, Gregory Benjamin, Sofia

Rose, Jacqueline, Monrovia

Scharf, Lynne G., Quito

Schnabel, Rockwell A., Helsinki

Skala, Jennifer Lynn, Moscow

Stacey, Barbara M., Moscow

Ward, Emily G., Shanghai

Wiley, Wendy P., Moscow

Retirements

Andrews, Mary E., International Organization Affairs

Beadle, Susan C., European and Canadian Affairs

Bishop, Henry David, Diplomatic Security, Washington Field Office

Bizic, Eli William, Near Eastern and South Asian Affairs

Combs Jr., Richard E., Foreign Service Institute

Cutler, Walter L., Riyadh

Gerber, Mary I., Mexico

Higgins, Richard J., Office of Under Secretary for Management

Leary, John C., Inter-American Affairs

Martinez, Edward E., Consular Affairs, Consular Fraud Prevention

McClain, Anita F., Lagos

Paulin, Fernand J., Bern

Swoyer, Jean M., U.S. Delegation, Geneva Arms Reduction Negotiations

Taylor, James E., Office of Foreign Buildings, Resource Management Office □

Foreign Service nominations

The Senate has confirmed the following nominations:

APPOINTMENT as FSO-3, consular officers and secretaries:

Carol A. Hammond

Katherine J. M. Millard

Marcia L. Norman

Rosemary D. O'Neill

Susan Marie Selbin

APPOINTMENT as FSO-4, consular officers and secretaries:

Gina Kay Abercrombie-Winstanley

Andrew Askland

George Walbridge Perkins Atkins III

Grace Hsiao-Lin Bay

Mark J. Bezner

James Robert Bigus

Andrews in Boston

George R. Andrews, who retired from the Foreign Service last September, is now executive director of the World Affairs Council of Boston. □

Anne Christy Bodine
Denise Anne Boland
Linda Murl Cowher
Raymond Stanley Dalland Jr.
Christopher Richard Davis
Richard James Douglas
Mary Draper
Deborah W. Glassman
William Gary Gray
Alan Eric Greenfield
Julie J. Hagarty
Kathryn Alden Harrison
Kathleen Marian Heffron
Nicholas Manning Hill
Steven Alan Honley
Michael Stephen Hoza
Lisa Bobbie Schreiber Hughes
Russell Pierson Ingraham
Bernadine Ruth Joselyn
Robert Kaneda
Edward Wesley Kaska Jr.
Susan Elizabeth Kempe
Laura Jean Kirkconnell
John Louis Lister
Joel Robert Malkin
Theodore Albert Mann
Scot Alan Marciel
Andrea Stowe Mathews
Elizabeth Montagne
Richard Howell Morgan
Theodore Arthur Nist
Sarah Kellogg Otis
Rex-Marc Patterson
Juliana Seymour Peck
George Douglas Reasonover Jr.
Linda Susan Recht
Christopher John Richard
Elizabeth Mary Holzhall Richard
Robert Brian Rink
Daniel Richard Russel
David R. Salazar
Melissa Marie Sanderson
Steven R. Slatin
George Smith Southern
Derwood Keith Staeben
Mark Charles Storella
Elizabeth D. Thompson
Trudie Elizabeth Thompson
Bruce Irvin Turner
Ruth Dorothy Wagoner
William David Wallace
Sandra Marie Wenner
Cynthia L. Whittlesey
Bruce Williamson
Beverly Roth Yett
Whitney Lane Young
Marie L. Yovanovitch

MEMBERS of the Foreign Service of State, Agriculture and Commerce to be consular officers and/or

secretaries:

Consular officers and secretaries

Robert A. Ajtaji
Francis X. Archibald Jr.
Edward J. Barr
Colombia De Los Angeles Barrosse
James M. Beardsley
Victor M. Belz
Robert E. Blair
James Albert Boughner
Melinda M. Brian
Randall Clifford Budden
Mark Paul Chadason
Dane L. Chamorro
Barry D. Coleman
Thomas Frederick Daughton
John Winthrop Dayton III
Dorothy L. DuBois
Cathleen L. Dunford
James P. Finkel
Robert William Forden
Michael Gaffney
Jerome Douglas Gaines
Leslie K. Goldsmith
David R. Galindo
Robert Emilio Gian
Ethan Aaron Goldrich
Gamal R. Graiss
Kathleen Dana Hanson
Felix Hernandez Jr.
James F. Holmberg
Daniel Holtzman
Margaret A. Jezek
Nancy C. Johnston
Laurence Kent Jones
Gerald W. Joyce Jr.
Richard P. Kallmann
Eileen Kane
Stephen L. Kontos
Michelle LaBonte
Christine Lee
Jan C. Lee
Matthew Franklin Levey
Thomas M. Maher
Thomas Aquinas Marten
Francis E. McLennand Jr.
Marina Morgenegg
Walter P. Morrison
John K. Mullen
Brian Andrew Nichols
Holly A. Oglesby
Steven M. O'Reilly
Robert W. Oudemans
John Sang-Gwon Pak
Joseph S. Pennington
Blossom Naomi Sanborn Perry
Lisa J. Peterson
Ann Elizabeth Pforzheimer
H. Dean Pittman
Mark Justin Powell
Lois A. Price
Rene A. Raiole
William L. Rapp Jr.,
Timothy M. Reilly
Eric James Rueter
Emmett Jerome Ryan Jr.
Roy Edward Sanders
Timothy Gerard Ryan

Richard Scott Sacks
Patricia Anne Sheehan
Robert Joel Silverman
Sarah A. Solberg
William Lee Stephens Jr.
Kenneth Thompson Stringer Jr.
Tiffany Roberta Tafares
Bruce Tebsherany
Michael P. Tiernan
Pedro J. Tirado
Carol Trimble
Thomas Alan Underwood
James P. Vail
Martin A. Vail Jr.
R. Steven Voien
Kevin J. Ward
Nicholas E. Ware
David M. Waterman
James Louis Wayman
Linda K. Welch
Mark Charles Westfall
Carole E. Wever
Janet S. Whiteside
Cynthia A. Wilhelm
Robert W. Woods
Donna Kathryn Woodward

Consular officers

Ali Ben Aida
Thomas Billak

Secretaries

Tapan Banerjee
Richard S. Kanter
John T. Sheely □

Commissioning, tenure board

The Commissioning and Tenure Board has completed its review of the files of the Foreign Service officer career candidates who were eligible for consideration at its

December session. Following is the list of candidates recommended for tenure (language probationers are not included).

Almeida, Paul M.
Blake Jr., Robert O.
Buelow, Judy M.
Burgess, Denise N.
Chang, Michael B.
Dean, Nicholas J.
Dunn, Stephen D.
Feldman, Michael A.
Griffith, Oliver W.
Heckman, Scott R.
Krupnick, Alison
Lahey, Patrick L.
Levine, Jeffrey D.
Milhot, Paul J.
Mann, Andrew C.
Manso, Joseph
Margulies, Alexander H.
McGeehan, Mary G.
Noyes, Julieta V.
Noyes Jr., Nicholas
Pierangelo, Claire A.
Pinson, Anthony D.
Rhoades, Dwight R.
Rogers, Bruce D.
Schuchat, Simon J.
Shipshock, Sandra J.
St. Clair, Michael K. □

Commendations

The Commissioning and Tenure Board has identified for special commendation the following rating and/or reviewing officers for statements they prepared for the December session of the board:

Rating

Drescher, Conrad M.
Hilliard, Joseph

Reviewing

Covey, Jock ■



BERLIN—The ambassador to East Germany, Francis J. Meehan, who has retired after 46

years in the Foreign Service, with wife Margaret Meehan.

Bureau Notes

The Seventh Floor

Secretary's Office

SECRETARY BAKER traveled to Helsinki, Moscow and Brussels for official meetings, May 8. Accompanying him and serving as advance team members were special assistants KAREN GROOMES CASTLEMAN and CARON JACKSON and personal assistant LIZ LINEBERRY; deputy executive secretary JAMES COLLINS; executive director PATRICK F. KENNEDY; Secretariat Staff officers JOHN BEYRLE (Moscow advance), WANDA NESBITT (Brussels advance), PAUL SUTPHIN (Helsinki advance), and LISA TENDER (plane team); line assistants JACKIE CARTER (Helsinki advance), DELORES HICKS (Brussels advance), PENNY O'BRIEN (Moscow advance) and VIRGINIA SMITH (plane team); JOHN BENTEL, computer systems manager. Also accompanying the Secretary were the ambassador to Moscow, JACK MATLOCK, and Ambassadors EDWARD ROWNY, RICHARD BURT and REGINALD BARTHOLOMEW; DENNIS ROSS, director, Policy Planning Staff; ROBERT ZOELLICK, counselor for the Department; JAMES TIMBIE, senior adviser to the deputy secretary; the assistant secretary for European and Canadian affairs, ROZANNE RIDGWAY; the assistant secretary for human rights and humanitarian affairs, RICHARD SCHIFTER; the assistant secretary for public affairs and Department spokeswoman MARGARET TUTWILER and her deputy, KIM HOGGARD; the assistant secretary for politico-military affairs ALLEN HOLMES; RONALD LEHMAN, director, Arms Control and Disarmament Agency; National Security Council staff members ROBERT GATES, ARNOLD KANTER and CONDOLEEZZA RICE; ROBERT JOSEPH, Department of Defense and JONATHON HOWE, Joint Chiefs of Staff. □

Office of the Ambassador-at-large for Counter-Terrorism

MORRIS BUSBY assumed his duties as coordinator for counter-terrorism, May 1, replacing L. PAUL BREMER, who retired ... CLAYTON McMANAWAY retired on April 30. □

OFFICE OF COUNTER-TERRORISM—The director of regional affairs, *Thomas J. Miller*, second from left, receives Superior Honor Award from Ambassadors *L. Paul Bremer III* and *Clayton E. McManaway*, right. With them is Mr. Miller's wife, *Bonnie*.



SÃO PAULO, Brazil—*Zila Drouillard*, protocol assistant, receives Meritorious Honor Award from consul general *Myles R. Frechette*.

Protocol Office

Protocol chief JOSEPH VERNER REED greeted and escorted the president of Egypt and the prime minister of Israel during their visits to Washington ... Following the visit of the king and queen of Jordan to Washington, Mr. Reed accompanied the royal couple to New York ... He accompanied PRESIDENT BUSH to New York, for the 200th anniversary celebration of George Washington's inauguration ... Mr. Reed administered the oath of office to VERNON A. WALTERS upon his appointment as ambassador to Germany; to MICHAEL H. ARMACOST as ambassador to Japan; and to JAMES A. LILLEY as ambassador to China. □

Administration and Information Management

Front Office

Assistant Secretary SHELDON J. KRYS addressed students in the master's program at the Columbia University School of International and Public Affairs, April 3. His talk, "The Foreign Service: A Careerist's Perspective," was followed by a question-and-answer period ... Mr. Krys visited Pretoria, Johannesburg, Capetown, Gaborone and the new U.S. liaison office in Windhoek, April 9-16. He conferred with personnel at these posts about administrative matters, particularly the planned construction in Pretoria, the nearly-completed construction in Gaborone, and start-up housing and communica-

tions issues in Windhoek ... In the first week of May, he hosted ROGER MARSHAM, assistant deputy minister, finance and administrative, of the Canadian ministry of external affairs, and directors general DAVID STOCKWELL and KEVIN McCARTHY of the same department. During three days of meetings, the participants discussed information management, domestic operations and overseas office buildings and housing. Mr. Marsham escorted Mr. Krys on a tour of the new Canadian chancery on Pennsylvania Avenue. □

Information Systems Office

Systems managers DAVID PUGH, Kuala Lumpur; CAROLYN RODLEY, Bonn; and WILLIAM CAMP, Tokyo, traveled to Washington, to work on the evaluation for the distributed systems automated data processing equipment ... The Consolidated Bureau Processing Center has been constructed inside the Foreign Affairs Data Processing Center shielded area. There are four Wang 7310 computers providing support to the Bureaus of Economic and Business Affairs and European and Canadian Affairs ... The Regional Administrative Management Center in Paris will be offering classes in Wang PC fundamentals, spreadsheets and databases to Near Eastern and South Asian, European and African posts ... Disbursing officers BOB BENEDICT, Regional Administrative Management Center, Bangkok, and TOM McCLURE, Mexico City, participated in the one-week cashier conference in Washington, along with Foreign Service national employees SVVIT OCAROEN and RONACHAI CHONGCHAROENCRATANA from Bangkok and CLAUDINE PARENT from Paris.

