

State

The Newsletter

United States Department of State

January 1985



At Poznan, Poland: A 3-Officer Post



THE COVER—This consulate celebrated its 25th anniversary recently, giving a reception that drew guests from all parts of the district, which stretches over the western third of Poland from the Baltic to the Czechoslovak border. Shown in front of the building, from left, are principal officer *Mary Rose Brandt*, consular officer *Wendela Moore* and public affairs officer *Janet Demiray*. The post is in Poland's fifth-largest city—a manufacturing and trade center. (Photo by *S. Demiray*) (Cover design by *Joseph S. Koscinski*)



Letters to the Editor

Fan mail—I

BANDAR SERI BEGAWAN, BRUNEI
DEAR SIR:

Concerning the list of American Foreign Service Association/Association of American Foreign Service Women scholarship recipients in the October issue: Since the selection is based on need rather than academic achievement, why publish it? Selection confers no particular honor upon the student, so why waste our time?

Now to the kudos. I'm not used to thoughtful, profound think-pieces in STATE; thank you for publishing Doug Ramsey (October). I now feel as if I'd had the conversation I avoided initiating when I met him briefly in 1983!

DOUGLAS V. ELICE JR. □

Fan mail—II

READING, PA.

DEAR SIR:

I enjoyed reading the article about the Sequoia, which, in my opinion, is the most unique account of historic preservation to ever appear in STATE.

I always believed that the selling of the Sequoia was a national disgrace because one cannot place a price tag on historical property. We can all be thankful to Richard Arendsee for having had the foresight to recognize the serious error committed, and then having proceeded to restore the Sequoia to her rightful place in American history. The enthusiastic welcome and patriotic fervor generated during the voyage proved, without a doubt, that the Sequoia belongs to the people.

Not to be overlooked is the fact that FSO Giles Kelly has added a new dimension to public service—Seamanship Extraordinary Plenipotentiary. Well done, Skipper!

LEONARD J. SCIOLI □

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Editorial staff

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

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In the Department

A report on the second management conference at Wye

Focus was on administration, regulations

BY KAREN KING

The author, a participant at the conference, is deputy director of the Office of Management Operations.

WHICH GREAT ISSUES of our time would compel two undersecretaries, five assistant secretaries and a dozen or so deputy assistant secretaries and office directors to spend an Indian summer weekend in October talking with each other in a windowless room?



Ms. King

If your answer is "packing and storage of household effects," "speeding up pouch service" or "personnel structure," you are absolutely right. These were among the topics discussed when the undersecretary for management, Ronald I. Spiers; the under secretary for political affairs, Michael Armacost; and the Department's senior managers met October 12 for the second "Wye Conference" on management.

At the first conference (in the Aspen Institute's Wye Plantation Conference Center on Maryland's eastern shore) last January, personnel issues were the main topic. This second meeting focused more on administrative services and regulations.

In addition to Mr. Spiers and Mr. Armacost, conference participants included members of the Management Council (the director general and director of personnel, Roy Atherton; the director of management operations, Bill De Pree; deputy comptroller Lorin Jurvis; inspector general Bill Harrop; the assistant secretary for administration, Bob Lamb; Foreign Service Institute director

Steve Low; the executive assistant to the under secretary for management, Sheldon Kryz; and others.

4 'problem areas'

Mr. Spiers opened the first session Friday afternoon with an outline of the four main problem areas on which he believes management should concentrate its efforts: the Department's resource base, the structure of the personnel system, international communications and administrative services to the employees, and the Department's organizational structure.

Elaborating on these themes, he observed that the Department has been seriously underfunded. It has not, he said, done a thorough job in identifying resource needs nor in arguing its case as forcefully as it should have with the Office of Management and Budget and Congress. He saw the problem with the personnel structure as largely one of imbalance. The Senior Foreign Service, he said, has a persistent surplus of officers; at the junior level the distribution of needed positions has the result that many officers will not have an assignment in cone before reaching tenure, while many others have no chance of an out-of-cone broadening assignment. He added that restoring balance to the Foreign Service structure remains a major management goal. (Civil Service structure came up in the ensuing discussion. On this issue the conferees felt a different approach was needed. They recommended that the Department's Civil Service employees be tapped for their ideas on how to strengthen the role the Civil Service plays in achieving the Department's mission.)

Internal communication was seen as having improved with the initiation of the management cable series (also

distributed in the Department) and other measures to keep employees up to date on developments in the management area. Management, Mr. Spiers emphasized, also must continually be mindful of its responsibilities as a service organization. A major purpose of Wye II, he said, was to consider recommendations from chiefs of mission for improving the services management provides to employees. As for the fourth area, the need for "more rational" organization of the Department, that may prove the hardest to tackle, the under secretary acknowledged.

Wye I followup

The remainder of the first evening was taken up by reports on the status of recommendations made by the first Wye conference. Director general Atherton summarized some of the personnel recommendations that already have been implemented, such as the short-tour program, steps to improve recruitment and to strengthen the junior officer counseling capability, streamlining the employee evaluation form and steps to ensure that hard-to-fill jobs receive higher priority early in the assignment cycle.

Continuing the Wye I followup, Mr. Low reported the decision to seek funding for a new Foreign Service Institute campus at Arlington Hall, not far from the current location in Rosslyn, Va. Other major initiatives that the institute has underway, he said, include a program to increase language proficiency beyond the minimum professional or "3" level and an overhaul of professional training for administrative personnel. He added that the institute hopes within a year and a half to open "Admin Rosslyn," an administrative training program modeled after the consular training program, "ConGen Rosslyn."

The final Wye I followup report was made by Family Liaison Office director Marcia Curran. She said expanding opportunities for spouse employment remains a major concern. One employment issue raised at this point was the proposal to convert spouses on contract to part-time (PIT) positions so that they earn status in applying for Civil Service positions back in Washington. The conference tasked the family office and the Office of Management Operations to present to the Management Council their recommendations on conversion. (The council has received this recommendation and is awaiting the Office of Management and Budget's passback on the Department's fiscal year 1986 budget presentation in order to determine whether the 1986 employment ceiling will permit full conversion of spouse contract hires.)

Specialists, generalists

The evening closed with a discussion of executive development proposals and the need for both specialists and generalists in all Foreign Service functions. No decisions were reached on these issues, but this and other discussions about personnel structure convinced the conferees of the need for a more sophisticated workforce planning model to help management assess the impact of proposed structural changes. The Office of Management Operations and the Bureau of Personnel were tasked to draw up terms of reference for developing an improved, computer-based model.

Saturday morning opened with a discussion of how private industry attacks management problems. The speaker was Professor Michael Maccoby of Harvard University, an authority on management and organizational change. Mr. Maccoby has worked with the Bureau of Adminis-

tration to develop techniques for forging better cooperation and teamwork among bureau offices and staffs.

After his presentation, the Saturday sessions were devoted to discussions of the chiefs-of-mission letters and to suggesting ways to improve administrative services and support for Foreign Service employees. More than 80 chiefs of mission had responded to Under Secretary Spiers' letter asking them for two or three items that bother them most about the way State treats its people administratively.

The pouch

One area frequently mentioned in the responses was pouch service. Robert Ribera, deputy assistant secretary for communications, reported to the conferees his efforts to improve efficiency of the pouch service and to ease some of the workload burden by using private courier services. And, to make sure that the Office of Communications' management knows where the problems are, Mr. Ribera said he had instituted a "complaints report."

Bob Meyers, director of the Office of Transportation, followed Mr. Ribera and talked about travel and transportation problems, including packing and storage of effects. Under Secretary Spiers said he didn't know of many things more important to people overseas than when and in what condition their household effects arrive. Among the many other transportation recommendations from the chiefs of mission were some to simplify travel vouchers and expand the use of business travel. The conferees strongly supported doing whatever would be possible on both scores.

Jerry Tolson, chief of the Allowances Staff, outlined improvements in allowances and described efforts to help employees better understand ex-

isting regulations. He cited the recently-distributed "A Handy Guide to Allowances and Benefits in the Standardized Regulations," which includes citations on where applicable regulations can be found.

Chiefs of mission in their letters also suggested improvements in personnel policies and payroll administration. Lorin Jurvis, director of the Office of Budget, reported that most payroll problems will be corrected by the new American payrolling system to be implemented this year. Hank Cohen, deputy assistant secretary for personnel, said that the most frequently cited personnel problems were those involving home leave and R&R (rest and recreation) travel. Status reports on these issues were provided to the field in State 341900 (R&R) and 346768 (home leave).

Retirement issue

The expected campaign to change Government retirement systems was another agenda topic. 1985 will bring a major review of all federal retirement systems, it was reported. Bill Bacchus, director of Personnel's Policy Coordination Staff, said the Department will follow closely proposals affecting both the Foreign Service and the Civil Service. In general the strategy will be to maintain a parallel relationship between the two systems except in areas where a separate approach is fundamental to structure. Early retirement without penalty is one such area for the Foreign Service.

On another legislative front, agreement was reached to explore reactions outside the Department to raising the current limit on the amount a Foreign Service employee can earn on the combination of salary and post differentials. This amount is currently capped at \$100 less than the

—(Continued on Page 37)

News Highlights

Terrorists kidnap 3 AID auditors, kill 2 of them

Two AID auditors were murdered and one was held hostage for six days on a Kuwaiti passenger plane that was forced to the ground in Tehran by terrorist hijackers in December. Charles F. Hegna and William L. Stanford were killed by the hijackers, who were demanding the release of terrorists imprisoned in Kuwait. Charles Kapar was freed on December 11 along with American businessman John Costa when Iranian authorities boarded the plane and took the hijackers away.

"On the first day, Chuck (Mr. Hegna) was called into the first-class area," said Mr. Kapar at a press briefing in the Department on December 17. "We heard shouting and a shot. Then there was a pause and another shot. I believe they made an example of him to show they meant business."

Mr. Kapar was still inside the plane when the second American, Mr. Stanford, was killed outside. Handcuffed during most of the ordeal, Mr. Kapar was assaulted by the hijackers. "They beat me with the butt of a pistol, hitting me around the face," he said. "They wanted me to admit I was a high official. So I did. I gave them a name and a title and it seemed to work."

The three AID employees were returning to their post in Karachi on December 4 after conducting an audit in Yemen. Several passengers, including an American woman and child, were released by the hijackers shortly after the plane was grounded. Others were released at intervals; seven hostages remained until the incident was resolved.