User Support Services chief ED COURLANG and CHRISTINE SHAFFER attended a seminar on Wang electronic imaging for correspondence control and tracking ... At the request of Consular Affairs, TONY MUSE provided a general briefing on Information Systems Office operations to BOB RYAN, principal deputy assistant secretary for consular affairs, and TRAVIS FERRIS, supervisory computer systems manager for overseas activities. The briefing included a tour of the Foreign Affairs Data Processing Center and a meeting with deputy assistant secretary DAY O. MOUNT ... STEVEN LEACH was briefed by JACK RUBLEY of USIA concerning the agency's automated message and distribution system, operational since December ... JOHN GLAPION traveled to Athens and Tel Aviv, to conduct training on the expendable supplies system ... RICK HERMESMAN and PHYLLIS ZOETIS traveled to Mexico City, to install the IDS2 Wang Office network between the Regional Administrative Management Center and the Information Systems Office in Washington. This is the second installation; the first was between the Regional Administrative Management Center in Bangkok and Washington.

Members of the User Support Services Division conducted briefings for 12 students of the four-week operations management course. in



LIMA, Peru—Communicator *Keith Houk* receives Meritorious Honor Award from Ambassador *Alexander F. Watson*.

April. Students were CARL GIAMPIETRO, Guatemala; computer operators MARGARET HOLLOWELL, Manama; MICHELLE KRAUSE, Prague; LINDA TANNER, Belgrade; HELENE MARSHALL, West Berlin; and Foreign Service national employees DOMENICO ADDEZIO, Naples; VILDAN ARCASOY, Ankara; ELIZABETH DRYSDALE, Suva; JOSE LUIS GARCIA, Barcelona; OLIVEIRA JAILTON, Brasilia; XIOMARA LAMSICK, San Jose; and ANNE ROSSETTI, Geneva ... KEN KOBILARCIC, Information Technology Center, attended an IBM-sponsored seminar on micro-channel architecture and the operating system OS/2 ... The following new staff members were welcomed: KEN APPETTA, Systems Design and Programming; AUDREY BISHOP, MARGARET LINZ and KEVIN LYNZY, Foreign Affairs Data Processing Center; and GEORGE WASMUTH, HELEN WHITE and PHYLLIS ZOETIS, User Services Support. □

Office of Communications

JOSEPH ACQUAVELLA, director of technical services, traveled to Augusta, Ga., April 12-14, for briefings with the 15th Signal Brigade at Fort Gordon ... The director of domestic communications, KENNETH FRENCH traveled to Newark, N.J., April 23-24 ... The following were here on consultation recently: DANIEL AGUAYO, Bucharest; MICHAEL CESENA, Kabul; STEVEN DERRICK, Guangzhou; EARLE GREENE, Bern; JAMES HALL, Santo Domingo; JOHN HUGHES, Manila; NOEL PETRIN, Casablanca; MARC BEROU, Cape Town; GEORGE HAMIC, Tokyo; SHARON MINAHEN, Moscow; HOWARD SPARKS, Moscow; and JIMMY BEVIS, Washington.

Completing courses in the Training Division were MARC BEROU, Cape Town; JOHN COMBS, Port Louis; VICTOR MAFFEI, Rabat; RICHARD McDONALD, Jerusalem; JOHN McMANUS, Benin; ROBERT NICHOLAS, Maseru; PATRICIA SWIERCZEK, Melbourne;

MARGARET BUCKLEY, Praia; JOHN HAGEE, Ottawa; ROBIN MEYER, Sao Paulo; WILLIAM MILLS, Madrid; MICHAEL CHIAVENTONE, Washington; LEON GALANOS, Cairo; WILLIAM HEADRICK, Washington; JERRY OLIVER, Nassau; EDITH WITT, Washington; JAMES NORTON, Washington; DAVID JONES, Paris; JOHN McCORMICK, Nairobi; JOHN GILLREN, Washington; BARTON HOSKINS, Moscow; ROBERT BLANKENSHIP, Singapore; NANCY KIRK, Brasilia; HUGO MORA and JAMES STEEVES, Washington; MICHAEL MARKLE, Stockholm; MICHAEL GALLAGHER, Seoul; EDWARD GAGLIARDI, London; HENRY CASTILLO, Bangkok; WILLIAM FORD, Washington; DAVID SUMMERS, Stockholm; RICHARD McDONALD, Jerusalem; MICHAEL PINGREE, Washington; DENNIS THATCHER, Helsinki; EARLE GREENE, Bern; WAYNE ADAMS, Cairo; MICHAEL BOSTIAN, ROBERT KING and DANIEL READ, Washington; ROBERT BROWN and JOHN SMITH, Miami Regional Office; PAT CONDON and FLOYD HAGOPIAN, Washington; SAM MILLER and DAVID ODETTE, Mexico; HECTOR TORRES, Montevideo; and JIMMIE WOJCIECHOWSKI, Washington. □

Foreign Buildings Operations

Assistant Secretary Kryns opened Expo '89, May 3, by leading a group of senior State officials and congressional staffers through the exhibit located in the Exhibit Hall. On May 4 RICHARD N. DERTADIAN led a second group of other-agency and private sector officials. Representatives were available at each of the 25 exhibits, May 3-4, to provide information and respond to questions. All State personnel were invited to the exhibit, which continued through May 12 ... April 12-17 Mr. Dertadian accompanied Admiral ARTHUR FORT to review construction-related issues in Moscow and Leningrad and warehouse operations in Helsinki ... The director for program execution, BRYCE M. GERLACH, provided briefings on construction-related issues to the ambassador-designate to the Bahamas, CHIC HECHT, Bonn administrative counselor HARRY GEISEL and the ambassador to Costa Rica, DEANE HINTON.

Office of Operations

Office of Language Services: The field office in Geneva reopened, April 17, with language operations manager CHARLES MAGEE back at the helm. The first contingent of seven linguists assisting the Special Verification Commission included staff interpreter DIMITRI ARENSBURGER and staff reviewer ALAN FRENCH ... LILLIAN NIGAGLIONI traveled to Atlanta for a drug conference, and to Mexico for an interparliamentary conference ... RITA BOREN led a team of 10 interpreters at a Drug Enforcement Agency conference in Miami ... PETER AFANASENKO was in London for claims talks with the Soviet Union ... Ms. Boren and Ms. Nigaglioni assisted 50 Guatemalan officers at Fort Monroe, and ELIZA BURN-

HAM, ALEX TOUMAYAN and CAROL WOLTER traveled there for a Joint Military Committee meeting with Tunisia ... ADRIENNE CLARK-OTT attended a regional meeting of the National Council for International Visitors in Minneapolis ... ALEXIS OBOLENSKY assisted the Joint Chiefs of Staff at the Pentagon in negotiations, and PIERRE POLLIN went to the Commerce Department for economic discussions with Algeria ... On April 20 Romance languages reviewer LAURA MYERS was presented a 10-year length of service award by director HARRY OBST.

Supply, Transportation, and Procurement:

The annual despatch agent systems conference was held, April 3-5. Attending were GEERT VAN LAEKEN and WALTER NEECKX from Antwerp, LEWIS WOLKOFKY and DOROTHY PANIK from New York, PEGGY WALTERS and CATHY McROBERTS from Baltimore, MAUREEN QUIRION from Miami, and DWIGHT WERNCKE, JOHN CAMPBELL, ROBERT BROWNING, IRIS GIL, BARBARA SCOTT and KAY WESTON ... Transportation Division chief GEORGE C. JENKINS visited the San Francisco Despatch Agency on consultations ... Property Management Branch activities have included the visit of CHARLEY LYONS to Port Louis, Antananarivo, Dar es Salaam and Harare, to review property management procedures and records ... CLAUDIA ANDREWS visited the Regional Administrative Management Center in Paris to conduct nonexpendable property application training ... DANIEL YOUNG has joined the Property Management Branch.

Facilities Management and Support Services: KEN DOOLAN and EILEEN VERITY of the Safety Office traveled to Lima, Peru, to perform an occupational safety program assessment which evaluates post safety programs ... Safety chief STEPHEN URMAN attended the radon workgroup of the Environmental Protection Agency-sponsored Committee on Indoor Air Quality. □

African Affairs

Office of West African Affairs: Director FRANCES COOK traveled to Africa, April 15, for consultations and participated in the mini-

MORONI, Comoros—Chargé *Karl Danga* presents meritorious step increase to budget and fiscal assistant *Rukhshana Sudally*. (Photo by *Bill Carlson*)





LOME, Togo—Ambassador *Rush W. Taylor Jr.*, center, presents Meritorious Honor Awards to *Tibor P. Nagy Jr.*, left, and *Joseph Huggins*. Mr. Nagy was commended for his service as chargé, last year, and Mr. Huggins for implementing administrative improvements.

chiefs of mission conference, in Lome, April 27-28. With her were deputy assistant secretary KEN BROWN and executive director JIM MARK ... Ms. Cook then traveled to Europe, for consultations in Paris, Lisbon, London and Stuttgart ... ROB JACKSON, deputy country officer for Nigeria, attended a conference, "Trade and Investment in Africa," in Atlanta, April 20-21 ... FRED KAPLAN, country officer for Ghana, Togo and Benin, was on an orientation trip to those countries, April 1-22 ... BISA WILLIAMS, country officer for Cape Verde and Sierra Leone and deputy for Liberia, was detailed to Panama, May 3-12, to cover the elections. Ms. Williams was a former political officer in Panama. □

Consular Affairs

Assistant Secretary JOAN M. CLARK and MARILYN R. POVENMIRE, director, Policy and Coordination Staff, met, April 26, with Congressman Bruce Morrison (D.-Conn.), chairman of the House Judiciary Subcommittee on Immigration, Refugees and International Law. They discussed pending immigration issues, including legal immigration reform and special immigrant legislation ... ROBERT J. RYAN Jr., on behalf of Consular Affairs, cosigned the interagency border inspection memorandum of understanding, along with officials from the U.S. Customs Service and the Immigration and Naturalization Service. This memorandum establishes a tri-agency agreement on border inspection and management, involving a shared central lookout database and machine-readable documents ... April 25-29

SANDRA HUMPHREY, special assistant, joined a delegation of Department officers who traveled to the Soviet Union for negotiations with the foreign ministry. While in Moscow, she consulted with consul general MAX ROBINSON and viewed operations of the busy consular section.

Overseas Citizens Services: In mid-April deputy assistant secretary T.A.D. THARP visited the consulate general in Edinburgh for follow-up consultations with consul DOUGLAS JONES, on the bombing of Pan-Am flight 103. Mr. Tharp visited the warehouse where thousands of personal effects of the victims were stored for return to next of kin ... On April 28 WILLIAM EDMONDS, Citizens Consular Services, addressed the western hemisphere country chairmen of Republicans Abroad, in Coral Gables, Fla., on overseas absentee voting services. He was accompanied by HENRY VALENTINO, chief, Federal Voting Assistance Program, Department of Defense.

Passport Services: On April 22 the Chicago Passport Agency participated in a federal agency minority job fair at the Chicago campus of the University of Illinois ... ROBERT GATES, passport examiner, and EVANGELINE TURNER, data transcriber, staffed the booth and provided information about employment opportunities with Passport Services and the Department ... The Houston Passport Agency welcomed MARK JOHNSON, DEBORAH BURKE, FELECIA CLARK, RONICA CLARK and ELSIE ZENON ... On April 5 DON TREMBLY, a retired Foreign Service officer who is now a passport examiner at the Los Angeles Passport Agency, participated in the fifth annual student-week career conference at California State University, and provided information to students on careers with the Department ... On April 17-22 MARLENE SCHWARTZ, chief, Field Coordination Staff, traveled to San Juan, Puerto Rico, to provide bilingual training to passport acceptance clerks on passport issuance procedures, with emphasis on fraud prevention. She

was accompanied by NINA LLORENS-PERSONS of the staff; FLORENCE FULTZ, acting regional director of the Miami Passport Agency; and IDALIA BRAVO of the New York Passport Agency.

Office of the Executive Director: From April 10-22 BETTY SWOPE, deputy executive director, and DENNIS REECE, Citizens Consular Services, participated in consular workshops in Madrid, Spain, sponsored by the Foreign Service Institute, for Foreign Service officers and nationals.

Fraud Prevention Programs: MARY ALICE NOYES was a member of the U.S. delegation to the Trevi seminar on false documents, in Madrid, April 12-14. Ms. Noyes participated in the consular workshop sponsored by the Foreign Service Institute, in Madrid, April 17 ... She then traveled to Amsterdam and Brussels, April 18-21, for consultations with employees and to meet with forgery experts at Schiphol Airport in the Netherlands and the Belgian gendarmerie ... On March 29 JOHN PARKER trained examiners from the Immigration and Naturalization Service in Bethesda, MD., on student visa fraud ... MARIA IFILL PHILIP trained inspectors from the Immigration and Naturalization Service at the Federal Law Enforcement Training Center, Glynco, GA., April 26-27.

Office of Public Affairs: On April 11 and 14 the bureau held briefings in Washington for staffers and caseworkers from both the Senate and House, on consular matters. Similar briefings were held around the United States during May. PHILIP COVINGTON, public affairs staff; JAY RINI, Overseas Citizens Services; and CYNTHIA GARNER, Visa Services, traveled to Miami, Dallas, San Francisco, Los Angeles and St. Louis, May 1-12, to participate in those briefings. Briefings were also held in each of these cities for members of the travel industry and for foreign student advisers. Also participating were FLORENCE FULTZ, Miami Passport Agency, at the Miami briefings; EDWINA CALDWELL and LYNNE COX, Houston Passport Agency, at Dallas; JACK COLBOURN, San Francisco Passport Agency, at San Francisco; SAKAE HAWLEY, Los Angeles Passport Agency, at Los Angeles; and JOYCE GUNN, New Orleans Passport Agency, at St. Louis. □

Diplomatic Security

On April 17 representatives of the Overseas Security Advisory Council met in London and organized the new European Security Advisory Council ... Assistant Secretary ROBERT E. LAMB, council executive secretary RALPH LAURELLO and council private sector representative JACK INGERSOLL attended the meeting ... A training seminar for ambassador-designates was held, May 2-4. Security technology director GREG BUJAC, counterintelligence director RAY MISLOCK, physical security director MARV DOIG, training center director DENNIS WILLIAMS, Threat Analysis representative JACKIE JONES, acting deputy assistant secre-



LAGOS, Nigeria—Regional security officer Robert Franks, right, receives Meritorious Honor Award from Ambassador Princeton Lyman.

tary CHRIS DISNEY and Office of Protection representative DAN McELWEE gave presentations. □

East Asian and Pacific Affairs

Acting Assistant Secretary WILLIAM CLARK JR. conducted the East Asian and Pacific affairs workshop at the 24th annual Foreign Service Day seminar, May 5 ... Deputy assistant secretary DAVID F. LAMBERTSON accompanied the Vice President on his trip to Australia and Southeast Asia, April 24–May 5. Former Assistant Secretary GASTON SIGUR also went as a special adviser to the Vice President ... Deputy assistant secretary WILLIAM PIEZ traveled to Beijing, to attend the annual meeting of the Asian Development Bank, May 4–6. ROBERT WATTS, Office of Economic Policy, also participated.

DAVID JENSEN, Office of Economic Policy, represented the bureau at the 45th session of the UN Economic Commission for Asia and the Pacific, March 27–April 5, in Bangkok ... CLAUDIA KENDREW joined the Office of Economic Policy, April 24, in a job-sharing arrangement with incumbent PRISCILLA STOWE. Ms. Kendrew came from the Bureau of Oceans and International Environmental and Scientific Affairs ... On April 29–30 assistant public affairs adviser DARIA I. NOVAK traveled to Philadelphia, to address a delegation from the China Foreign Experts Bureau and the Beijing Friendship Hotel on U.S.–China relations ... Regional affairs director DONALD WESTMORE visited Honolulu, in March, to attend a National Defense College conference, and again in April, to address the Air Force attachés' conference ... Deputy director KEN QUINONES represented the bureau at preparatory meetings in Geneva for the June 13–14 international conference on Indochinese refugees ... DAVE WALKER departed the Bureau of Intelligence and Research to become regional affairs deputy director, in early June, replacing Mr. Quinones, who will

transfer to the Bureau of European and Canadian Affairs, Office of Southern European Affairs ... In April, political-military adviser BILL McKINNEY represented the bureau in Honolulu, at the Pacific command security assistance conference, and then attended the Army Asian attachés' conference ... Following these conferences, he conducted a seminar on U.S. policy toward East Asia, with officers at the Defense Institute for Security Assistance Management at Wright-Patterson Air Force Base, in Ohio ... Congressional adviser JULIE CAVE departed in May to take a job in Seoul, Korea.

Ambassador WINSTON LORD left Beijing, April 22, on completion of his tour of three-and-a-half years. Ambassador JAMES LILLEY took up his duties in Beijing, May 2 ... JOHN C. MONJO, ambassador-designate to Indonesia, arrived in the Department, April 24, for the ambassadorial seminar at the Foreign Service Institute. Joining him at the seminar was PAUL M. CLEVELAND, ambassador-designate to Malaysia ... CHARLES B. SALMON JR., director, Office of Philippine Affairs, traveled to Manila, April 7–25, for consultations ... Junior officer PAUL T. DALEY, who assisted the Philippine desk, left in April for Manila ... ELISE H. KLEINWAKS, from Embassy Tel Aviv, joined the Office of Philippine Affairs, April 17 ... JAMES P. ZUMWALT departed, April 28, for Tokyo ... DANE CHAMORO is working with the Philippine desk before beginning his consular course ... TONI GETZE, formerly of the Office of European Security and Political Affairs, Bureau of European and Canadian Affairs, joined the front office staff, April 24, replacing MATTIE GOODWIN-MILLS, who has resigned from the Government and entered private industry. □

Economic and Business Affairs

Assistant Secretary EUGENE J. McALLISTER spoke to a meeting of the Washington Export Council, in the Department, April 6, on

the European Community's 1992 single market exercise. On April 24 the United States and the Philippines signed and exchanged notes implementing a civil aviation agreement reached during the November 1988 U.S.–Philippines negotiations ... The deputy assistant secretary for international trade controls, CHRISTOPHER HANKIN, accompanied by MARK WIZNITZER, deputy director, Office of the Coordinating Committee for Export Control Affairs, held bilateral discussions on export controls in London and Paris, April 7–10, before leading the U.S. delegation to an April 11–12 meeting of the committee ... LARRY W. ROEDER JR., international economist in the Office of East-West Trade, served as the Department's export control adviser to the U.S. delegation to the Australian Group, May 9–12. This is an informal body of western nations that uses export controls as one means to stem chemical weapons proliferation. Mr. Roeder served in the same position during the December 1988 session of the group, and the same month was the Department's export control adviser on the U.S. delegation to U.S.–Soviet bilateral talks in Bern on chemical weapons proliferation.

PATRICK J. NICHOLS, director, Office of East-West Trade, traveled to New York, May 10–11, to consult with commercial banks and businesses in a program organized by the Business Council for International Understanding, in preparation for Mr. Nichols' assignment to Belgrade, as economic counselor ... Mr. Nichols attended the May 28–31 meeting of the U.S.–Yugoslav Economic Council and spoke on the Omnibus Trade Bill ... JOHN C. CLARKSON, formerly of the Office of Maritime and Land Transport, received a Meritorious Honor Award for his work in managing international financial

NASSAU, Bahamas—Commercial assistant Anne Marie Cooper, center, receives Meritorious Honor Award for her performance as the senior Foreign Service national in the political/economic and commercial section. Others, from left: Marty Cheshes, Ambassador Carol Boyd Hallett, Dan Clune, Clarke Allard.



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contributions to the North Atlantic Ice Patrol that resulted in savings to the Government in excess of \$2 million.

HARVEY WINTER, director, Office of Business Practices, headed the U.S. delegation to a diplomatic conference in Geneva, April 8-21, to negotiate a treaty for the international registration of audiovisual works. The United States and seven other countries signed the treaty ... Deputy assistant secretary **JOHN P. FERRITER** led the U.S. delegation to meetings of the International Energy Agency's standing group on long-term cooperation and governing board, in Paris, April 26-28 ... **L. STUART ALLAN**, director, Office of Energy Consumer-Country Affairs, served as a member of the delegation. The meetings were devoted to final preparations for the meeting of energy ministers scheduled for May 30 in Paris ... **GEOFFREY WOLFE**, same office, served as alternate chairman of the U.S. delegation to the International Energy Agency subgroup on energy conservation, in Paris, April 24-25.

Recent arrivals include that of **MARGARET MARY COMISKEY**, Office of Aviation Programs and Policy. □

European and Canadian Affairs

Front Office: Assistant Secretary **ROZANNE L. RIDGWAY** addressed the 29th annual Naval Academy foreign affairs conference, in Annapolis, April 20 ... She traveled to Carlisle, PA., to address the Army War College class, April 26-27 ... Principal deputy

BRUSSELS, Belgium—Ambassador *Maynard W. Glitman*, center, presents Superior Honor Awards to *Nicole Pollet* for her performance on export promotion programs, and to *Stephen P. Wilkins* for his cost-reduction recommendations.



assistant secretary **CHARLES H. THOMAS** attended NATO high-level task force meetings, in Brussels and Paris, April 25-28 ... Deputy assistant secretary **THOMAS W. SIMONS JR.** lectured on East-West relations, April 6-7, in Stanford, Calif. ... Deputy assistant secretary **WILLIAM BODDE JR.** accompanied the presidential pre-advance team to Rome, Brussels, Bonn and London, April 13-21 ... He traveled to West Berlin, March 27-April 1, to participate in a conference for members of the U.S. Congress and the parliament of West Germany, sponsored by the U.S. Association of Former Members of Congress and the German Marshall Fund of the United States ... Staffer **CAMERON MUNTER** journeyed to Ithaca, N.Y., where he lectured on perceptions of historical change in postwar eastern Europe, April 25.

Office of Northern European Affairs: Director **VIC GRAY** visited Belgium and the Netherlands, March 1-10, to consult with embassies, consultates and host-country officials ... He participated in meetings between the Secretary and the British foreign secretary, April 17-18 ... Benelux officer **ELEANORE RAVENHAMILTON** addressed the Boston World Affairs Council, March 30, on U.S.-Dutch relations ... The ambassador to the United Kingdom, **HENRY CATTO**, was sworn in, April 21, and has assumed duties in London ... Ambassador **MIKE GLITMAN**, Belgium, participated in a UN-sponsored disarmament conference in Kyoto, Japan, April 24 and met with senior officials in Tokyo ... **RON WOODS**, deputy chief of mission, Brussels, was in Washington for consultations, the first week of April ... Norwegian Prime Minister **GRO HARLEM BRUNDTLAND** called on the President and Department officials during a private visit to Washington, May 2-5.

Office of Soviet Union Affairs: Director **ALEXANDER VERSHOW** and the deputy director for bilateral political relations, **INTS**



BERLIN, East Germany—Ambassador *Richard C. Barkley* at award ceremony with *Seabee Earl Ford* and *Mrs. Tracey Ford*, secretary, political section.

SILINS, participated in the Harvard-Columbia Arden House conference on American-Soviet relations, March 31-April 2, in Harriman, N.Y. ... Deputy director **JOHN EVANS** participated in a conference on the Soviet Union, in Williamsburg, April 21-23 ... The deputy director for economics, **JOHN HERBST**, participated in negotiations in Moscow, April 26-27, on Bering Strait issues ... Economics officer **WAYNE NEILL** was in Vladivostok, April 4-6, to participate in discussions to enable U.S. companies to begin fishing in Soviet waters under the comprehensive fisheries agreement ... On April 25-27 economics officer **TORIA NULAND** took part in negotiations in London, concerning bilateral financial issues ... On April 7 **STEVE YOUNG**, multilateral and security affairs section, participated in a symposium at Duke on the lessons for the Soviet Union from its experience in Afghanistan ... Exchanges officer **EDWARD SALAZAR** accompanied a delegation from the Soviet Academy of Sciences to the Kennedy Space Center, April 26-30, to witness the launch of the Atlantis space shuttle.

Office of Regional Political-Military Affairs: **WILLIAM A. MOFFITT**, deputy director for defense policy and military/security affairs, served as an adviser on the U.S. delegation to NATO's conference of national armaments directors, at NATO headquarters, April 18. **MILTON LOHR**, principal deputy under secretary of defense for acquisition, headed the delegation. The following day, Mr. Moffitt consulted with members of the U.S. mission to NATO ...

MARY TRACY, defense policy and military/security affairs section, served as Department adviser on the U.S. delegation to the spring plenary of NATO's Senior Civil Emergency Planning Committee, in Williamsburg, Va., May 4-6. JULIUS BECTON, director, Federal Emergency Management Agency, headed the delegation ... JENNIFER LAURENDEAU, same section, attended meetings of NATO's high-level task force on conventional arms control, at NATO headquarters, April 17-18 and 26 ... GRAY McCALLEY JR., same section, resigned from the Foreign Service effective April 22 to take a position in the private sector. □

Foreign Service Institute

WAYNE BOBBY, budget officer, and CANDICE HUNT, School of Language Studies, traveled to Tunis, March 27-April 1, for consultation with BILL GRANARA, director of the institute's field school for Arabic Language and area studies, and with the embassy staff ... Language training supervisors GABRIELLA STARKER and THOMAS GARZA attended the teachers-of-English-to-speakers-of-other-languages conference, in San Antonio, in March ... Ms. Starker, NAZIH DAHER and JAMES NORTH, language training supervisors, attended the Northeast conference on teaching of foreign languages, in New York. Workshops were held covering topics such as cross-cultural communication, adult language learning, pair-work activities and the uses of new technologies in language teaching. Participation was sponsored by the Overseas Briefing Center and the School of Language Studies, April 6-9.