"The physical and psychological torture and relentless death threats against our citizens, both private and official, are acts of barbarism, worsened only by the heinous murder of two innocent American public servants," said AID administrator M. Peter McPherson in a December 11 statement. "Civilized people every-



Charles Hegna



William Stanford



Charles Kapar

where are horrified."

An AID employee since 1967, Mr. Hegna served in Vietnam, Ghana, Morocco, Thailand and Panama. Mr. Stanford joined AID in 1961 and served in Pakistan, Greece, Turkey and Panama. Their bodies arrived at Andrews Air Force Base on December 12 and were buried at Arlington Cemetery.

Mr. Kapar returned to the United States on December 13. Assignments during his 18-year career have included Guatemala, Vietnam, the Philippines and Pakistan. □

3 Latin American posts come under attack

Three Latin American embassies were attacked by unidentified terrorists during late November:

—Lima, Peru: Three mortar shells landed inside the embassy compound, and one nearby, on November 25. No one was injured, but the chancery and three embassy cars were slightly damaged.

—Bogota, Colombia: A car exploded on the street behind the embassy on November 26, killing one passerby and injuring six others. Two embassy gardeners sustained minor injuries. The embassy building and parked cars were damaged slightly.

—San Salvador, El Salvador: The embassy was hit on November 29 by M-16 rounds, apparently fired from about a block-and-a-half away. There was no damage to the embassy. No one was injured.

Also, on November 27, Italian authorities announced they had foiled a terrorist plot against the embassy in Rome. Six persons carrying Lebanese documents were arrested. A detailed map of the embassy reportedly was in their possession. □

Silberman, Toon differ on career vs. political

Laurence H. Silberman, former ambassador to Yugoslavia, and Malcolm Toon, former ambassador to the Soviet Union, explored the role of the Foreign Service in formulating foreign policy, at two separate luncheons sponsored recently by the American Foreign Service Association at the Foreign Service Club. Mr. Silberman, a political appointee to Belgrade, where he served, 1975-76, and Mr. Toon, a retired Foreign Service officer, were the first speakers in the association's new "Viewpoint" program delving into the future of the Service.

Mr. Silberman, a former under secretary of labor and deputy attorney general, urged that the majority of high-level policy-making positions in the Department be filled by political appointees. "As Presidents gain greater confidence in their ability to control the Foreign Service," he maintained, "they would have less incentive to circumvent the State Department. The undoubted expertise of the Department would be more effectively employed."

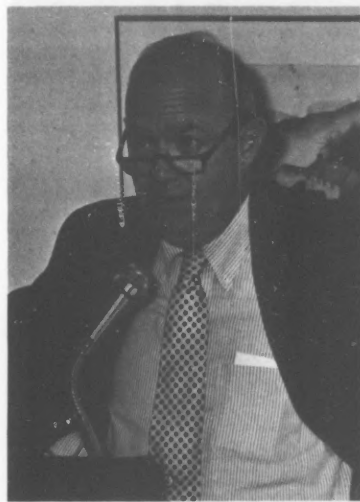
Mr. Toon, defending the career

service, disagreed. "The problem today is to get the professional point of view to the politicians, who don't even seek the advice of professionals," he said. "We need persons on the Seventh Floor who have the guts and the influence to make Foreign Service views known to the White House." The veteran officer conceded that some political appointees at State, and some serving as ambassadors abroad, have been outstanding.

But, he said, he's against "unqualified, noncompetent" political appointees in policy-making positions.

"We are arguing for competence in high places in the Foreign Service—and we can insist on highly competent persons from the outside," Mr. Toon said. "The professional Foreign Service can provide the continuity. We can help the politicians in Washington avoid the grievous mistakes which, unfortunately, have been the hallmark of diplomacy."

Mr. Silberman told his audience that "it is essential that Foreign Service officers understand domestic politics. That doesn't mean just foreign policy issues. Formulation of foreign



Laurence Silberman at the Foreign Service Club. (Photo by Robert E. Kaiser)

policy belongs to the political authorities. Execution of foreign policy should be the role of the Service.

"The Service does not represent the nation as a whole," he added. "Since 1789, its role has been to represent the President of the United States." He suggested that the Foreign Service adopt a role similar to that of the U.S. Office of Management and Budget, which has "career, talented people who serve the President, and who are perfectly capable of shifting from one administration's policies to another in a most professional fashion. They don't make policy; they carry it out."

Mr. Silberman suggested that a "relatively small number" of high-level policy-making positions in State could be filled by career Foreign Service officers, who would resign from the Service when they were appointed to those jobs. "You can't have it both ways," he warned. "So long as the Foreign Service sees itself in competition with political appointees for senior positions, it will instinctively resist presidential direction of the substance of foreign policy."

The speaker conceded that some positions in State—for example, that of under secretary for political affairs—"ought to be held by a senior Foreign Service officer, who would speak for the accumulated wisdom of the Service."

Recalling his own service as envoy in Belgrade, Mr. Silberman said the Foreign Service officer generally has a better competence in foreign languages than does the political appointee. "I would have been more effective if I had spoken Serbo-Croatian before I came to Yugoslavia. I have come to think that knowledge of foreign languages is more and more important today." He added: "The Foreign Service gets the most talented people in the Government, but the State Department doesn't do as much with them as it could."

Mr. Toon scored the "politicization of the Service today—and the suspicion toward the Foreign



Malcolm Toon at the Foreign Service Club. (Photo by Doris I. Alston)

Service. This is not a new phenomenon. It goes back to the early days of the Carter administration. And it's going to get worse," he warned. "It will be difficult to attract good people to the Foreign Service."

The speaker urged the association "to continue to speak out" against those who impugn the loyalty of the Service. Junior Foreign Service officers should fight to have their point of view considered "in the inner councils." In short, the Service should speak up much more vigorously, Mr. Toon noted. If senior officers are unable to get their views across, or if they disagree with the policies, they "should slam the door as they go out. They should make some sort of splash—a dramatic move—to get their views heard."

Mr. Toon suggested that the recently established American Academy of Diplomacy, comprised of former ambassadors and leaders in foreign affairs, would act "something like the American Bar Association and would recommend candidates for high-level appointments abroad." "The academy," Mr. Toon pointed out, "would serve as a mechanism to weed out the noncompetents." □

Inspector general reports cases involving fraud

The Inspector General's Office has reported the following cases recently to the President's Council on Integrity and Efficiency. Investigations were made by the Department's Office of Security.

—Approximately \$60,000 worth of communications equipment, from State's Office of Communications, was recovered from the residence of a Department employee under investigation for theft of Government property. The employee, who subsequently pleaded guilty of converting the property for personal use, was placed on probation and agreed to resign.

—A Foreign Service national employee, in an embassy mailroom in the Far East, was caught using the embassy's postage machine to frank personal mail after employees had given him money to buy stamps for them. Investigation disclosed the employee had been doing this for several years. The employee repaid \$2,500 and resigned.

—On two known occasions, a budget and fiscal officer engaged in unauthorized currency exchanges that resulted in an illegal profit. The Department recovered \$1,680 from the employee.

—A senior officer assigned to an overseas post submitted a voucher for official travel, and claimed expenses for a segment of the trip determined to be personal travel. The case came to the attention of authorities when an embassy employee spotted inconsistencies in the voucher. The accused employee was required to repay over \$1,460, and leave was deducted for the personal travel time.

—A federal benefits clerk at a post in Latin America cashed a check intended for an annuitant who had died. An investigation began after the check was discovered in the black market. The employee resigned.

—A data processing clerk in the United States accessed computer records to eliminate the biweekly with-

holding of the clerk's federal income tax payments. The employee admitted the improper conduct and resigned. The clerk also was subject to a penalty and interest assessment on delayed income tax payments.

—A Department employee altered time and attendance cards after they had been certified, to reflect 36 hours of additional overtime. The employee confessed and repaid \$597.33. The employee retired.

—A Foreign Service national employee in the Caribbean removed documents from a visa applicant's file to use for a friend's visa application. The action was spotted by a consular officer. The employee was discharged. □

Charity drive at State: a progress report

Department employees in Washington had contributed \$256,000 to the Combined Federal Campaign as of mid-December. Employees at overseas posts gave more than

\$65,000, and retired members of the Foreign Service, \$33,000. The Department had reached 98% of its goal for Washington-based employees, and 71% of its overall goal of \$503,000.

Four Department bureaus and offices won presidential awards for employee contributions averaging \$75 or more—the Bureau of East Asian and Pacific Affairs; Human Rights and Humanitarian Affairs; Refugee Programs; and the Office of the Inspector General. The Bureau for International Narcotics Matters was presented an honor award for contributions averaging \$50 or more per employee, with at least 75% employee participation. Twelve bureaus and offices had exceeded their goals—the Office of Medical Services by 56%.

Patrick Pletcher of Technical Services, Bureau of Administration, won the first-place Communications Award of the Combined Federal Campaign for the "best lobby display in the National Capital Area." □



Patrick Pletcher, left, receives award from director general Alfred L. Atherton Jr. (Photo by Ann Thomas)

Near East bureau posts hold budget talks here

Secretary Shultz and deputy assistant secretary Arnold Raphel opened the first Washington-based budget conference of the Bureau of Near Eastern and South Asian Affairs, November 5-9. The Secretary told participants of his personal commitment to sound financial management, and the priority he places on responsible and effective use of the Department's resources.

Each post sent to the conference its American budget or administrative officer, as well as the chief foreign national in charge of budget preparation. Many of the nationals, from "Marrakech to Bangladesh," were visiting the home office for the first

time. The bureau's chief budget officer, Donald Hunter, and his staff—Lucille McElhoe, Lucy Quinn, Laverne Snead and Phyllis Cunningham—handled logistics and planned the program. They were assisted by career mobility interns Evelyn O'Brien, Steve Holden, Lois Williams and Virginia Proper.

In addition to Mr. Shultz, the participants were addressed by comptroller Roger B. Feldman.

One of the principal goals was to have each post prepare its fiscal year 1985 financial plan. For the first time, the process was automated, using the comptroller's computer system. Next year the bureau hopes to take automation a step further as posts use their new personal comput-

ers to prepare the plans. □

New consulate general

The consulate at Kaduna, Nigeria, has been upgraded to the status of consulate general. The principal officer, Robert Rackmales, has been designated consul general. □

New ethics regulations

New interim regulations on public financial disclosure, conflicts of interest and standards of conduct for federal employees have been issued by the U.S. Office of Personnel Management. The text is available in the Office of Civil Service Career Development and Assignments, Room 2429. ■



At budget conference, first row, from left: Lucille McElhoe, George Rodman, Elizabeth Sines, Mohamed Marrakchi, Joseph Melrose, Wendell Matthews, Arnold Raphel, K.L. Sehgal, Paul Engle. Second row: Kenneth Chard, Mohammed Arif, Nicholas Gomes, Bill Chapman, Nizar Haddadin, Donald Hunter, M.N.K. Rana,

Lucy Quinn. Third row: Fida Hussain M. Jawad, Aley A. Mirza, Ruth Hofmeister, Mohammed Gharbi, Henry El Malla. Fourth row: Kathi Bocko, Joseph Hilliard, Abdulhak Ahmed Raja, George Kupelian. Fifth row: Dayananda R. Silva, Basudev Prasad Gorkhaly, Ananda Edussuriya, Antoine Frangieh, Julie-Ann McGrath.

Sixth row: Fida Hussein Abdulkarim Jaffer, Amer Benyounes, James McGunnigle, Maureen Bacon, Mahasin P. Thomas, Mohamud A. Noor. Seventh row: Lewis K. Elbinger, Ronald J. Peters, John R. Hampton, Salim Sayegh, William Haugh.

Appointments

TV's Bernard Kalb is State's spokesman

Secretary Shultz has appointed NBC correspondent Bernard Kalb as the Department's spokesman and, in addition, President Reagan announced his intention to nominate Mr. Kalb as assistant secretary for public affairs. He would succeed John Hughes in both positions. Mr. Hughes has resigned to return to journalism.



Mr. Kalb

Mr. Kalb had been covering the Department for the network. Born in New York on February 4, 1922, he attended the public schools there and was graduated from City College of New York in 1942. He spent two years in the Army, mainly in the Aleutians, and joined the New York Times in 1946. He worked for the Times' radio station, then as a city reporter, at the United Nations, and on assignment to Antarctica before becoming correspondent in southeast Asia, from 1956 to 1961.

Mr. Kalb was an Edward R. Murrow fellow at the Council on Foreign Relations in New York, 1961-62. He joined CBS in 1962,

People at State

President Reagan has appointed **James Peter Covey**, deputy executive secretary of the Department since 1983, as senior director of Near East and South Asian affairs, National Security Council, and special assistant to the President for national security affairs . . . Mr. Reagan announced his intention to accord the personal rank of ambassador to **Donald S. Lowitz**, in his capacity as U.S. representative to the Conference on Disarmament . . . **Truman E. Brown** has assumed his duties as director, Office of Supply, Transportation and Procurement, Bureau of Administration.

continuing as a correspondent in southeast Asia, then as Paris bureau chief through 1970. In that year he became the Washington anchorman of CBS Morning News, then moved to the State Department in 1975. He covered the Department under Secretaries Kissinger, Vance, Muskie, Haig and Shultz.

Mr. Kalb is the co-author of two books—one on Mr. Kissinger and the other a novel, "The Last Ambassador." He has also written for magazines. he is married and has four daughters. □

Bridges is named envoy to Somalia

President Reagan, on November 14, during the recess of Congress, appointed Peter Scott Bridges, deputy chief of mission in Rome since 1981, as ambassador to Somalia. Mr. Bridges would succeed Robert E. Oakley, who has become director, Office of Counter-Terrorism and Emergency Planning.



Mr. Bridges

Mr. Bridges was appointed a career member of the Senior Foreign Service, class of minister-counselor, in 1981. He joined the Service in 1957 and was assigned to the Soviet desk. From 1959 to 1961 he was political officer, Panama. After taking Russian language studies at Oberammergau in 1961, he became general services officer, then political officer, in Moscow. He returned to Washington in 1964 to become an international relations officer with the Arms Control and Disarmament Agency.

Mr. Bridges later was political officer, Rome, 1966-71, and chief, political and economic section, Prague, 1971-74. He again returned to Washington in 1975 to become chief, Foreign Service Policy Studies Division, Bureau of Personnel. He

later was director, Office of Performance Evaluation in the bureau, 1975-76. In recent years he has held assignments as deputy executive secretary of the Department, 1976-77; executive secretary, Treasury Department, 1977-78; director, Office of UN Political Affairs, State, 1978-80; director, Office of Eastern European Affairs, 1980-81; and, since 1981, deputy chief of mission, Rome.

Mr. Bridges was born in New Orleans on June 19, 1932. He received a bachelor's from Dartmouth in 1953, and a master's from Columbia in 1955. From 1955 to 1957 he served with the Army. He is fluent in Czech, French, Italian, Russian and Spanish. He has written many articles. He is a member of the American Foreign Service Association, the Potomac Valley Seniors Track Club and the Society of the Cincinnati.

Mr. Bridges is married to Mary Jane Lee Bridges. They have two sons, David and Andrew, and two daughters, Elizabeth and Mary. ■

New 'Foreign Relations' volume is released

The Department has released "Foreign Relations of the United States, 1952-1954, Volume II, National Security Affairs." The volume presents almost 2,000 pages of previously highly-classified and unpublished documents on national security strategy and programs, atomic energy, regulation of armaments and international information policy.

It was prepared in the Office of the Historian, Bureau of Public Affairs. Copies (Department of State Publication Nos. 9391 and 9392; GPO Stock No. 044-000-02025-4) may be purchased for \$28 (domestic postpaid) from Superintendent of Documents, Washington, D.C. 20402.

The "Foreign Relations" series has been published continuously since 1861 as the official record of U.S. foreign policy. The current volume, published in two parts, is the 10th of 16 covering 1952-54. □

Honors and Awards

Consular awards to go to Segars, Tobias, 4 others

Joseph M. Segars, consul general at Embassy Lagos, has been named the winner of the Department's \$5,000 Consular Service Award for 1984. Barbara Tobias of Consulate General Hong Kong is the first runner-up. She will receive the Superior Honor Award and \$2,000.

Four other runners-up will each receive the Meritorious Honor Award and \$500. They are Bruce A. Beardsley, Embassy Seoul; Robyn Bishop, Embassy Nairobi; Edwin Cubbison, Embassy Santo Domingo; and Stephanie Smith, Embassy Riyadh.

Other nominees for the annual award were Caryl Courtney, Colombo; Kenneth Duncan, Casablanca; Donald Holm, Amsterdam; Bernice Powell, Algiers; Patsy Stephens, Santiago; Philip Taylor, Guatemala; and John W. Vessey III, Bucharest.

The selection committee cited

Mr. Segars for "strong and consistent leadership, unusually effective management, and the respect and dignity he affords clients and colleagues alike." All the nominees were judged on leadership, managerial ability, sensitivity to policy, knowledge of consular functions, and forward planning and development.

Mr. Segars joined the Foreign Service in 1970. He held assignments in Vienna, Johannesburg, Kingston, Washington and Indiana University before he was posted to Lagos in July 1983. Ms. Tobias, who entered the Foreign Service in 1976, has served in Nairobi, Monrovia and on detail at the University of California. She has been in Hong Kong since June 1982. □

Alvin C. Thomas wins communicator award

Alvin C. Thomas, communications program officer now at Embassy Luxembourg, has been named the

winner of the \$5,000 Thomas



Mr. Thomas

Morrison Communicator Award for 1984. He was the unanimous choice of a special selection panel, which cited his performance at Embassy Kuwait—his previous post.

The Foreign Service officer was lauded for "crisis management leadership" during and following the terrorist truck bombing of the Kuwait embassy, which took three lives, December 28, 1983. (Mr. Thomas' eyewitness account was published in STATE last February.)

The citation noted his "sustained operational effectiveness under exceptionally difficult conditions," and his "contributions to the future technological revolution within communications."

Twenty other communicators at posts around the world were nominated for the annual award: John Alston, New Delhi; Howard R. Charles, Tunis; Richard Grimes, La Paz; James I. Holmes, U.S. mission to NATO; Ulysses Jefferson, Bonn; Frederick E. King, Kuwait; Richard C. Kwiatkowski, Office of Communications, Training Division; Lewis F. LaTurner, Mogadishu; Victor E. Maffei, Canberra; Jerry Malone, San Salvador; Norman R. McKone, Nouakchott; William B. Mills, Asuncion; William D. Parker, Ankara; Millard Rollins, Lilongwe; Donald L. Woellert, Office of Communications, Training Division; William L. Wuensch, Yaounde; Joseph T. Yanci, Bonn; Robert Zimmerman and Joseph Johnson, Algiers; and T. Nicodemo Romeo, Brussels.

Mr. Thomas joined the Service in 1969. He held assignments in Dublin, Stockholm, Tel Aviv, Paris, Bonn, Washington and Kuwait before being posted to Luxembourg. ■



Consul general Joseph M. Segars receives Consular Service Award from Assistant Secretary Joan M. Clark. With them are

Mr. Segars' wife, Elizabeth, and their son, Ryan. (Photo by Robert E. Kaiser)

'Dutch Treat'

They send us a diplomat-in-training

We'll send them one

DUTCH DIPLOMAT Peter Le Poole has become the first participant in an innovative Foreign Service exchange program promoted by Senator Charles Mathias (R-Md.) to "enhance understanding among friendly nations." A U.S. Foreign Service officer eventually will serve with the Dutch foreign service in a trade-off for Mr. Le Poole's tour here.

"This is my first visit to the United States," says Mr. Le Poole, who is scheduled to join the economic section of the Dutch embassy here next year. Since arriving in September, he has traveled to various American cities. Arrangements for him have been made by the Foreign Service Institute's Center for the Study of Foreign Affairs, where Mr. Le Poole is based.

"I was with Senator Mathias for one week, and he introduced me to the Senate and the Foreign Relations Committee," Mr. Le Poole says. "Then in September I went on a trip sponsored by USIA to observe the election campaign." After visits to New York, Chicago, Memphis, El Paso and San Francisco, he spent time with Representative Michael D. Barnes (D-Md.). "Congressmen here have so much contact with the people they represent," the diplomat says. "In Holland, it's much different. There's much less of a direct relationship between the voters and Parliament members. We vote for parties more than for people. Here it's more important that you like the person."

He attended the annual conference of the National League of Cities in Indianapolis. His schedule also includes visits to the Foreign Commercial Service and university classes related to foreign policy.

Mr. Le Poole has noticed a few differences between the Dutch and American foreign services: "One thing that strikes me is that the Amer-



Mr. Le Poole

ican service offers more training during the career—the mid-level program, senior seminar, research fellowships and other arrangements. I think it gives you a broader scope and a chance to think about things in a different way. And the American service is far more specialized than the Dutch.