STEPHEN STRYKER, Spanish section supervisor, presented a workshop on "The Nature of Cross-Cultural Conflict," for Arlington County probation officers, at the Arlington County courthouse, April 27 ... MARIA ELENA CUERRA, a new language cultural instructor, has joined the Spanish instructor staff. She is a native of Peru who has worked in several leading language institutes in the Washington area and in radio and television, in both the United States and in Peru ... Polish language and cultural instructor VICTOR LITWINSKI traveled to Poland, to serve as interpreter for Office of Cooperative Science and Technical Programs, April 9-16 ... He consulted at Jagiellonian University in Krakow, and made a presentation to the university staff regarding training programs and materials at the institute ... JOHN THIURI, Swahili language and cultural instructor, attended a conference on African linguistics, at the University of Illinois, March 19-22 ... KENDALL MYERS, chairman for western Europe in the School of Area Studies, chaired the seminar on public opinion, at the annual symposium on NATO at National Defense University, April 24-25 ... PETER BECHTOLD, chairman for Near East/North African area studies, traveled to Appleton, Wis., April 26, where he addressed faculty and students at Lawrence University on career opportunities in foreign affairs and gave interviews and lectures ... MARGARET

SARLES, chairwoman of Latin American and Caribbean studies, presented a talk on Brazilian foreign policy, at George Washington University, April 20.

The Information Management Training Division, School of Professional Studies, has scheduled two four-week information systems operations courses. The following were to attend: KIM CHUNG JA, Seoul; ANNE HARRINGTON, Budapest; JUSTINE HARRIS, Sofia; SUSAN ERLANDSEN, Warsaw; DIANE de GUITAUT, Paris; REBECCA RUNNE, Oslo; RAQUEL VELASQUEZ de MUNOZ, Panama; MONJURUL CHOWDHURY, Dhaka; STEVE KIRBY, Brussels; JUAN DILLON, Guayaquil; ROSSANA VALDEZ, Guadaluajara; TRACEY BRAND, Harare; ELIZABETH DRYSDALE, Suva; DOMENICO ADDEZIO, Naples; VILDAN ARCASOY, Ankara; JOSE LUIS GARCIA, Barcelona; CARL J. GIAMPIETRO, Guatemala; MARGARET HOLLOWELL, Manama; MICHELLE KRAUSE, Prague; XIOMARA LAMSICK, San Jose; HELENE MARSHALL, Berlin (Embassy); JAILTON OLIVIERA, Brasilia; ANNE ROSETTI, Geneva; LINDA TANNER, Belgrade.

On April 20 IVAN and PENKA SLAVOV received a scholarship from the Snezhana Slavova Scholarship Fund, established in 1984. Snezhana Slavova was a Bulgarian instructor at the institute. BERNARD PENNY, language training supervisor of Asian/African languages, was the trustee ... HARRY THAYER, dean of the School of Language Studies, January 1987-May 1989, has retired after 33 years of diplomatic service.

About two dozen second- and third-grade students from James F. Oyster Bilingual Elementary School visited the institute, May 4. Oyster School, a public school in the District of Columbia, has a unique and innovative approach to bilingual education: from pre-kindergarten through sixth grade, all students are taught all subjects in both Spanish and English. This method, used widely in Europe but rarely in the United States, appears to develop truly bilingual language skills as well as well-educated children, proponents say. Many of the Oyster children are from refugee families from Central America, while others are from the diplomatic community and the Washington neighborhood where the school is located. □

Human Rights and Humanitarian Affairs

Assistant Secretary RICHARD SCHIFTER spoke to the Rabbinical convention in Washington, March 29, on Soviet Jewry ... On April 11 he was honored at the Israel Bonds award dinner in Washington, where he spoke on the increase in emigration from the Soviet Union ... At the American Academy of Political and Social Science in Philadelphia, he spoke on developments in the Soviet Union, April 28 ... Deputy assistant secretary ROBERT W. FARRAND traveled to Moscow, February 13-18, to

discuss terms of a scheduled psychiatric team visit, followed by a visit to Prague, Czechoslovakia, in connection with upcoming political trials ... From February 21-March 12 Mr. Farrand led a delegation of U.S. mental health professionals and human rights consultants to Moscow, who, at the invitation of the Soviet Union, engaged in visiting psychiatric facilities and interviewing psychiatric patients, to determine if the Soviet Union is following human rights practices set forth in the Universal Declaration of Human Rights ... Mr. Farrand delivered an address at a symposium on apartheid, to students of Mount Saint Mary's College, Emmitsburg, Md., April 6.

Deputy assistant secretary PAULA DOBRIANSKY lectured on "Human Rights and U.S. Foreign Policy," January 6, as a panel participant in the Association of American Law Schools' annual meeting in New Orleans ... She spoke on January 11 and March 15 before the Foreign Service Institute's foreign affairs inter-departmental seminar, and to members of the College Republicans' Club, at the College of William and Mary, Williamsburg, Va., January 17 ... On March 11 she traveled to Cleveland, to deliver the keynote address at the Baltic-American Freedom League's eighth annual human rights conference, on the topic of "The Baltic States in an Era of Soviet Reform." The conference was hosted by the Baltic-American Committee of Greater Cleveland ... Traveling to San Salvador, El Salvador, March 18, Ms. Dobriansky accompanied the U.S. presidential delegation to observe the Salvadoran presidential elections ... She was invited to speak on WAMU Radio's April 7 "Mike Cuthbert Show," on the occasion of her recently-published article in the Washington Quarterly, entitled "Human Rights and U.S. Foreign Policy." Her article was the topic of addresses to students at New England College, Henniker, N.H., April 6, to 40 American University students at the Department, April 11; and to the Palos Verdes Peninsular and Sunset Rotary Clubs, April 13, in Palos Verdes, Calif. ... She was a participant in the American Council of Young Political Leaders' U.S.-Soviet exchange conference, in Charleston, S.C., April 21 ... She represented the council as part of a two-person delegation in Warsaw, Poland, April 24-29.

The director of policy and programs, DAVID BURGESS, and the director of the Office of Congressional Affairs, CAROL GLUNT, attended a World Affairs Council briefing by GERALD CHRISTIANSON, staff director of the Senate Foreign Relations Committee, January 26, in Washington. Topic of the briefing was the "Foreign Policy Agenda of the 101st Congress." ... The human rights officer for Africa, SHERI SPRIGG, traveled to Holmdel, N.J., May 5, to participate in a panel on human rights in Africa, as part of the Holmdel High School's "Human Rights Day" activities ... The human rights officer for the Middle East and South Asia, DAVID J. RABADAN, traveled to Manalapan, N.J., March 16, to deliver an address at the human rights convocation sponsored by the Manalapan-Englishtown Regional

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School District, on the topic "Human Rights Policy: U.S. Department of State." ... The human rights officer for Latin America and the Caribbean, LEON WEINTRAUB, traveled to San Salvador, El Salvador, to review the rights situation in that country, February 14-17 ... The human rights officer for Europe, LEAH LERNER, has retired from the Foreign Service ... RITA M. CHATHAM, an administrative assistant who worked with Mr. Schifter for 20 years in both private and governmental employment, has departed to return to the private sector ... SHARON V. HURLEY joined the bureau from the consulate general in Frankfurt, West Germany, where she served as chief of the immigrant section and deputy of the nonimmigrant visa section. She replaced Ms. Lerner as regional human rights officer for Europe ... STEVEN TOY joined the Office of Multilateral Affairs, on completion of his assignment in Manila, where he was disbursing officer. □

Inspector General's Office

FLOYD JUSTICE has been selected as the new Information Management Audit Division director, replacing M. MacDONALD ... NORA KELLY transferred to the Information Management Audit Division from the Air Force Audit Agency in Denver ... Office of Security Oversight teams completed security inspections of Syria, Iraq and China, and began security inspections in South Africa, Czechoslovakia and East Germany. Portions of the local guard, construction security and counterintelligence training programs are being audited ... AMY FOOTE has joined the Security Audits Division, from the Housing and Urban Development Department. □

Intelligence and Research

Office of Analysis for the Soviet Union and Eastern Europe: MARTHA MAUTNER, deputy director, spoke on U.S.-Soviet relations, at the Springfield Rotary's annual international affairs meeting, and to various media and academic audiences in Springfield, O., March 27; at World Affairs Councils, civic and academic groups in Savannah and Valdosta, Ga., April 13-17; to Los Angeles World Affairs Council visitors to Washington, May 1; and to the Public Members Association of the Foreign Service, May 4 ... TOBY DAVIS, assistant for Soviet nationality issues, spoke on Soviet nationality problems, to an Immigration and Naturalization Service class at the Federal Law Enforcement Training Center in Georgia, May 5 ... PAUL GOBLE, nationalities specialist, spoke on "Gorbachev and the Soviet Nationality Problem," at the University of Virginia, April 5, and on Soviet nationality problems, at American University, April 17. He also spoke at George Mason University, April 24, at Columbia, April 28, and at the Berkeley/Stanford program in California, May 4 ... JOHNATHAN KAMIN, analyst, spoke on Soviet policy in the Middle East, at American University, April 26 ... MORTON SCHWARTZ, analyst, spoke on U.S.-Soviet relations to the Rotary Club in New

INTELLIGENCE AND RESEARCH—At biographic conference in Montevideo, Uruguay, from left: Paul Davis-Jones, Elissa F. Guiron, Myles Frechette, John Keane, Steve Geis, Maitei Jurecky, Stephen Schwab, Herb Hagerty, Randolph Marcus, Jack Jurecky, Michael Chang, Richard Jarvis, Sarah Smith, John Fennerty, Richard B. Howard.

Britain, Conn.; to the editorial staff of the Hartford Courant, April 6, and at the U.S. Government program at the Brookings Institution, April 13 ... He addressed the Redlands and Upland California high schools, the University of California at Riverside, the Oakland Rotary Club, and the editorial staff at Riverside Press Enterprise, April 27—May 1. □

International Communications and Information Policy

SONIA LANDAU, U.S. coordinator and director of the bureau, traveled to Moscow, Paris and London, April 25—May 5, where she met with telecommunications officials on International Telecommunication Union plenipotentiary conference issues. She was accompanied by TRAVIS C. MARSHALL, chairman of the U.S. delegation to the conference and the deputy executive director of the delegation. BOHDAN BULAWKA ... RANDOLPH EARNEST, director, Office of Satellite and Cable Policy, attended the 19th meeting of signatories of the International Telecommunications Satellite Corp., in Orlando, Fla., April 9-14 ... JAMES COLOMBO, same office, left the bureau, April 28, after a one-year assignment to take a new position at the Department of Defense. He has been replaced by TED LEMANSKI ... EARL BARBELY, director, Office of Telecommunications and Information Standards, headed the U.S. delegations to a three-day meeting of experts to review progress of an International Telecommunication Union cost accounting study, April 17-19, in Geneva, and meetings of the International Tele-



graph and Telephone Consultative Committee's Study Group III (tariff and accounting principles), April 24-28 ... GARY FERENO, deputy director of the office, headed a 12-member delegation to the April 11-20 meeting of the International Telegraph and Telephone Consultative Committee's Study Group VIII (telematic terminal equipment), in Geneva. □

International Organization Affairs

THOMAS T. TURQMAN, chief of staff, represented the United States at a meeting of the Organization for Economic Cooperation and Development group of the council on consultations for major international meetings, April 19-20, Paris ... WILLIAM H. MEMLER, Office of International Economic Policy, traveled to Geneva, Switzerland, April 10-21, as a member of the U.S. delegation to the 44th session of the Economic Commission for Europe ... On April 5, PAUL HACKER, UN Political Affairs, addressed a group of some 400 midwestern high school students participating in a model UN conference, on developments in UN peacekeeping ... On April 10-11 he represented the Department on the Ad Hoc Committee on the Indian Ocean, at the United Nations ... BEVERLY ZWEIBEN represented the Department at the European regional preparatory meeting for the eighth UN Crime Congress, in Helsinki, Finland, April 24-28 ... SHARON KOTOK and EUNICE WATSON, Office of Human Rights and Women's Programs, traveled to Vienna, Austria, as members of the U.S. delegation to the 33rd session of the UN Commission on the Status of Women, March 29-April 7 ... BERNICE POWELL, Office of Technical Specialized Agencies, participated on the delegation to the executive council of the Universal Postal Union, in Bern, Switzerland, April 10-28.