The smaller size of our service

sets limits on the degree of specialization."

Mr. Le Poole joined the Dutch service in 1979. He has served in Dar-es-Salaam, and in The Hague with the director general for international cooperation. He earned a master's in economics at Erasmus University, Rotterdam.

—DONNA GIGLIOTTI ■

Life in the Foreign Service—I

This particular doctor makes house calls

He drops in—literally

BY DR. STANLEY J. WOLFE

Before entering the Foreign Service in 1981, the author practiced as a gastroenterologist—and rarely made house calls.

THE CALL came early on the morning of July 4, with the telephone interrupting my sleep. A stewardess, more than 200 miles out at sea, had become acutely ill. She was on the USNS Wilkes, an oceanographic vessel of the U.S. Military Sea Command. Abidjan had been its home port for several months, and we had extended health-



Dr. Wolfe

room privileges to the crew when they were in port.

The Wilkes' nurse had been in radio communication with the command's medical officer in Bayonne, N.J. Their assessment was that the stewardess suffered from an acute abdominal illness, possibly requiring emergency surgical treatment. Although the Wilkes sick bay stocked intravenous fluids and antibiotics, other medications and equipment were urgently needed to maintain the patient satisfactorily until the ship could reach port—24 hours away. The situation could deteriorate rapidly. It was suggested I should rendezvous by helicopter with the Wilkes, make an assessment and, if necessary, transfer the patient by helicopter to a hospital in Abidjan.

Throughout that morning, I talked repeatedly by telephone with the ship's representative in New York, who was receiving information on the patient's status. She had stabilized and was less uncomfortable, but it was impossible to be certain that

her improvement would continue. We decided to proceed.



Helicopter positions itself above the USNS Wilkes.

her improvement would continue. We decided to proceed.

Just like on TV? No!

I had envisioned a scenario where the helicopter lands gently on the Wilkes' spacious fantail, I hop off, go to the sick bay, make a quick assessment and then transfer the patient to the helicopter, which takes off and delivers her to a waiting ambulance on shore. I had watched this on "M.A.S.H." dozens of times. But when reality came, it destroyed the fantasy.

At the Phillips Petroleum Co. helipad (offered to us in this emergency), I saw the chopper's winching

equipment, and I soon learned that the crew planned to lower me to the deck of the Wilkes from the hovering aircraft. The vessel, it turned out, was much too small for helicopter landings.

After some preliminaries that included my signing a daunting legal document promising to hold Phillips Petroleum blameless should any disaster befall me, we took off—the pilot, two crewmen and I. Forty minutes later we landed on the pad of a large Canadian oil exploration ship, the Nedril. While the chopper was being refueled, I spoke to the Wilkes captain by radio. The patient's condition was unchanged; her vital signs



Dr. Wolfe descends.

were stable. But the Wilkes was still over 100 miles away. We took off—at 4:15 p.m.—in search of a very small object in an enormous body of water.

After about an hour, it became evident that we were approaching a level of fuel that would soon demand a return to the Nedril. The pilot made a broad sweep left and began heading back. Within three or four minutes,

the Wilkes came into view, making 15 knots in a calm sea.

The game plan

The plan was to hover over her and lower me to the deck. I was to dash to the sick bay and decide whether the patient should be evacuated or could be safely kept on board until the next day. I was then to return to the deck and indicate by hand signals whether I wanted the patient lifted by stretcher to the helicopter. If she were to be lifted, I would, of course, have to follow, in order to treat her during the flight back.

A horse-collar sling was placed under my arms and I sat in the chopper door, feet dangling over the side as the pilot brought us directly over the stern and reduced his forward speed to that of the Wilkes, about 14 knots. When this was accomplished, I got the "thumbs-up" sign and went out into space—clutching my doctor's bag in my right hand and holding on to the winch line with my left.

Normally, a helicopter will hover about 50 feet above a ship during personnel transfers—but I learned later that I descended from about 200 feet. I suppose that's why the descent seemed interminable. At first, I was actually uncomfortable, but quickly

realized that this was because every muscle in my body was in tight contraction. A little sweet-talk to myself produced some relaxation. I was able to open my eyes and to begin, if not to enjoy the sensation, at least to revel in an extraordinary experience. About halfway down, I began to swing pendulum-fashion, in ever-increasing arcs. About 25 feet above the deck, I saw myself swinging into a horizontal boom. But I was able to bring my feet up when I was about to crash into it, thus absorbing some of the inertia. The swinging diminished, and I landed gently on the deck. I was surrounded immediately by the waiting crew and detached from the sling. I was home free, still clutching my doctor's bag.

Happy ending

I went immediately to the sick bay, but the chopper was so low on fuel it couldn't wait for signals or any attempt to lift the patient. It returned to the Nedril, while I joined the ship's nurse to examine the patient. By then, dusk was falling and further helicopter transfers would have been extremely hazardous. The patient had remained stable and relatively comfortable, so it was appropriate to keep her on board and proceed as quickly as possible to Abidjan. I was happy indeed not to have to make the return trip back those 200 feet.

The rest of the trip to port was a joyride. The crew gave me a hero's welcome and treated me royally. The patient remained stable, and nothing ensued to make us regret the decision to keep her aboard. When we arrived in Abidjan the next day, she was transferred quickly to a local hospital and very skillfully operated on by a local surgeon. Ten days later, she was well and on her way home.

As for me, I'm back to the routine of day-to-day regional medical officer activities, including two or three monthly house calls of the usual variety, pleased with having had this unique opportunity—and absolutely delighted to have survived it. □



House calls are one thing, but this is ridiculous.

Life in the Foreign Service—II

A trip to 'The Land of the Thunder Dragon'

Tourism there is limited

BY GEORGIA RODENHAUSER

OF COURSE some of the greatest pleasures of Foreign Service life are the little side trips to out-of-the-way places in the world. Leona Niemann, another secretary here in the embassy in Thailand, and I took such a trip to Bhutan this past September. It was a trip to "The Land of the Thunder Dragon."

When the day of departure arrived, 17 of us met at Don Muang airport in Bangkok. The anticipation of the group was keen; not many tourists are permitted to enter the Kingdom of Bhutan.

Bhutan (almost a mystic word) has long been hidden in the Himalaya Mountains. Located between India and China, it is surrounded on all sides by natural barriers. Thus, it has been simple for the people there to remain isolated until they themselves decided to open a window—and then ever so slightly. For the past 10 years or so, tourists have trickled in. The Bhutanese are not equipped to handle more than a few at a time; they only want what they can hospitably accommodate.

A red carpet for us

I felt quite fortunate as I looked below to see the variegated greens, the rice fields, houses with large stones on the roofs and generous sprinklings of bright red chilies drying in the sun, and the turbulent river sparkling on its way. Then we were landing on the one-strip runway and deplaning. Customs, immigration and reception were housed in what appeared to have been an old farmhouse, but it was well-maintained and adequate. It boasted a red carpet.

The customs and immigration people were painstaking, and I shifted from one foot to the other, waiting to get on with the business at hand—my holiday. Finally, we were on the way



The international airport at Paro.

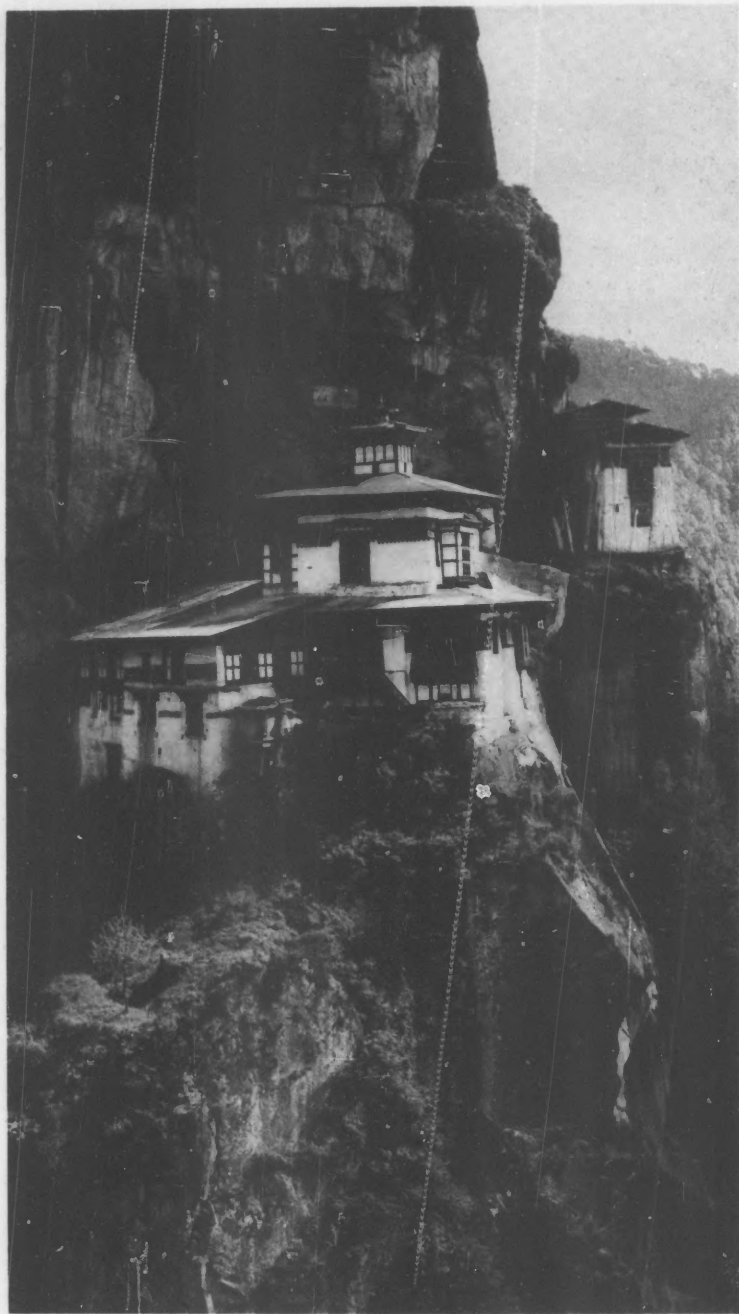


Leona Niemann registering at the Oiawang Hotel.

in two comfortable vans. En route to the hotel, we deviated and went to the Sunday market in Paro. Market people, in vividly colored clothing, were exhibiting their produce: cabbages, eggplant, potatoes, apples, peaches and the red-hot chilies. Small children were on the backs of their mothers; larger children played with the dogs and with each other. Old men sat in the sun. Women, chewing betel nut, smiled as we bought peaches and apples. The peaches were small—white freestone seedlings—but they were very tasty.



The apples were red, firm and juicy. Some of us made it a point to stop at an orchard on our departure from Bhutan, to buy a bag of apples to take home.



The "Tiger's Nest."

Our lodgings

The hotel I saw in Paro was one of many small businesses lined wall-to-wall on Main Street, just big enough to walk into and back out. I couldn't help wondering if this was similar to our hotel; I was afraid to ask. So it was a great relief to arrive at Olawang Hotel, on a hill overlooking the Paro Valley, and to find cabins very carefully decorated in soft coral, blues, greens and gold—blending and merging into designs, some floral, some geometric, but always artfully done. The walls of the interiors were designed also—the draperies and bedspreads hand-woven in vibrant colors of reds, blues, purple. The cabins were set among pine trees, with flowering zinnias and cosmos bordering the walks.

My friend, Leona, and I shared a cabin. It consisted of a large living room with a bedroom at one end, a dressing room, bath and veranda. From the veranda, we could enjoy the forest below and hear the rushing river at the foot of the hill. The air was clear; it smelled heavenly after the congestion of Bangkok!

If our lunch was an indication of things to come (and it was), the coming week was going to be fattening. Our generous buffet consisted of chicken, rice, escalloped potatoes, cauliflower, cucumber and yoghurt salad, with fresh apple and coffee for dessert. We usually had two meats for lunch and dinner—chicken and pork. At breakfast, waiters took individual orders for the preparation of our eggs.

After lunch we visited the museum, which was built next to a dzong (a fortress with a monastery inside), not far from the Paro River. It seemed to have been carefully planned for its artifacts, urns, pots, guns, antiques, frescoes and thangkas. (Thangkas are intricately-painted scrolls, showing scenes of Buddhist mythology.)

From the moon

It seems that, no matter where in the world I am, there will be times



The author on her "noble animal."

when the thought comes to me: "Aren't you glad you are an American?" This happened to me in that museum, in that friendly-dragon Himalayan kingdom. In the center of the museum, in a glass-enclosed exhibit, displayed there in all its majesty, was a tiny Bhutanese flag with the inscription: "This flag of your nation was carried to the moon and back by Apollo 11 and this fragment of the moon's surface was brought to earth by the crew of that first manned lunar landing. Presented to the people of the Kingdom of Bhutan. Richard Nixon, President of the United States of America."

I was ready to call it a day when we returned to the hotel. At tea time, we were asked what time we wanted hot water brought to our cabin for baths. Cabin boys heated water in huge tanks over wood-burning fires and carried them to us at specified times. We were permitted two hours of electricity in the evening. Therefore, Leona and I chose to have our bath delivered before the candlelight hour, in order to enjoy sipping a "Bhutan mist" before struggling into bed under six inches of cover. The nights were that cold.

After a couple of days, the cabin boy one afternoon knocked on our door and kept repeating something

that sounded like "geezer," whereupon we bade him enter. He pattered around in the bathroom for a few minutes and departed. That evening, we had hot water from the tap, not out of a pail.

The 'Tiger's Nest'

On Tuesday the morning came early, and mists arose from the hills and trees and valleys. Taksang Monastery ("The Tiger's Nest") was our destination. Legend has it that a guru landed at this inaccessible spot on the back of a flying tiger. Built on a sheer cliff, it is UPHILL five kilometers from the road. So we left in our vans to go to the foot of the mountain.

When the donkeys arrived, someone asked me if I wanted to ride. I declined. I remembered a time when my family and I were visiting the Grand Canyon. Someone suggested we ride to the bottom on a donkey, and I was terrified. But now, after two miles of trudging up that mountain, when someone again asked me if I wanted a ride, I practically grabbed the donkey around the neck and hugged him—I was that grateful to be able to stop walking. (I had never before noticed what a beautiful animal a donkey is. He is absolutely noble!)

I rode to the "Tea House,"

which is a resting point about a kilometer from the "Nest," and then walked on to the edge of the precipice. I didn't go the last half-kilometer because it was literally straight down—and it was straight up to the "Nest." Most of the group went all the way, but the donkeys were not permitted to go the last lap. When the riders dismounted, the pony boys took them back down the mountain.

After a good rest and lunch at the "Tea House," the trek down the mountain was mild. I had time to enjoy the wild flowers, the prayer flags rippling in the breeze, the prayer wheels turning continuously by water power from a small stream, the long, hanging moss from the trees and, always, the "Tiger's Nest" in the background.

The Capital

On Wednesday it was time to move on to the capital, Thimphu, where we stayed for the remainder of our time in Bhutan. Although we were housed in a regular "hotel" building, and we were very comfortable, even having electricity all the time, it was not as picturesque nor did it have as much charm as the cabins at Paro.

We visited dzongs, temples, more temples and dzongs. We shopped for thangkhas, carved wooden objects, yak-butter tea bowls, temple bells, temple horns, hand-woven bedspreads, jewelry, rugs and jackets. The Bhutanese are ever watchful that tourists don't carry off their antiques, however, and sales receipts are carefully noted when one goes through customs on departure.

I had two regrets of my visit: I didn't see a yak and I didn't see the snow-covered Himalayas, except from a great distance in the airplane. It was with almost a feeling of sadness that I headed toward Paro and the airport.

"Wangchuk," I asked our guide, "do you ever say no to requests for permission to visit Bhutan?" "No," he replied, "We don't say no. We only say wait." ■

Whose Office? Yours?

THE DEPARTMENT'S Safety Office has been surveying the building to identify safety hazards. "Employees should report them to their supervisors," says Regina McClelland, occupational health and safety specialist. "Supervisors should then contact an administrative officer to arrange for the problem to be corrected." A four-hour course is being offered to acquaint supervisors with safety information. Some of the hazards seen often in offices are shown here. (Photos by Donna Gigliotti)

Wires should be untangled and be free of contact with chairs and feet.

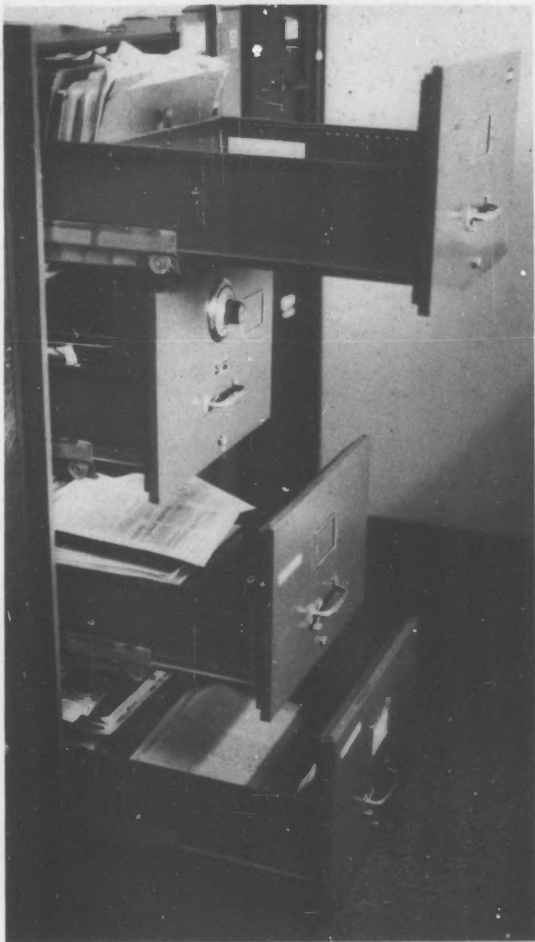


Combustible material should not be stored near space heaters, which should be approved by the building manager.

Extension cords should not be used as a substitute for permanent wiring.



Rubber strips over extension cords can themselves become hazardous when torn or split.



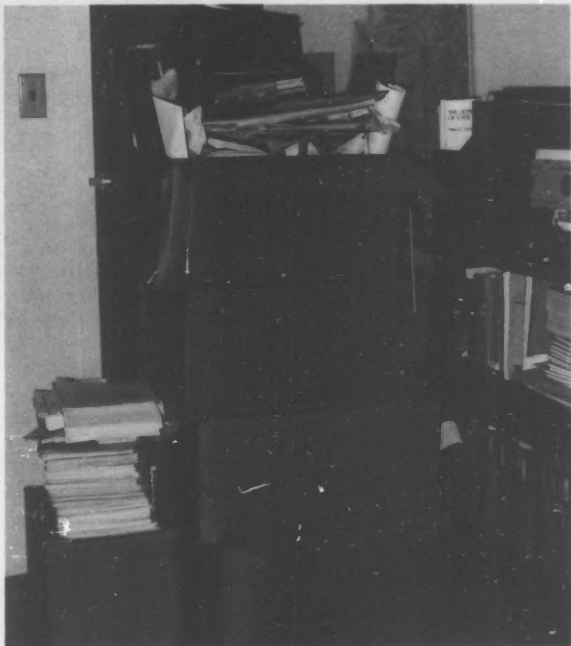
File cabinets can tip over if drawers are left open.



Locks that require someone to use both hands to exit should be kept unlatched during working hours. *Ms. McClellan* demonstrates.



Torn or frayed rug should be repaired or replaced.



Doors in offices should not be blocked, even if they're not regularly used. ■

Equal Employment Opportunity

Look for initiatives in the program in 1985, Hodges says

Deputy assistant secretary cites support from the Seventh Floor

What follows is an interview with Clarence E. Hodges, deputy assistant secretary at State for equal employment opportunity and civil rights. The questions were put to him by Sanford Watzman, editor of STATE.

Q—THIS SEEMS to be an appropriate time for an interview, with the Reagan administration about to begin its second four years. We heard a lot in the campaign against the President from civil rights people. From your vantage point here, how do you see all this?

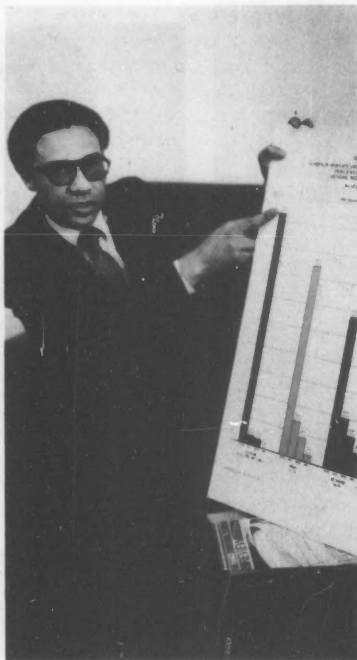
A—From where I sit—and of course we're talking about this Department—I've found this administration to be very supportive of our concerns about equal employment opportunity. On the basic issues, the administration has been with us. I've consistently gotten full support from top management—the Secretary, the Under Secretary—and I expect to have it in these next four years, too.