People: MARK C. GLYPTIS transferred from the Office of the Comptroller to the Office of UN System Budgets ... KAY E. WESTON transferred from the Bureau of Administration to the Office of UN System Budgets ... LAUREN ALISA AUSTIN separated from the Office of the Assistant Secretary ... JENNIFER BOEKE resigned from the Policy and Planning Staff ... TAJUANA RENEE REDMAN resigned from the Office of Administrative Services. □

Legal Adviser's Office

ABRAHAM D. SOFAER, legal adviser, traveled to Moscow, London and Paris for consultations. Accompanying him were BRUCE C. RASHKOW, assistant legal adviser for UN affairs; ELIZABETH J. KEEFER, assistant legal adviser for special functional problems; and PATSY B. SCHAUBEL, senior staff assistant ... MARY V. MOCHARY, principal deputy legal adviser, traveled to Moscow, to participate in negotiations with Soviet authorities concerning

transborder Eskimo contacts across the Bering Strait. She was accompanied by LINDA JACOBSON, attorney-adviser, Office of European and Canadian Affairs ... ROBERT E. DALTON, counselor on international law, traveled to Strasbourg, to represent the United States at the Council of Europe meeting of experts on public international law.

JOHN R. BYERLY, assistant legal adviser for African affairs, traveled to Cape Town, for a meeting of the commission monitoring implementation of the Angola/Namibia accords ... He gave a speech to the Washington Princeton Club, on "The Namibia/Angola Agreements: The United States Role and U.S. Interests" ... RONALD J. BETTAUER, assistant legal adviser for international claims and investment disputes, traveled to London, to head the U.S. delegation on technical claims talks with the Soviet Union. He was accompanied by NORMAN BAY, attorney-adviser, same office ... Mr. Bettauer traveled to The Hague, to meet with an Iranian delegation for settlement talks. Accompanying him were attorney-advisers JOHN KNOX and SEAN MURPHY, same office ... T. MICHAEL PEAY, assistant legal adviser for European and Canadian affairs, traveled to Athens with the U.S. delegation negotiating a new military bases agreement ... BRUCE C. RASHKOW, assistant legal adviser for UN affairs, traveled to Moscow and London, for discussions relating to the International Court of Justice. He also met with Soviet and United Kingdom officials ... Mr. Rashkow headed the U.S. delegation to the session of the legal subcommittee of the UN Committee on the Peaceful Uses of Outer Space. He was accompanied by his secretary, MARYANN BIRDAS ... MARGARET S. PICKERING, attorney-adviser, Diplomatic Law and Litigation Coordination Division, traveled to Philadelphia, to attend a court hearing involving immunity of consular officers in the United States and treaty interpretation ... CAROL SCHWAB, attorney-adviser, Office of Nuclear Affairs, traveled to Mexico City as a member of the U.S. delegation

to a review of the Latin America nuclear-weapons-free zone treaty ... PETER SPIRO, attorney-adviser, Office of Near Eastern and South Asian Affairs, traveled to Jerusalem and Tel Aviv, for negotiations on acquisition of new diplomatic properties in Israel ... MICHELE KLEIN, attorney-adviser, Office of Law Enforcement and Intelligence, traveled to Miami, to attend the Latin American regional narcotics coordinators conference.

People: Joining the bureau recently were THOMAS SNOW, attorney-adviser, Overseas Buildings Division; RANDI GREENWALD, attorney-adviser, Office of Management; and MARLENE STEBBINGS, secretary, Diplomatic Law and Litigation Coordination Division ... TIMOTHY RAMISH, U.S. agent in The Hague, and attorney-advisers MELINDA P. CHANDLER and SEAN D. MURPHY received awards for representing the United States before the International Court of Justice ... BRENDA YAGER and PATRICK NORTON have resigned from the Department ... HELENA P. VON PFEIL and ANNE P. SIMONS have retired. □

Management

Family Liaison Office

The office conducted a training conference for European bureau community liaison office coordinators, at the U.S. mission in Berlin. Forty coordinators representing 33 posts attended the conference, April 17-21. Staff members participating were director MARYANN MINUTILLO, deputy director JOAN HINDS, support

HAMBURG, West Germany—At opening of new community liaison office, left to right: Steve Babcock, science officer; Anne Patch, administrative officer; Bill Wanlund, public affairs officer; James Whitlock, consul general; SueAnn Mills, office coordinator; Lyn Wurstner, political/economic secretary; Andrea Burchert, protocol secretary.





WEST BERLIN—Participants in the community liaison office coordinators conference, front row, from left: *Connie Beasley*, Stockholm; *Judy High*, Bucharest; *Wendy Gilmore*, West Berlin; *Maryann Minutillo*, Family Liaison Office; *Sarah Brand*, West Berlin; *Sue Ward*, Nicosia; *Marty McKee*, The Hague; *Prudence Hudson*, Oslo; *Joan Pryce*, Family Liaison Office; *Don Hays*, West Berlin. Second row: *Terri Matson*, Frankfurt; *Hilary McClenny*, Belgrade; *Patrick Lee*, Reykjavik; *Patricia Gahr*, Copenhagen; *Helga Rice*, Vienna; *Aurelia Lattanzi*, Rome; *Maggie Gewecke*, Brussels; *Fran Webb*, Athens; *Linda Butler*, Helsinki; *Carol Daly*, Prague. Third row: *Ralene Snow*, Frankfurt; *Robyn Budd*, Munich; *Gail Knowles*, London; *Barbara Boerigter*, Montreal; *Dianna Rooney*, Bonn; *Rebecca Hancock*, Bonn; *Kimberly Sheets*, East Berlin; *Madelyn Long*, Belgrade. Fourth row: *Terri Williams*, Family Liaison Office; *Julie Kraske*, Geneva; *Fran Taher*, Bern; *Maryann Phillips*, Brussels; *Sibyl Erdman*, Lisbon; *Maureen Davia*, Milan; *Judith Bradley*, Istanbul. Fifth row: *Christine Hilly*, Ottawa; *Matt Furbush*, The Hague; *Jane O'Brien*, Dublin; *Marti Doggett*, Warsaw; *Tamra Gotchef*, Warsaw; *Joy Robson*, Ankara; *Khacki Berry*, Paris; *Virginia Pascoe*, Rome.

officer **TERRI WILLIAMS** and employment coordinator **JOAN PRYCE**. **RITA SIEBENALER**, Employee Consultation Service; **DON HAYS**, administrative counselor, Berlin; **WARREN NIXON**, administrative counselor, Berlin; and **ROBERT BRAND**, regional security officer, Berlin, participated in training sessions.

The following community liaison coordinators visited the Family Liaison Office in March and April: **MAGGIE MORSE**, Tel Aviv; **LOUIS LOPE DE HARO**, Santo Domingo; **JULIA SHEELY**, Harare; **ROBYN BUDD**, Munich; **VALERIE MANNING**, Accra; **ARDITH PETRIN**, Casablanca; **DENECE TUELLER**, Amman; **MIMI OLINGER**, Tunis. □

Near Eastern and South Asian Affairs

The bureau welcomed **OLIVER GARZA**, administrative officer, and **BETTY NG**, budget officer, Office of the Executive Director; **KAREN OGLE**, secretary to the assistant secretary-designate, and **ANGELA SHARPE**, secretary, Office of Israel and Arab-Israel Affairs ... **BERNARD J. WOERZ**, executive director, traveled to Pakistan and Nepal, accompanied by

ROBERT SAROFEEN, who will join the Executive Office staff this summer ... **SALLY PITTS**, special assistant in the Executive Office, accompanied chief financial officer-designate **JILL KENT** and **ERIC LIEF** of the Financial Office to Cairo, April 22-25. They reviewed the management of embassy operations and Financial Management Center operations in particular, as part of Ms. Kent's orientation to the Department.

On May 4 **ARTHUR BERGER**, public affairs director, participated in a live interview on **WILM Radio** (Wilmington, Del.) on the Palestine Liberation Organization's membership application to the World Health Organization ... On April 12 he participated in a symposium organized by the Washington Jewish Week on the media and Arab-Israeli relations ... **MARK STEIN**, public affairs officer, spoke on Israeli-U.S. relations and the Palestine Liberation Organization, to Hadassah of northern New England, April 5 ... On April 7 he spoke to members of the William Penn House, on peace efforts and U.S.-Israeli relations ... On April 12 he spoke to the Washington Mission Program of New Jersey, on U.S.-Israel relations and peace efforts ... He spoke to congressional interns from Phillips Andover and Phillips Exeter Academies, April 25; to the Hadassah Group of the San Fernando

Valley, May 1; and to the Hadassah Group of Pittsburgh, on similar topics, May 3 ... On April 9 DAVID LONG traveled to Edison Township, N.J., to participate in a panel sponsored by the United Jewish Appeal.

On April 12, DAVID RANSOM, director, Arabian peninsula affairs, discussed the Persian Gulf with graduate students at the University of Virginia ... The next day he talked about the Arabian peninsula to an area studies class at the Foreign Service Institute ... GORDON GRAY, country officer for Kuwait, traveled to Baltimore, April 6, and spoke about Middle East issues to a high school program organized by the Baltimore Council on Foreign Affairs ... HAYWOOD RANKIN, country officer for Oman and the United Arab Emirates, discussed the Middle East with a Great Decisions study group, in Greensboro, N.C., April 26 ... CHARLES F. DUNBAR, ambassador to the Yemen Arab Republic, was in the Department for consultations, April 21-27 ... On May 2 PAUL BERG, Palestinian desk officer, spoke to the Hadassah Group of Queens on U.S.-Israel relations, peace efforts and Soviet Jewry ... On April 27 JOHN HOLZMAN, deputy director, Office for Israel and Arab-Israeli Affairs, spoke to a group from American University on U.S.-Israel relations and



ABU DHABI, United Arab Emirates—At award ceremony, From Left: *Athial Raghavan*, maintenance inspector, who received a Meritorious Honor Award for his actions in fighting a serious residential fire, *Robert A. Dolce, Audrey Herrin*, Ambassador *David L. Mack, Donald A. Roberts, Howard L. Keegan*.

peace efforts ... On April 3 MARGARET SCOBEEY, desk officer for Israel and Arab-Israeli affairs, spoke to a group from Colgate University on U.S.-Israel relations. On May 1, Ms. Scobey and DALE DEAN, same office, spoke to

DOHA, Qatar—At opening of the public-access control system, from left: administrative officer *Sandra M. Wenner*, secretary *Gloria Glasgow*, Ambassador *Joseph Ghougassian*, Mrs. *Ghougassian*, customs attaché *Peter DiRocco*.



BUREAU NOTES

Hadassah groups from New York on U.S.-Israel relations, peace efforts and Soviet Jewry ... PHILIP REMLER, Iraq desk officer, discussed the Persian Gulf with a Great Decisions group from Brandeis University, April 13.

RICHARD L. BALTIMORE, regional affairs director, reviewed Israeli-Palestinian developments and other Middle Eastern issues with members of the NATO Defense College who were visiting the Department in April ... Mr. Rankin and MARK SCHELAND, political officer for regional affairs, visited the U.S. Central Command, May 1-4, to participate in the component commanders' war game ... Mr. Rankin and Mr. Scheland consulted several flag officers, other military personnel and political adviser STAN ESCUDERO on U.S. security concerns in the Persian Gulf and Oman ... On April 13 WALTER MAYO, regional affairs officer, gave an overview of political-military issues in the Near Eastern and South Asian region, to an Air War College class ... He participated in the Australia Group meeting in Paris, on control of chemical weapons precursors, May 8-11 ... DAVID RUNDELL, regional affairs political adviser, spoke to a group of Arthur Anderson Partners from American University, on developments in the Near East, April 21. □

Oceans and International Environmental and Scientific Affairs

RICHARD J. SMITH, principal deputy assistant secretary, led the U.S. delegation to the April 25-26 Joint Working Level Committee meeting, in Tokyo. He was accompanied by SHARI LIBICKI, Office of Cooperative Science and Technology Programs ... Mr. Smith, accompanied by LARRY SNEAD, director, Office of Fisheries Affairs; DONNA DARM, Office of the Legal Adviser; KEN CHERN, Japan desk; and JIM SALISBURY, regional fisheries attaché, concluded successful negotiations with Japan and Canada on high-seas driftnet fisheries, during meetings in Tokyo, April 27-May 2. The understandings reached there covered arrangements to place U.S., Japanese and Canadian scientific observers aboard Japanese commercial driftnet vessels, cooperative research programs among the three parties and increased cooperative enforcement efforts. The new arrangements were expected to help avoid a potential crisis in the overall U.S. fisheries relationship with Japan, establish the basis for developing more cooperative arrangements for the future and increase chances to obtain similar agreements with Korea and Taiwan ... BRIAN S. HALLMAN, deputy director, Office of Fisheries Affairs, represented the United States at a meeting of 32 countries in Rome, April 3-7, to negotiate a tuna conservation and management organization for the Indian Ocean ... R. TUCKER SCULLY, director, Office of Marine Science and Polar Affairs, led the U.S. delegation to the Antarctic treaty experts

meeting on air safety in the Antarctic. The meeting was in Paris, May 1-5 ... RAYMOND ARNAUDO, same office, led the U.S. delegation to the annual U.S.-Canadian talks on hydrocarbon developments in the Beaufort Sea ... HARLAN COHEN, same office, attended the meeting, which was in Seattle, April 25-26.