Q—What do you mean by "basic issues"? Such as what?

A—Well, to begin with, this Department is going to continue to make sure that there's no discrimination against anyone because of that per-

'There will always be justifiable criticism ...'

son's race, color, sex, religion, ethnic origin, handicap or age. Second, we're in agreement on the need to recruit more minorities and women, both in the Civil Service and the Foreign Service. We strongly support affirmative action in this regard. Third, we want to retain these people by affording promotion opportunities and providing them with challenges and all the other rewards that one rightfully expects from employment.



Mr. Hodges

Q—The fact is, as you very well know, that there are lots of complaints that this Department hasn't really accomplished all that much—that there's a very long way to go. How would you answer that?

A—What you're saying is being said, all the time, by all of the civil rights organizations and all the civil rights leaders. They keep saying it because the basic problems we're tackling haven't been resolved. And, until they are, there will always be this justifiable criticism.

Q—Yes, but how do you respond to it?

A—By working at it. By taking new initiatives. We took some brand-new initiatives in 1984, and each year—including this new year of 1985—we're going to adopt more new initiatives, and we're going to

make more progress.

Q—For this coming year, what do you have in mind?

A—We're going to do some special things to help us with our Civil Service people particularly. This office probably hasn't given as balanced attention to the Civil Service as to the Foreign Service. But we're not forgetting that rank-and-file. We're going to have a series of meetings with Civil Service members to get direction from them—some guidance on what they think we can do to help. And of course we'll continue our meetings with the Foreign Service people.

Q—Besides the meetings, will there be other initiatives?

A—There are some that we began in 1984 that are going to continue, and that we're going to begin to see the fruits of. For instance, I've started meeting with the A-100 class at the Foreign Service Institute, par-

'... Of personal interest to the President ...'

ticularly with the minority and female members. I'm accompanied to these meetings by a senior or mid-level Foreign Service officer, and the two of us sit down with them and discuss with them how they might become successful in their new careers. We go through the kinds of problems they might encounter, and we give them guidance on how to deal with those situations—on their relationships with their supervisors and their peers—how they might enhance their skills, such as their writing skills—how the rating system works—and so forth.

Q—Do you have some other plans as well?

A—Yes we do. There's another 1984 initiative that we're carrying forward. We've established relation-

ships with the black colleges, which happens to be a matter of personal interest to the President, and with colleges having large numbers of Hispanics and other minorities. We're helping to explain U.S. foreign policy to them, and we're informing them about our recruitment needs. And, in addition, we're in the process of establishing relationships with several hundred organizations nationally that serve the interests of women and minorities. I'm talking about civil rights groups, educational and professional organizations, labor unions, et cetera. Of course, I'm meeting regularly here, too, with groups like Asian and Hispanic organizations, the American Foreign Service Association, the American Federation of Government Employees, the Thursday Luncheon Group and so forth.

Q—What results have you had so far?

A—As I pointed out, some of these things are just starting, and we're going to see some results this year and next. I should mention, too, as another new initiative, that this office is exploring with management the possibility of establishing an outreach program with the colleges and universities, to set some special fellowships and internships here for bright students who are interested in foreign affairs. I think you might say this is one result of some of the meetings I've been referring to. The fellowships and internships would be for minorities and women. We're talking about high achievers—rapid movers. Other Government agencies have done some of this, but State so far has not.

Q—What response have you had from management?

A—So far, it's been encouraging. But there are some problems. One of them is money. We might have to go to Congress, and maybe to the foundations. We still have a lot of planning to do before any decisions can be finalized upstairs.

Q—I'd like to approach these issues from another direction, too.

There are people out there in the Department—and they profess sincerity, too, just like their opposite numbers—who say that your office is doing too much—that finally adequate progress has been made and now it's about time to call a halt.

A—Well, I don't agree. We must do more, not less. We still have underrepresentation of minorities and females in the key positions in this Department. It's important, as we push the principle of human rights in every region of the world, that we

'I don't agree. We must do more, not less ...'

comply with those principles ourselves. If our critics in the Second World and Third World can show that we don't practice what we preach, then our foreign policy becomes ineffective, in terms of getting others to foster human rights.

Q—You said "underrepresentation in key positions." Would you elaborate on that?

A—Yes. At the senior levels of the Foreign Service, 93% of the officers are white males. That tells us we still have a lot more to do. Even now, we still don't have a single minority female person serving at the levels of ambassador, deputy chief of mission or deputy assistant secretary. There are some women, but they're white women. There are some minorities, but they're males. Not one minority female—and I'm talking about nearly 300 positions.

Q—Fine. But why is it important to refine the selection process to the point that you're talking, specifically, about a female who's a minority?

A—This is important when you're working with young women whom we want to bring into the Department. They look at the Department and they figure there must be some sort of discrimination there. We have to show them role models—specifically, minority females in key positions. There's been a lot of prog-

ress in the Department over the last 10 years; we're far ahead of where we were. But we haven't reached all of our goals yet. Every American should be able to see his appropriate group reasonably represented in our Government.

Q—I don't suppose you mean quotas.

A—No, I said goal. Which isn't a quota. What we're talking about, really, is a reasonable mixture. And we're still weak in that respect at the mid-levels, although it isn't as bad there as it is at the senior levels.

Q—When word got around I was going to interview you, I was told by more than one person to ask you about promotions.

A—Certainly. We have some real problems with promotions. That whole situation, in general, is very tight. Still, we're making it clear to

'No, I said goal. Which isn't a quota ...'

the selection boards that they must be sensitive to equal employment issues, and they must be thoughtful.

Q—Some would say this is interfering with the promotion process.

A—Not at all, not at all. It's just that we do get complaints in this area and people have sued the Department. So we're brought in by the complaint process and, wherever this can happen, we want to be there first to see whether we can help prevent the complaint in the first place. We just want a process that's fair and sensitive as well. It is legal, fair and proper for every board to be sensitive to these issues.

Q—Is this a criticism, then, of the promotion process as it exists now?

A—No it isn't. Our efforts are being directed merely toward making people more sensitive to our concerns, and sensitive to what people are going to bring to their jobs. For example, loyalty. Without good morale, you don't have loyalty, and

without loyalty you don't have security. Now that's important to us all.

Q—I'd like to digress for just a moment and ask you about another issue, which is sex harassment. I know your office handles complaints on that sort of thing. Is it really a problem at State?

A—Well, we've had some complaints. You have a problem simply because there are certain kinds of activity and conduct that were acceptable 20 years ago—that were only laughed at then—but which today are just plain illegal. There are just a few males in this Department who, unfortunately, have had to learn this the hard way. We just can't tolerate unwanted sexual discussions, or jokes, or touching, or any of that. We have films on this and a special training program and stated policies. We're going to keep promoting this.

Q—Has anyone in the Department really gotten in trouble over this?

A—Obviously I'm not going to give you any names. But the fact is that notations have been made in cer-

'We just can't tolerate sexual (harassment)' ...

tain records. It's no joke—either for the one who begins it, for the person who is victimized by it or for the one who has to answer for it.

Q—Okay. Getting back to other issues, we've been discussing them so far in general terms. But there are statistics, of course, which I'm sure you have and which might give us a sharper focus. For instance, we were talking about senior officers. What are the figures there?

A—Sure. As of last June 30, as you can see here in these papers, only 3.5% of the senior FSOs were women, and 3% were minorities.

Q—What about the Foreign Service as a whole?

A—You go to this column. Minorities now account for some 12.1% of the total, compared with only 4.2%

in 1975. For women, it's 9% then, compared with 17.8% now—again, as of June 30.

Q—Let's go to the junior officers. We haven't mentioned them at all.

A—From 1967 through August 21, 1984, a total of 404 junior officers or career candidates were hired under the affirmative action junior officer program. 82 have left the Service and, of those remaining, 196 have been tenured. Of the officers appointed prior to 1981 and still in the Service, 88% have been tenured. As

'Mid-level goal of 100 has been exceeded ...'

of last June, the Department's workforce consisted of 20.2% minority junior officers and 29.7% female junior officers. For statistical purposes, I should explain, minority females are counted twice.

Q—Let's move on to the mid-level. I understand this program is being phased out—right?

A—Right.

Q—How come?

A—Because the original goal of 100 entrants has been exceeded. After a thorough review, it was decided to phase out specialized recruitment for this program. The evaluation of the program concluded that it had made an important contribution to the increase of women and minorities in the middle ages, which rose from 8% and 5%, respectively, when the program was first implemented in 1975, to 17.2% and 11.5% as of last June. It shows here, too, that through the end of calendar year 1983, a total of 156 officer candidates had been recruited through the mid-level program, and 51 tenured. The principal reasons to phase out the program were (1) this improvement; (2) the demonstrated ability of minorities and women to compete effectively for promotions; and (3) a consistent increase of minorities and women at the junior officer level.

Q—So you're going to turn

away from the mid-level now to concentrate on the other areas?

A—No, not really. There will still be provisions for bringing individuals into the Foreign Service at the mid-level. We will always use these provisions whenever and wherever appropriate.

Q—I have the feeling that maybe we've been talking just about blacks so far. But the law says the Service has to be broadly representative. How about Hispanics?

A—We were speaking about minorities in general, but as to Hispanics, on June 30, 1980, there were 247 in the Department, or 1.9% of a total of 13,242 employees. On June 30, 1984, there were 351 Hispanics in the Department, or 2.6% percent of the total.

Q—Have I missed any group?

A—Well, the fact is we take the position that every employee is entitled to our services—and that includes white males. We're committed to making the workplace better for everybody in the Department.

Q—At the very beginning, when you mentioned new initiatives in 1984, you referred to the Civil Service. Let's get back to that.

A—The Civil Service workforce is unique in that there's relatively little turnover. Women and minorities

'Every employee's entitled ... including white males'

are well represented in the overall Civil Service workforce. But they're largely concentrated in the support and junior-level positions, which comprise 74% of the workforce. We want to increase their upward mobility.

Q—Well, I think we've about covered the waterfront here. Is there anything you'd like to volunteer?

A—No, not right now. Let's see how things work out in 1985. I'm optimistic, and we can stay in touch on these matters. ■

Foreign Service Families

U.S. children in Mexico say 'SOS' with badges

Foreign Service children in Mexico City have started wearing Spanish-language identification badges, for help in emergencies.

Community liaison officer Ginny Tadie explains: "Riding a schoolbus or being separated from a parent in a market are situations that can put children at a disadvantage if they can't speak the language."

The badges include the child's

name, photo, age, blood type and instructions to contact the embassy in case of an emergency.

Ms. Tadie proposed the idea after her five-year-old daughter, Erin-Elizabeth had a scary experience. "Since my husband (Gene, a political officer) and I both work at the embassy," she related, "our maid is usually waiting for Erin-Elizabeth near our home when the schoolbus drops her off. But one day when the maid wasn't there, the driver kept go-

ing, thinking he'd stop back after dropping off the other children. Well, my daughter got hysterical when she saw her house go by, but the driver couldn't explain to her because he didn't speak English, and she doesn't speak Spanish. It got me to thinking about how a badge could help. I think my daughter feels a little more secure now that she has a badge and knows she can show it." □

Envoy's wife is honored for her work in Chile

Giselle Theberge, wife of the U.S. ambassador to Chile, was given an award by Instituto Profesional del Pacifico for her work in cultural



activities and social welfare in Chile. She is the only ambassador's wife to have received this distinction.

Mrs. Theberge founded and is president of Friends of the Municipal Theatre (the local opera house), a voluntary organization modeled on the Friends of the Kennedy Center. The organization sponsors concerts in schools, scholarships for music students and fund-raising events. She also serves as president of the Easter Island Committee for Artisans, which helps develop and market Easter Island handicrafts and arts. In addition, she heads numerous charity organizations and serves on the boards of others. □

Literacy volunteers

State is seeking volunteers to work with illiterate adults as part of the Federal Employee Literacy Training Program. A Department Notice of November 30 said services could range from tutoring to activities like babysitting, providing transportation and clerical work. The program is sponsored by the U.S. Department of Education. For information, call Patti Pittarelli, 632-5870. ■



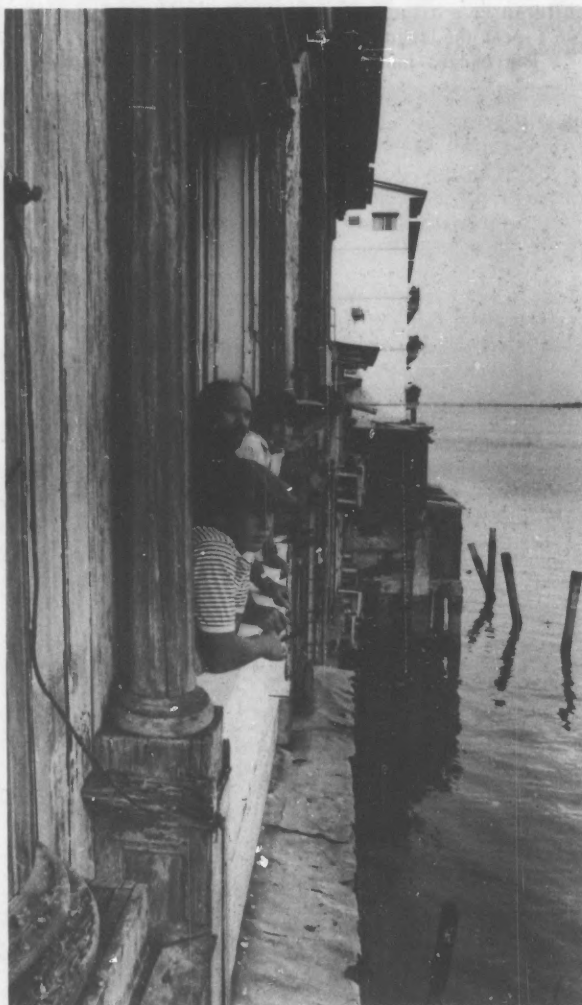
Erin-Elizabeth receives her badge from security officer Sam Cervantes.

Best Photos of 1984

THE EDITORIAL STAFF of STATE, reviewing the 11 issues published last year, selected these as the best photographs appearing during that period. Contributions are always welcome from employees at Department offices in the United States and posts abroad.



AUGUST/SEPTEMBER—On its cross-country trip to the Los Angeles games, the Olympic flame is carried for 1 kilometer in southern California by Foreign Service officer *Michael Shelton*, Haiti desk. He received the flame from his father, a Californian, who had arranged for the participation of his son.



JUNE—In Guayaquil, Ecuador, at the Guayas River, general services officer *Del Junker* enjoys a respite from the office with sons *George* and *Patrick*.



NOVEMBER—On stretcher at Andrews Air Force Base is security officer *Alan Bigler*, injured in bombing at Embassy Beirut. From left, in civilian clothes: *Dennis Hays*, American Foreign Service Association; *David Fields*, State security chief; *Robert H. Pelletreau*, Near Eastern and South Asian Affairs; *Herman Cohen*, Personnel; Assistant Secretary *Robert Lam*. (Photo by Walter Booze)



FEBRUARY—Secretary *Lorna Ramsay* goes sightseeing in Saudi Arabia, from her post at Riyadh. (Photo by Donna Gigliotti)



OCTOBER—At Hispanic Heritage Week observance in Department are actor *Anthony Quinn*, right, with Secretary *Shultz*, center, and *Bill Williams* of Executive Secretariat, left. Congressman *George W. Gekas* (R.-Pa.) is second from right. (Photo by Walter Booze)

APRIL—On evacuation from Beirut, *Bonnie Pugh* embraces husband *Robert L. Pugh*, deputy chief of mission. Assistant Secretary *Richard W. Murphy* is on left, holding envelope. (Photo by *Chip Beck*)



DECEMBER—In Noorbeek, Netherlands, U.S. Ambassador *L. Paul Bremer III* carries "Flame of Liberation" in one of dozens of celebrations commemorating 40th anniversary of the liberation by Allied armies.



AUGUST/SEPTEMBER—State Department security officer *Bev Small* at the Olympic games in Long Beach, Calif. (Photo by *Donna Gigliotti*)



FEBRUARY—After terrorist bombing at Embassy Kuwait, rotational officer *Stuart Brown* plays taps amid the rubble. (Photo by *Rick Gale*)

DECEMBER—Security officer *Mark Moretti* is a third-generation State employee. With him are his mother, *Jean Moretti*, right, and her mother, *Rosemary Davenport*. (Photo by *Donna Gigliotti*)



OCTOBER—In Geneva, retired Foreign Service officers *George L. Warren Jr.* (left), *James L. Carlin* (center) and *Thomas W. Lamb* are in new careers with an organization that is concerned with refugees. (Photo by *Jean Zbinden*)



JUNE—At funeral for Foreign Service officer *Dennis W. Keogh*, in Arlington National Cemetery, widow *Susan Keogh*, left,

walks with brother of the terrorist victim, followed by the three Keogh children—*Molly* (in front), *Miles* (head

bowed) and *Kate*—and *Secretary Shultz*, in group on right. (Photo by *Robert E. Kaiser*)



MAY—At press briefing on budget, from left: AID's *M. Peter McPherson*, Public Affairs' *Alan Romberg*, Under Secretaries *William Schneider Jr.* and *Ronald I. Spiers*. (Photo by *Robert E. Kaiser*) ■



AUGUST/SEPTEMBER—*John Stein*, State Department security officer, at the Olympic games in Los Angeles. (Photo by *Donna Gigliotti*)

Ask Dr. Dustin



Q. **CENTRAL AMERICA**
I have an irritating "bump" on the top of my wrist that is obviously not debilitating but often uncomfortably painful. It has been ascribed as a "bone union." Do you recommend that it be removed, or can I hope it will just disappear?

A.
It won't disappear, but alternate treatments are available that might obviate the need for surgery. Options include antiinflammatory drugs, cortisone injections, special braces, etc. I suggest you see your physician regarding the persistent pain you are having. Obviously, if hand function or the blood or nerve supplies to your hand are interfered with, the problem must be surgically corrected.

Q. **WESTERN EUROPE**
Is there a diet pill that allows you to eat all the pasta, bread, potatoes and other starches that you want—without gaining weight?

A.
It initially sounded like a dream come true—taking a tablet known as a "starch blocker" and then eating all the spaghetti, scalloped potatoes, bread, or whatever, without gaining weight. The theory was that the tablets would prevent the absorption into the system of calories from starch foods. But the balloon burst when rigidly-controlled scientific studies confirmed that starch-blocker tablets didn't inhibit the digestion and absorption of starch calories in human beings. The studies were methodically conducted by measuring intake and output, in a sophisticated manner. Regrettably, heaven on earth hasn't yet arrived. For those of us wanting to maintain our weight or lose weight, counting calories and limiting high-calorie foods remain the

sole, surefire method. Sorry, but there's no "quick fix" in weight control.

Q. **EUROPE**
I've heard of several young women who've had breast cancer. Is it more common in women in their late 30s and early 40s?

A.
No. The older one gets, the more frequently breast cancer occurs, particularly after menopause. That is, any recently-detected breast lump identified by a woman after menopause has to be considered suspicious for malignancy until proven otherwise. Breast cancer can, of course, occur prior to menopause, but the predominance of cases is seen following the cessation of menstruation. It's imperative for women of all ages to carry out monthly self-examinations so the appearance of a lump or mass is promptly identified.

Q. **EASTERN EUROPE**
I'm a single parent and had medical travel orders to take my son to Frankfurt for special tests. What was my status vis-a-vis leave, per diem, etc., when I was there?

A.
When you're serving as a nonmedical attendant for a dependent minor child, you are eligible for per diem

This column by Eben H. Dustin, 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. Dustin directly. In either case, your privacy will be respected; your post will not be identified.

throughout the medical-evacuation process, that is, until your child is medically advised or cleared to return to post. The child also receives per diem, except when hospitalized, of course. With regard to your leave status, during the actual travel transit time you are in a duty status. The remainder of the time away from your post is charged to either annual leave or leave without pay.