PETER JON DE VOS, deputy assistant secretary for science and technology, chaired an interagency delegation to the second session of the U.S. Polish Science and Technology Joint Commission, in Warsaw, April 10-13 ... BERNARD F. OPPEL, Office of Cooperative Science and Technology Programs, served as secretary of the delegation ... MARILYN PIFER, program officer, same office, traveled to New Delhi, for meetings with Indian government officials on the U.S.-India Fund ... MICHAEL A.G. MICHAUD, director, Office of Advanced Technology, spoke at a workshop on space debris, in Colorado Springs, April 4, and participated in the fifth annual national space symposium there, April 5 ... He was in Paris, April 10-11, for meetings with French government and European Space Agency officials, and was inducted into the International Academy of Aeronautics, April 11 ... On April 18 he led a State/National Aeronautics and Space Administration briefing of science counselors from the embassies of space station partner nations, on space docking and rescue ... On April 28 he traveled to the Kennedy Space Center in Florida, for the launch of space shuttle Atlantis with the Magellan mission to Venus ... On April 14 FREDERICH BURKHART, assistant director, same office, participated in meetings with a delegation from China, led by the vice minister of aeronautics and astronautics, relative to upcoming launches of U.S. satellites on Chinese space-launch vehicles.

WILLIAM A. NITZE, deputy assistant secretary for environment, health and natural resources, led the delegation to the 48th session of the Organization of Economic Cooperation's environment committee, in Paris, France, April 18-20 ... BRECK MILROY, Office of Environmental Protection, was a member of the delegation ... On April 25 RICHARD E. BENEDICK, senior fellow at the Conservation Foundation and World Wildlife Fund, addressed the board of directors of Georgetown University's Institute for the Study of Diplomacy, on "The Ozone Protocol: A New Global Diplomacy." ... PAMELA BRIDGEWATER, deputy coordinator of population affairs, traveled to New York, April 4, to attend a seminar on reproductive health and rights of third world women, sponsored by the International Women's Health Coalition ... CARLTON STOIBER, director, Office of Nuclear Nonproliferation and Export Control Policy, participated in a delegation led by Arms Control and Disarmament Agency deputy director KATHLEEN BAILEY. The delegation attended the first preparatory committee meeting for the 1990 nuclear nonproliferation treaty review conference, May 1-5, in New York ... RAYMOND CLORE, same office, attended a Department of Energy-sponsored nonproliferation workshop, at Los Alamos National Laboratory, March 7-10

... JOE DeTHOMAS, deputy director, Office of Nuclear Technology and Safeguards, was a member of the U.S. delegation to the general conference of the Organization for the Prohibition of Nuclear Weapons in Latin America, in Mexico City, April 25-27 ... ALEX R. BURKART, same office attended the international radioactive waste disposal seminar, in Seoul, South Korea, April 24-25 ... CHRIS KESSLER, same office, led the U.S. delegation to the technical working group meeting of the International Atomic Energy Agency, on updating recommendations on the physical protection of nuclear material, in Vienna, April 24-May 5 ... STEVE TAYLOR, same office, was a member of the U.S. delegation to the April 27-28 meeting of the steering committee of the Nuclear Energy Agency, in Paris ... CARLTON THORNE, director, Office of Nuclear Export Control, was guest speaker at the Engineer's Club, in Philadelphia, April 25. The meeting, sponsored by the American Nuclear Society, focused on the future of nuclear energy. □

Politico-Military Affairs

On April 4 Assistant Secretary H. ALLEN HOLMES testified before the Senate Appropriations Subcommittee on Foreign Operations, chaired by Senator Patrick Leahy (D.-Vt.), on fiscal year 1990 security assistance requests ... On April 27 Mr. Holmes and his wife Marilyn, addressed the ambassadorial seminar. Their talk was entitled "A Family View." ... KENNETH CHARD, deputy director, Office of Munitions Control, and ROSE BIANCANELLO, chief, Licensing Division, participated in the annual west coast conference of the Society for International Affairs, on "Export Licensing of Defense Articles and Services," in Seattle, April 25-26 ... KEN PEOPLES, Licensing Division, participated in the seminar on exchange of technical information between nations, sponsored by the National Aeronautics and Space Administration and American Institute of Aeronautics and Astronautics, in Houston, April 20 ... KEN PEOPLES and CAROLYN LANCASTER, Licensing Division, spoke to a seminar on export licensing, hosted by the McDonnell-Douglas Corp. in Crystal City, Va., April 18 ... KYNA COOPER, munitions control analyst, participated in a conference on antisubmarine warfare activities, at the Naval Ocean Systems Center in San Diego, April 6-9.

ROBERT DUBOSE attended a meeting on chemical weapons, in London, April 14 ... He was at the conference on disarmament, in Geneva, on chemical weapons-related consultations, April 17-21 ... PETER SCHOETTLE attended a NATO high-level task force confidence and security-building measures meeting, in Brussels, April 25 ... PATRICIA HANSCOM attended a NATO high-level task force conventional forces verification meeting, in Brussels, April 17 ... Ms. Hanscom participated in a NATO symposium on political issues facing the alliance, hosted by National Defense University,

April 24-25 ... ALEX LEE attended a NATO high-level task force conventional forces stabilizing measures meeting, in Brussels, April 18 ... He attended a NATO disarmament experts meeting, in Brussels, April 20-21 ... FRED VOGEL was the State representative to the Geneva conference on disarmament discussions on chemical weapons, March 25-April 12. □

Public Affairs

On April 4 deputy assistant secretary GEORGE B. HIGH spoke on U.S. world leadership, to the West Palm Beach Rotary Club ... Deputy assistant secretary MICHAEL PRIVITERA moderated a panel discussion, April 4, in the Department, before the Executives Club of Chicago. Other participants included the under secretary for political affairs ROBERT KIMMITT, Commerce Department counselor WAYNE BERMAN; Labor Department Assistant Secretary MICHAEL BAROODY; and Council of Economic Advisers chairman MICHAEL BOSKIN ... Mr. Privitera has been selected as the Department's representative to an interagency panel that will review and choose a design for the U.S. pavilion at the World's Fair in Seville in 1992. The design panel, which will be chaired by USIA deputy director MARVIN STONE, includes JOHN COPPOLA, JIM OGUL and ANITA GRINVALDS, all of USIA; LINDA HARBAUGH of Commerce's Exhibits Office; JERFFREY LA RICHE, deputy assistant secretary for external affairs at the Smithsonian; and ROGER LEWIS, architectural critic for the Washington Post. The bureau has the lead responsibility for coordinating State's involvement in international expositions.

Office of Public Programs: Washington Programs Division briefings officer MARY ANN DIXON arranged a half-day program for 70 members of the Executives Club of Chicago, April 4, with briefings from Under Secretary Kimmitt and other administration officials and an eighth-floor luncheon hosted by Economic and Business Affairs' Assistant Secretary EUGENE McALLISTER ... Chief MARY CATHERINE KIRK assisted the Bureau of Economic and Business Affairs with the Washington Export Council's April 6 meeting. Several senior representatives addressed the group in the morning, and Mr. McAllister hosted a luncheon in the Benjamin Franklin Room. Program assistance was also given in arranging for a group of international management consultants to meet with Deputy Secretary LAWRENCE EAGLEBURGER, Under Secretary Kimmitt and Mr. McAllister in the Department, April 21 ... The Washington Programs Division assisted the Bureau of East Asian and Pacific Affairs with the U.S.-Japan leadership project sponsored by the Atlantic Council and Bretton Woods, April 24 ... Business leaders from the United States and Japan participated in a daylong discussion of economic and security issues in the Department, and attended an eighth-floor luncheon hosted by acting assistant secretary WILLIAM CLARK.



PUBLIC AFFAIRS—Deputy assistant secretary Michael Privitera, left, is presented a Meritorious Honor Award by Charles E. Redman, assistant secretary.

Ms. Kirk coordinated the event and also arranged for Assistant Secretary MARGARET TUTWILER and Office of Soviet Affairs director ALEXANDER VERSHBOW to meet with a Soviet alumni delegation sponsored by the American Council of Young Political Leaders in the Department, April 25.

Organization liaison officer YVONNE O'BRIEN arranged special briefing programs for the Orthodox Jewish Political Coalition, April 4; the National Black Caucus of State Legislators, April 27-28; and the American Legislative Exchange Council. Ms. O'Brien organized a special NATO briefing for the American Legion Auxiliary foreign relations chairman, and the monthly meeting, April 26, for nongovernmental organization representatives on "East Asia: China and Japan." ... Conference officer EILEEN McCORMICK PLACE coordinated with the Director General's Office to finalize

arrangements for Foreign Service Day, May 5 ... Ms. Place and Ms. O'Brien provided three foreign military briefings during April, including Deputy Secretary Eagleburger's address to the Army War College, April 12.

Secretary's coordinator JOYCE NICHOLS and Ms. PLACE assisted with arrangements for SECRETARY BAKER's address to the 1989 American Society of Newspaper Editors convention in Washington, April 14 ... Ms. Nichols assisted with the Secretary's April 28 appearance at the Department's Open Forum.

On April 1, regional program officer CONSTANCE DUNAWAY arranged for WILLIAM A. NITZE, the deputy assistant secretary for oceans and international environmental and scientific affairs, to address the annual Ted Wiss Community Conference, for the 17th Congressional District, on the topic: "Safeguarding Our Planet." ... On April 12th, Ms. Dunaway arranged for LANNON WALKER, former ambassador to the Republic of Senegal, now on detail to the Carnegie Endowment, to speak on "U.S. Policy/Africa," at the Kiwanis Club of

BUREAU NOTES

Springfield, Mass. . . . On April 18, Ms. Dunaway arranged for MARK PALMER, ambassador to Budapest, to speak to the East/West Forum of New York City. Arrangements for this event were coordinated with former foreign service officer JAMES MONTGOMERY, who is now with the forum . . . On April 27 Ms. Dunaway arranged for RICHARD SOLOMON, assistant secretary-designate for East Asian and Pacific affairs, to address a meeting of the corporation committee of the Massachusetts Institute of Technology, in Cambridge.

Regional Programs Division program officer MONICA JANZER and SUSAN MAGGIO conducted a conference planning trip to Montana State University, in Bozeman, to make arrangements for a regional conference scheduled there for September 19 . . . Ms. Maggio stopped in Minnesota, to conduct a survey trip in Minneapolis and St. Paul and meet with media contacts, the Chamber of Commerce, the University and the Humphrey Center, and private firms, including the Minnesota World Trade Center.

Public Information Division: CHRISTINA MacDONALD was promoted to a GS-11 as a writer-editor . . . JACQUELINE STRAUB, writer-editor, accepted a policy analyst position in Diplomatic Security, in late April.

Office of the Executive Director: BETTY MAYES, from the Office of Intergovernmental Affairs, has assumed her new responsibility as budget assistant for the executive staff. □

Refugee Programs

JONATHAN MOORE, director, appeared as part of an administration panel at the hearing called by BRUCE A. MORRISON, (D.-Conn.), chairman, House Judiciary Subcommittee on Immigration, Refugees, and International Law. He discussed the administration's request for supplemental funding for refugee programs, emergency consultations to raise the worldwide refugee admissions ceiling from 94,000 to 116,500, in response to the large increase in Soviet emigration, and the administration's proposal to create a new category of special immigrant for persons who are neither immigrants nor refugees, but in whom the United States has a foreign policy or humanitarian interest in admitting to the country . . . Mr. Moore; KENNETH W. BLEAKLEY, deputy assistant secretary for international refugee assistance; and LINAS J. KOJELIS, deputy assistant secretary for refugee admissions, testified before the Senate Foreign Operations Subcommittee of the Senate Appropriations Committee, chaired by PATRICK J. LEAHY (D. Vt.), regarding the budget and supplemental.

ROBERT L. FUNSETH, senior deputy assistant secretary, represented the Department in Geneva, Switzerland, at the meetings of the UN high commissioner for refugees' coordinating committee, in preparation for the international conference on Indochinese refugees this month in Geneva . . . While in Geneva, Mr. Funseth held

consultations with ARTHUR E. DEWEY, acting commissioner; SERGIO VIEIRA de MELLO, head of the commissioner's East Asia Department; and JAMES N. PURCELL JR., director general, Intergovernmental Committee for Migration. Members of the delegation were DOUGLAS R. HUNTER, director, Office of Policy and Program Coordination; LISA A. CARTY, program officer, Office of Asian Refugee Assistance; ALLAN G. JURY, deputy director, Office of Refugee and Migration Affairs, Embassy Bangkok; KENNETH QUINONES, deputy director, Office of Regional Affairs, Bureau of East Asian and Pacific Affairs; JEFFREY D. KOVAR, legal officer, Office of the Legal Adviser; DELIA COMBS, assistant commissioner, Immigration and Naturalization Service; and BEN FOSTER, district director, Immigration and Naturalization Service, Bangkok . . . Mr. Kovar was a member of the U.S. delegation to conference planning meetings in Hong Kong . . . The U.S. delegation, led by Mr. Funseth, held a bilateral meeting with the Vietnamese delegation, led by the Vietnam permanent representative in Geneva, TRAN HOAN.

Mr. Bleakley attended the International Rescue Committee Freedom Award dinner in honor of Prince SADRUDDIN AGAN KHAN, coordinator for UN humanitarian and economic assistance programs relating to the people of Afghanistan, and met with UN officials in New York . . . He met with Nicaraguan Association of Human Rights director MARTA BALTODANO, to discuss protection of and assistance to refugees and to the displaced, and with CHARLES LA MUNIERE, UN African emergency coordinator in New York . . . JAMES P. KELLEY, director, Office of International Refugee Organizations, Emergencies and Solutions, attended this meeting and met with other UN officials . . . Mr. Bleakley met with the UN refugee officials JOSE MARIA MENDILUCE and BRIAN DESCHAMP, to discuss preparations for and objectives of the Central American refugee conference in Guatemala. PATRICIA FAGAN of the Washington office was present, as was DAVID I. KEMP, program officer, Office of European, Near Eastern and Latin American Refugee Assistance.

Mr. Kojelis hosted a meeting with Washington representatives of the Russian, Ukrainian and Baltic-American communities, to encourage private-sector assistance for emigres from the Soviet Union and the Baltic states currently in Rome, Italy . . . Mr. Kojelis and MARY E. McLEOD, assistant legal adviser for human rights and refugees, Office of the Legal Adviser, gave a special briefing for PAMAS BAN, head of the international section, ministry of justice in Hungary . . . DONALD M. KRUMM, director, Office of Refugee Admissions and Processing, made a speech to representatives of the Church World Service, in Phoenix . . . THERESA L. RUSCH, director, Office of Reception and Placement, consulted with voluntary agencies in New York . . . ANITA L. BOTTI and BETSY A. FITZGERALD, program officers, monitored voluntary agency affiliates' performance in Harrisburg and Pittsburgh . . . Ms. Botti represented

the Department at the biennial Vietnamese church leadership development conference, in Garden Grove, Calif . . . Ms. Fitzgerald attended the northern affiliates conference of the American Council of Nationalities Service, in Bridgeport, Conn. . . KAREN L. McCARTHY, program officer, attended the Refugee Data Center allocation meeting in New York.

HAMPTON D. SMITH, program officer, Office of Refugee Admissions and Processing, multiregional affairs, and JACKIE S. ATCHISON, system analyst, Office of the Executive Director, briefed voluntary agencies in New York on their European refugee processing trip . . . AMY N. NELSON, program officer, Office of European, Near Eastern and Latin American Refugee Assistance, met with Catholic Relief Services and International Rescue Committee officials in New York . . . REGINA MURPHY, refugee officer, Consulate General Hong Kong, assisted with the processing of U.S.-eligible refugee cases in Hainan, China . . . Visiting this month were Ambassadors MICHAEL H. NEWLIN and WILLIAM A. BROWN . . . LOUISE C. POPE, budget officer, left the bureau to accept a position in management. ■

Solution to Diplomatic No. 52

(See May issue)

[Tom] Clancy. *Cardinal of the Kremlin*

"Embassy personnel would walk about Moscow doing things that were just slightly out of the ordinary . . . they scarcely need to be told. Embassy people merely had to act like their eccentric American selves to drive the Russian nuts."

A. Cygnets	N. Lowdown
B. Lighter	O. Otter Tail
C. Attempt	P. Fungible
D. Noontime	Q. Triple Sec
E. Convoy	R. Heedless
F. Yucca	S. Either
G. Combusts	T. Kossuth
H. Acceded	U. Ramparts
I. Ruthless	V. Eyeberry
J. Dean Rusk	W. Medway
K. Ijolite	X. Loathed
L. Notably	Y. Ironheads
M. Alewives	Z. Noshs □

Solution to post puzzle

(See Page 31)

Eleven must be opened. The interior radius of each rondavel is eight feet. With a foot-thick wall, the exterior radius is therefore nine feet. Since circumference is pi times diameter, the circumference of a rondavel is about 56.5 feet. With a six-foot wall, the exterior area is 339 square feet. Subtract the two windows and you have 337 square feet to paint. With three rondavels, each needing two coats, you must paint 2,022 square feet. Since one can covers 200 square feet, 10 cans won't quite finish the job. You'll have to open an 11th. □

Letters to the Editor

—(Continued from Page 1)

blacks and other minorities have for years either been granted extra points or exempted altogether from the entry-level FSO written examination. Further, they have been given priority for appointment over nonminority candidates with scores superior to theirs. Some would say that this goes considerably beyond any reasonable concept of *equal* opportunity. That Ambassador Todman raised the question of the written examination at all is surprising, in view of the record. For example, in 1983 some 1,962 minority candidates elected to take the regular entry-level written examination. Of that number, 103 were successful. Had they all pursued their candidacies to a successful conclusion, the Foreign Service would have been able to fill, even exceed, its entire goal (quota) for minorities without recourse to preferential treatment—which fact demonstrates that the written examination is *not* the choke point for minorities, and that there is no real need to tamper with or compromise the written examination as it now stands. To continue to do so is a profound insult to blacks and other minorities, and contributes materially to the negative perceptions mentioned by the ambassador.

Finally, the kind of preferential treatment urged by Ambassador Todman for those blacks already in the Service is equally insulting and equally damaging to in-house perceptions and morale. He urges the right training, the right assignments and a "reaching out" to minorities and women. These should be available to all. But, in fact, many nonminorities as well as minorities have found their careers stymied for want of a break, or for want of a "godfather." It is not clear why blacks and other minorities should be singled out for these breaks—particularly in a period of truncated careers and increasing competition for promotion.

Hopefully the Service will one day find a director general who, instead of beating his breast and mumbling *mea culpas*, will have the fortitude to defend with vigor the Service's outstanding record on equal employment opportunity—pointing out to critics and the relevant committees of Congress that, *vis-a-vis* minorities, the Foreign Service is far more representative of the population of this country than is the U.S. House of Representatives. Enough, already!

Sincerely,
JOHN O. GRIMES
Foreign Service officer (retired) □

'Betrayal of trust'

PARIS, FRANCE

DEAR EDITOR:

Painful as it was, you did well to run the story on Page 12 in the February issue on the officer sentenced to prison for visa fraud.

The offense was all the more reprehensible since he was the antifraud officer. Such betrayal of trust merited the harsh sentence.

Publication of this item was important on two counts: it reassured those now and formerly in the consular business that the Department means business with internal fraud, and it reassures the public. From the late '60s onward, the public has become increasingly convinced that anyone in government is probably a crook: from both the examples in the highest places, and from the understandable conclusion that those who accept all the guff and low salaries of public service must have ulterior motives for staying on.

Sincerely,
RICHARD S. DAWSON JR.,
Foreign Service officer (retired) □

Bus is too big

WASHINGTON

DEAR EDITOR:

I recently transferred to Washington from the New York Field Office of the Bureau of Diplomatic Security. I was happy to see that the Metro-Rosslyn shuttle buses were new and clean. But after a week, "Green Hornet" tour buses replaced the shuttle-type buses. Using a tour bus for a two-mile shuttle is as inane as putting us on a city bus with molded plastic seats to go to Atlantic City . . . No standees allowed. Nothing to grab onto other than the luggage rack . . .

State should either buy its own buses or insure that the contractor operates buses which are appropriate for the route . . .

Sincerely,
JOHN F. MCPOLAND □

Was this trip necessary?

BELIZE CITY, BELIZE

DEAR EDITOR:

Peter Jensen's April puzzle solution has the poor scout leader making an extra trip across the river. All of the boys can be separated correctly with only three round trips across the river. First, take Tiger and Twin One across, then bring Tiger back. Second, take Hulk and Dizzy across. Go back alone. Third, take Tiger and Twin Two.

Sincerely,
C.A. DE BODISCO, vice consul ■

—(Continued from Page 30)

had been given the higher grade. He then submitted further information which, the agency acknowledged during the grievance, would have justified the higher grade if he had submitted it with his application.

The board found that the recruiter acted properly on the information initially presented to him by the grievant, but nevertheless urged the agency to reconsider its decision and upgrade the grievant retroactively to the date he had submitted the new documentation. □

Evaluation is 'without balance'; it's junked

(G-079(6))—The grievant complained that an evaluation report contained omissions, inaccuracies and inadmissible comments, all the result of his rater's negative attitude toward him. He also contended that his relations with the rater during much of the rating period were "hostile" and "charged," and the critical report reflected this animosity.

The agency maintained that the criticisms objected to by the grievant were accurate descriptions of his performance. The board found that the report failed to give examples of some criticisms, was unreasonably critical and without balance, and that the rater apparently had allowed his judgments concerning the grievant to be dictated by the animosity between them.

The board directed the agency to expunge the report from the grievant's performance file, to remove from the record the low-ranking which resulted from it, and to grant the grievant an additional year of time-in-class. □

Mistakenly on promotion list, name is removed

(G-094(6))—The grievant claimed that his name was wrongfully removed from a promotion list by his agency, but the board found that a person with a name similar to the grievant's had been the person promoted and not the grievant; thus, the agency was correct in removing his name from the promotion list.

The grievant complained to the board, for the first time in the proceedings, concerning harmful material in his file placed there in violation of regulations and the difficulty he was having in obtaining certain documents through the Freedom of Information and Privacy Acts. The board ruled that the grievant must first present these issues to the agency for resolution before appealing to the board. ■

Obituaries

Tung Thanh Adams, 25, son of Alvin P. Adams Jr., associate coordinator, Office of Counter-terrorism, was killed with 46 others in the fiery blast that tore through the gun turret of the U.S.S. Iowa on April 19. He was working on the electronic targeting system while the Iowa was on a training exercise off Puerto Rico.

Mr. Adams was graduated from Fort Hunt High School in Fairfax County. He attended Northern Virginia Community College and entered the Navy in 1987. He was born in Vietnam, and was adopted after Alvin Adams returned to the United States in the early 1970s.

The father said: "We are deeply grieved by the loss of our eldest son, and we are proud of his service in the U.S. Navy. We extend our sympathies to the loved ones of the other young men lost in the tragic explosion."

Mr. Adams is survived by his parents, of Alexandria, Va., and a brother, Lex. □

Samuel D. Gildstrap, 81, a retired Foreign Service officer who had served as the first ambassador to Malawi and as a deputy assistant secretary for international organization affairs, died at a hospital in Cocoa Beach, Fla., on April 25 after a heart attack.



Mr. Gildstrap (1962)

Mr. Gildstrap joined the Foreign Service in 1947 and was assigned as an attaché in Cairo. He later held assignments as deputy executive secretary to the U.S.

high commissioner for Germany, 1950-51; in posts in Manila, Mexico City and Tehran; executive director of the Bureau of East Asian and Pacific Affairs, 1956-58; deputy chief of mission in South Korea and consul general in Hong Kong and Singapore. He was named ambassador to Malawi in 1964 and deputy assistant secretary for international organization affairs in 1965. He retired in 1966.

Mr. Gildstrap received a bachelor's from Oklahoma State in 1930 and a law degree from Cumberland in Kansas in 1931. He practiced law in Oklahoma before joining the Government in 1934. Before coming to the Department, he worked in the Works Progress Administration, the National Youth Administration, the Office of War Information and the Office of Price Administration.

His survivors include his wife, Mary Ethel Beaulac Gildstrap of Cocoa Beach, Fla., two sons and five grandchildren. □

William Attwood, 69, a former ambassador to Guinea and Kenya and special adviser on Africa to the U.S. mission to the United Nations, died at his home in New Canaan, Conn., of heart failure on April 14.



Mr. Attwood (1964)

Mr. Attwood was a correspondent for the New York Herald-Tribune, 1946-49, first in Washington, then in Europe and later in New York, where he covered the United Nations. He joined Collier's magazine in 1949 as a European correspondent and wrote a syndicated column, "Dateline: Your World." Later, as an editor of Look magazine, he visited more than 70 countries and interviewed world leaders. In 1960 he took a leave of absence to serve as a speechwriter for John F. Kennedy during the presidential campaign. He was named ambassador to Guinea in 1961 and to Kenya in 1964.

Mr. Attwood returned to Cowles Communications in 1966, as editor-in-chief of Look, vice president and director. He joined Newsday in 1970 as president and publisher. He became chairman of the board in 1979. He retired in 1979 but continued his writing career. President Carter named him a delegate to the biannual conference of UNESCO in 1978. He was a member of the U.S. National Commission for that organization in 1979. He was the author of several books and magazine articles. He is survived by his wife, Simone Attwood, a son, two daughters and three grandchildren. □

Grace C. Scriven, for many years a calligrapher in the Office of Protocol, died of emphysema at her home in Reston, Va., on March 24. She retired in 1977.

Ms. Scriven did the lettering on commissions and other official documents. One of her accomplishments was the preparation of the honorary passport and citizenship certificate which were presented to Sir Winston Churchill by the U.S. Government. Ms. Scriven leaves two daughters, Judith S. Dewey and Linda Scriven, a son, Eric, six grandchildren and three great-grandchildren. □

Rogers Platt Churchill, 86, a supervisory historian and chief of the Eastern Branch, Office of the Historian, before his retirement in 1972, died of congestive heart failure at his home in Arlington on April 11.

Mr. Churchill received a bachelor's from Cornell in 1924 and a master's there in 1926. He attended the University of Berlin, 1928-29, and received a doctorate in history from the University of Chicago, and a postdoctoral fellowship at Harvard, in 1934. He was assistant to the editor of the Journal of Modern History and taught history at Vanderbilt, Allegheny and Brooklyn College. He was historian/analyst in the Office of Strategic Services, 1943-45, transferring to the State Department as a research analyst in the Division of Historical Policy and Research in 1945.

Mr. Churchill later held assignments as supervisory historian and chief of the Eastern Branch, 1946-71, and special assistant to the chief, Foreign Relations Division, Office of the Historian, 1971-72, where he edited volumes on the Soviet Union and eastern Europe in the Department's "Foreign Relations of the United States" series. He was the author of "The Anglo-Russian Convention of 1907" and "Paul Nikolayevich Millyukov." He is survived by his wife, Florence C. Churchill of Arlington, a son and two grandchildren. □

F. Robert Berg, 73, an intelligence research officer and administrative liaison officer with the Bureau of Intelligence and Research before his retirement in 1972, died in Barnes Hospital, St. Louis, on February 2.

Mr. Berg was employed in the Office of the Coordinator of Inter-American Affairs, 1944-47. He transferred to the State Department in 1947 and later was assigned first as a foreign affairs analyst, then as an intelligence research officer. He became an assistant branch chief in 1954. He leaves his wife, Kathryn Lammert Berg, two daughters, a son and five grandchildren. □

Bennie Mae Stevens Rasmussen, 71, who served as assistant conference officer in Geneva before her retirement in 1971 after 37 years of Government service, died of cancer at her home in Hancock, N.H., on May 2.

She entered the Department in 1942 and held assignments in the Office of the Special Assistant to the Secretary, the Office of Congressional Relations and the Bureau of International Organization Affairs. She joined the Foreign Service in 1966 as an administrative officer. She is survived by her husband, Johannes Rasmussen, a daughter, six stepchildren and 10 stepgrandchildren. □

Herbert J. Ryan, 82, a retired Foreign Service officer, died at his home in North Miami Beach, Fla., on April 14. During his career he served in the Department and at U.S. embassies in Cairo, Tel Aviv and Hong

Kong. He retired in 1967.

In 1948 Mr. Ryan helped open the U.S. embassy in Israel. He was a member of the Veterans of Foreign Wars, Post 156, in Hoboken, N.J., the Destroyers Escort Sailors Association and the U.S. Diplomatic Couriers Association. He is survived by a nephew, Perry Billington Jr., of Dunmore, Pa. □

Helen D. Conner, 70, a retired personnel officer for the Foreign Service, died of heart failure at Greater Southeast Community Hospital, Washington, on April 15.



Ms. Conner

Ms. Conner was born in Iowa and moved to the Washington area in 1936. She worked for the National Radio Institute, the Light-house for the Blind and the War Department before joining the State Department in 1947. She retired in 1971. She was a

member of the Order of the Eastern Star and Mount Zion United Methodist Church, Lothian, Md. She was a former member of the administration board and had been active in the adult fellowship and the Bible study group there.

She leaves her husband, Milton Conner of Lothian, Md., two sons by her first mar-

riage, two daughters, a niece, 17 grandchildren and 17 great-grandchildren. □

Thomas Francis Valenza, 79, who served as chief of the Security and Accreditations Branch in the Visa Office before his retirement in 1966, died at his home in Vero Beach, Fla., on January 13.

Mr. Valenza served with the Department for 39 years. He began his career as a clerk and later was assigned to Tokyo. He also held assignments in Panama, Buenos Aires, Lisbon, Cairo, Manila and other posts. He received the Department's Meritorious Service Award in 1960.

Mr. Valenza was a member of the Vero Beach Country Club. He leaves his wife, Ethel Laser of Vero Beach, a stepmother, three brothers and three sisters. □

Edna O. Stolen, 71, a retired Foreign Service secretary, died on March 28. She held assignments in Copenhagen, Ottawa, Helsinki, Beirut, Oslo, Reykjavik and in the Department. She was a training officer at the Foreign Service Institute, 1958-59. She retired in 1965. □

Patricia Dugan O'Dea, 65, a former records management officer and wife of retired communications officer Steve O'Dea, died of cancer in College Park, Md., on March 1.

Ms. O'Dea entered the Foreign Service

in 1951 and was assigned to the embassy in Athens. She later held assignments in Managua, Rio de Janeiro and Paris. After her marriage to Mr. O'Dea, they served together at overseas posts that included Moscow, Bonn, Dakar, Taipei, Dublin and Singapore. She was a native of Cleveland and received a bachelor's from Seton Hill College.

She is survived by her husband and two sons. The family suggests contributions to the American Cancer Society. □

Ruth Bertoe Trapnell McDaniels, 67, a retired Foreign Service employee, died of kidney failure in Southern Pines, N.C., on December 26. Ms. McDaniels was assigned to U.S. embassies in Tegucigalpa, Quito, Panama and Frankfurt after World War II. She is survived by her husband, Joe McDaniels, and two stepchildren. □

Jack Blanchard Minor, 77, a retired Foreign Service officer who had served as a security officer and administrative officer in the Department, Bonn, Canberra, Phnom Penh and Tokyo, from 1947 until his retirement in 1962, died in Pearl River, La., on February 1 of pneumonia.

Before joining the Department Mr. Minor had served with the Federal Bureau of Investigation. He is survived by his wife, Elizabeth Love Minor of Pearl River, La., a son and a daughter. ■



KINGSTON, Jamaica—At awards ceremony on this Caribbean island, left to right, front row: Mitzie-Faye Wright, Margaret Pierson, Sheryl Phillibert, Nadine Clarke, Arthurine

Wallen, Ambassador Michael Sotirhos, Alrid Binns, Andrea Ebanks. Back row: Dahlia Cunningham, Kerion McGregor, Error Smith, Michael Bodle, Madgie Barnett, Pear Mills,

Faith Colden, Royston Parsons, Rubilyn Davis, Angela Johnson, Arlene Grant, Hector Barreyro.

Library Booklist

Eastern Europe

Books in 5 categories

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- BROWN, J.F. *Eastern Europe and Communist Rule*. Durham, NC, Duke Univ. Press, 1988. 562p. DR48.5.B77
- CARRERE D'ENCAUSSE, HELENE. *Big Brother: The Soviet Union and Soviet Europe*. New York, Holmes & Meier, 1987. 332p. DR38.3.R9 C2713
- DAWISHA, KAREN. *Eastern Europe, Gorbachev, and Reform: The Great Challenge*. New York, Cambridge Univ. Press, 1988. 268p. DR38.3.R9 D38
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- GORDON, LINCOLN. *Eroding Empire: Western Relations with Eastern Europe*. Washington, DC, Brookings Inst., 1987. 359p. DR48.5.G67
- WALTERS, E. GARRISON. *The Other Europe: Eastern Europe to 1945*. Syracuse, NY, Syracuse Univ. Press, 1988. 430p. DR48.W35

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- Halliday, Jan, ed. *The Artful Albanian: The Memoirs of Enver Hoxha*. London, Chatto & Windus, 1987. 256p. DR977.25.H67 A32
- BIBERAJ, ELEZ. *Albania and China: A Study of an Unequal Alliance*. Boulder, CO, Westview, 1986. 183p. DR953.C5 B53
- DRAGNICH, ALEX N. *The Saga of Kosovo: Focus on Serbian-Albanian Relations*. Boulder, CO, East European Monographs, 1984. 203p. DR381.K59 D73
- KOSTUNICA, VOJISLAV. *Party Pluralism or Monism: Social Movements and the Political System in Yugoslavia, 1944-1949*. Boulder, CO, East European Monographs, 1985. 257p. JN9679.A45 K67
- LYDALL, HAROLD. *Yugoslav Socialism: Theory and Practice*. New York, Oxford Univ. Press, 1987. 302p. On order.
- MACESICH, GEORGE, ed. *Essays on the Yugoslav Economic Model*. New York, Praeger, 1988. On order.
- MILIVOJEVIC, MARKO, ed. *Yugoslavia's Security Dilemmas: Army Forces, National Defence and Foreign Policy*. New York, St. Martin's, 1988. 300p. On order.
- PAVLOWITCH, STEVAN. *The Improbable Survivor: Yugoslavia and Its Problems*. Columbus, Ohio State Univ. Press, 1988. On order.
- RAMET, PEDRO, ed. *Yugoslavia in the 1980s*. Boulder, CO, Westview, 1985. 354p. DR1307.Y84
- SEROKA, JIM. *Political Organizations in Socialist Yugoslavia*. Durham, NC, Duke Univ. Press, 1986. 321p. HS2421.6.A4 S47
- SMILEY, DAVID. *Albanian Assignment*. London, Chatto & Windus, 1984. 170p. D802.A38

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- BELL, JOHN D. *The Bulgarian Communist Party from Blagoev to Zhivkov*. Stanford, CA, Hoover Inst., 1985. 202p. JN9609.A8 K61482
- CRAMPTON, R. J. *A Short History of Modern Bulgaria*. New York, Cambridge Univ. Press, 1987. 221p. DR67.C73
- FUNDERBURK, DAVID B. *Pinstripes and Reds: An American Ambassador Caught Between the State Department and the Romanian Communists, 1981-1985*. Washington, Selous Foundation, 1987. 226p. DR229.U6F85
- LAMPE, JOHN R. *The Bulgarian Economy in the Twentieth Century*. New York, St. Martin's, 1986. 245p. HC403.L36
- MCINTYRE, ROBERT J. *Bulgaria: Politics, Economics, and Society*. New York, Pinter, 1988. 201p. DR9.M38
- SHAFIR, MICHAEL. *Romania, Politics, Economics, and Society: Political Stagnation and Simulated Change*. Boulder, CO, L. Rienner, 1985. 232p. DR264.S53
- STANCIU, ION. *Distant Lands: The Genesis and Evolution of Romanian-American Relations*. Boulder, CO, East European Monographs, 1985. 281p. DR267.S88
- TURNOCK, DAVID. *The Romanian Economy in the Twentieth Century*. New York, St. Martin's, 1986. 296p. HC405.T86

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- BUGAJSKI, JANUSZ. *Czechoslovakia, Charter 77's Decade of Dissent*. New York, Praeger, 1987. 118p. DB215.6.B8
- HEINRICH, HANS-GEORG. *Hungary: Politics, Economics, and Society*. Boulder, CO, L. Rienner, 1986. 198p. DB956.H45
- KALVODA, JOSEF. *The Genesis of Czechoslovakia*. Boulder, CO, East European Monographs, 1986. 673p. DB214.K35
- KAPLAN, KAREL. *The Short March: The Communist Take-over in Czechoslovakia: 1945-1948*. London, Hurst, 1987. 207p. DB2222.K37
- KOPACSI, SANDOR. *In the Name of the Working Class: The Inside Story of the Hungarian Revolution*. New York, Grove, 1987. 304p. DB957.K6613
- LEFF, CAROL S. *National Conflict in Czechoslovakia: The Making and Remaking of the State, 1918-1987*. Princeton, NJ, Princeton Univ. Press, 1988. 304p. DB215.L38
- MAX, STANLEY M. *The United States, Great Britain, and the Sovietization of Hungary, 1945-1948*. Boulder, CO, East European Monographs, 1985. 195p. DB957.F42
- STEVENS, JOHN N. *Czechoslovakia at the*


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