Q. **WASHINGTON**
Can you clarify for me the difference between hemiplegia and paraplegia?

A.
Hemiplegia, literally, means "half paralysis." This type of weakness only occurs on half or one side of the body. For example, following a stroke there may be a weakness in the right arm, right leg and right side of the face. Hemiplegia occurs because of a hemorrhage, or the presence of a clot or other injury, in part of the brain that controls motor function for the affected side of the body. There's an anatomic crossover in the brain; thus, an injury to the right hemisphere of the brain affects the left side of the body, and an injury to the left side of the brain results in right-sided paralysis. In paraplegia, paralysis of the lower half of the body occurs—of the legs and lower part of the trunk. This type of paralysis occurs with injuries or diseases affecting the lower spine and nerves coming from the lower spinal cord. In quadraplegia, on the other hand, the injury affects the spinal cord at the level of the neck, thus causing paralysis of all four extremities (arms and legs), as well as the entire torso.

Q. **MIDDLE EAST**
My wife was "medevaced" to Washington, and I was told by the people at post, including the doctor and

nurse, that all of her medical expenses would be taken care of in the United States. Now I discover that isn't so. We're stuck with all of these medical bills. What gives?

A.

It's regrettable that you were misinformed about the payment process for health care. Medically-evacuated patients traveling to the United States should bring health insurance documents (ID card, number and claim forms) with them. If you are hospitalized, the Department will guarantee payment of bills beyond those covered by your health insurance. However, you must submit claims to your health insurance carrier first. If you're not hospitalized, you are responsible for the outpatient expenses incurred. Often, health insurance will provide reimbursement for some of the expenses once the deductible is met. Nevertheless, there's no "free care" in the United States, even if you did incur an illness or injury abroad which necessitated medical evacuation. □

Doctor Dustin's health hints

Lifestyle and longevity: Preventable health risks

Recent advances in medical diagnosis and the study of disease patterns have improved our ability to analyze disease trends. This data indicates that the pattern of medical problems being seen in our society has changed dramatically in the last 70 years. Seventy years ago, the major fatal health problems were infectious diseases such as tuberculosis, rheumatic fever and bacterial pneumonias. People could expect to live 50 to 60 years. Today, degenerative diseases, cancer and accidents are the leading causes of death in our population, which has a life expectancy of between 70 to 80 years.

We believe man can live even longer. It's well established that, in part, the current major causes of

mortality—heart disease, cancer and accidental deaths—are related to our lifestyle. It's thought that changes in our habits will decrease our risks of premature illness. For example, if we were to use seat belts, stop smoking and/or control our diet, many early deaths from automobile accidents, lung cancer and heart disease wouldn't occur. One study from Canada estimates that 18% of total deaths, and 18% of years of life lost, are attributable just to smoking and alcohol consumption. Another study reviewed hospital admissions and found that from 20% to 87% of admissions were preventable depending on the criteria used. The majority of these admissions fell into the categories of nonadherence to instructions, avoidance of proper immunization procedures, smoking-related illnesses, dietary indiscretions, alcohol-related problems and nonuse of established safety procedures, such as seat belts.

Studies of mortality data support the theory that the major causes of premature death in our society are partially due to poor choices in lifestyle. In one study, the relationship of seven personal health practices and subsequent mortality over an almost-10-year period were evaluated. The seven practices were: never smoking cigarettes; regular physical activity; moderate or no use of alcohol; seven to eight hours' sleep nightly; maintaining proper weight; eating breakfast; and not eating between meals. After only five years, several facts became evident—"the expectation of life (average years of life remaining) at age 45 for men in the zero-to-three health practice group was 21.6 years, compared with 33.1 years for those in the six-to-seven health practice group." For women, the difference was less—but still a significant 7+ years of longevity between the two groups. The Framingham study, perhaps the most famous of the long-term epidemiological studies, also strongly supports the notion that control of risks leads

to improved survival.

The dynamics of inducing change in a society are unclear. Will people adopt a healthful style of life based on the information available? What will make them change? What will the impact of these changes be on health and longevity? We would like to think of man as a rational being, but the high prevalence of smokers 20 years after the U.S. surgeon general's report raises doubts. On the positive side is the apparent interest of the population in health issues and the evident concern of people with pollution, proper diet and preventive medicine.

In an effort to strengthen our involvement in this most important aspect of preventive medicine, the Office of Medical Services will sponsor a series of lecture/question-answer programs on strategies of reducing health risks. Eminent health professionals will discuss major health risks and effective public health interventions. Each program will allow time for questions and, in some instances, the unique problems of Foreign Service life will be emphasized. All programs will be given in the Loy Henderson Auditorium, from noon until 1 p.m. The schedule:

January 24: "Exercise, Fitness and Health," Samuel Fox, M.D., professor of medicine and director of exercise, physiology laboratory, Department of Cardiology, Georgetown University Medical School. *February 21:* "Diet and Your Health: What You Eat Is What You Get—Hypertension and Arteriosclerotic Disease," Joseph Romeo, M.D., chief of cardiology, Department of State. *March 21:* "Your Risk of Cancer: What You Can Do About It" (to be announced). *April 18:* "Mental Health and the Foreign Service," Paul Eggertsen, M.D., deputy assistant secretary for mental health services, Department of State. *May 16:* "Alcoholism: A Not So Hidden Epidemic," Stanley Gitlow, M.D., clinical professor of medicine, Mt. Sinai School of Medicine. □

Gary Bagley wins 'How I Quit Smoking' contest; 'Quit cold turkey,' junior officer says

Gary G. Bagley, a junior officer in Spanish-language training at the Foreign Service Institute, is the winner of the 'How I Quit Smoking' contest sponsored by the Office of Medical Services (STATE, October). His prize is a \$25 gift certificate to Dominique's Restaurant.

The former huffer and puffer of cigarettes is in a second career; previously he taught American and Canadian history and government in the

Maine public schools. He and his wife and three children—ages 12, 5 and 3—are getting ready to move to Buenos Aires for his first overseas assignment.

Mr. Bagley's winning essay follows:

Success at last!

The year 1984 will always be a memorable one for me because of two profound changes in my life. In June

I entered the Foreign Service, an accomplishment I take great pride in. However, five months prior to this accomplishment, I achieved another long sought goal—a goal which often seemed elusive and frustrating. On January 10, 1984, I quit smoking—no small feat for a truly dedicated smoker of two to three packs a day! Thus, the first piece of advice I would offer is: *It can be done!*

After 19 years of smoking, nu-



Gary Bagley breaks the habit. (Photo by Tom Bash)

merous attempts at quitting (including two sessions of hypnosis), and growing despair at ever unshackling myself from the "smoldering week," how did I finally succeed? To be perfectly honest, I'm not sure why the "nonsmoking cure" took this time. I wish I could give you a recipe for quitting smoking as fail-proof as the recipe for Aunt Maude's chocolate spice cake, but, unfortunately, no such recipe exists. Quitting a deep imbedded personal habit requires a personal game plan. What I can share with you are some observations about my approach to quitting; elements of my own game plan which were beneficial and some of which you might find inspiring (or at least interesting) as you begin to plan your life without smoking.

Some thoughts on quitting:

1. You didn't learn to smoke in one day; you won't learn not to smoke in one day either.

2. Prepare yourself mentally. Before quitting, argue daily with yourself: go through all the pros and cons of smoking you can think of. Don't give up the daily internal debate even though it may seem that nicotine always wins the early debates. You'll eventually win them, thereby convincing yourself of the necessity of quitting—and more importantly of your ability to quit. Remember, *you* are the only one who can convince *you* to quit smoking.

3. Quit cold turkey—why prolong the agony or delay the ecstasy?

4. Plan short-term reinforcements for yourself. While the long-range goal of a smoke-free life is excellent, you need something more concrete to focus on. During the first few weeks and months I used some index cards I had numbered from 1 to 100 as my reinforcement. With each passing day without a cigarette I would post another number on the refrigerator door as a visible reminder of how many smoke-free days I had enjoyed. It also helped to strengthen my commitment, both to continue smoke-free and to see a higher num-

ber every day. I also planned a special treat or event for anniversary days—the 25th, the 50th, etc.

5. Try, and *keep on trying*, until you finally succeed. It is worth it. Good luck!

—GARY G. BAGLEY □

Alcohol Awareness Program

Here's a simple, do-it-yourself diagnosis

The following article was submitted by the Office of Medical Services:

Do you have a drinking problem?

Answer the following questions to find out the truth:

1. Are you drinking more now than last year?

2. Have you missed any time from your employment because of your drinking?

3. Have you tried to control your drinking by switching from one alcoholic beverage to another?

4. Do you ever drink alone?

5. Do you want a drink "the morning after?"

6. Have you ever had a blackout (loss of memory) during your drinking?

7. Has drinking caused problems in your home life?

8. Are you resentful if someone asks about your drinking?

9. Do you drink to escape worries or troubles?

10. Do you feel guilty or remorseful after drinking?

11. Have you had financial problems of any kind because of your drinking?

12. Do you envy people who can drink a great deal without getting into trouble?

13. Do you drink to build up self-confidence?

14. Have you failed to keep the promises you made to yourself about controlling or cutting down on your drinking?

15. Do you tend to get "extra" drinks at a party because you didn't

get "enough"?

16. Has drinking caused you to have difficulties sleeping?

17. Do you crave a drink at a definite time every day?

18. Do you ever take a drink to "fortify" yourself before facing an unpleasant situation?

19. Do you ever drink more at a party than you had really intended or expected?

20. Have you ever felt you could do a great deal more with your life if you didn't drink?

Note: You're cheating nobody but yourself if you don't answer these questions honestly. If your answer is yes to three or more questions, you have definite alcoholic tendencies—and you can be reasonably sure that alcohol has become or is becoming a problem for you. If such is the case, please seek help immediately from the Alcohol Awareness Program, Room 3818, Department of State, Washington, D.C. 20520, (202) 632-1843 or 632-8804.

Department regulations guarantee that, if you seek help, the matter will be handled in a medically confidential manner, with neither job security nor promotional opportunities jeopardized. □

Health insurance: new regulations

Proposed regulations on effective dates of health benefits have been issued by the U.S. Office of Personnel Management.

At present, open season enrollments and changes filed after the open season has ended are still acceptable if the delay in filing was due to causes beyond the person's control. The revised regulations would make any belated open season enrollment or change retroactive to the effective date that would have applied if the enrollment or change had been filed during the open season.

The text is available in the Office of Civil Service Career Development and Assignments, Room 2429. ■

Retirees' Reception

A RECEPTION honoring 69 Civil Service and Foreign Service employees who retired last year was held on the eighth floor December 7. The event was the first of its kind in several years. The retirees will receive gold pins with the Great Seal of the United States.

Director general Alfred L. Atherton Jr. and Mrs. Atherton (in white suit, near fireplace) welcome retirees in Thomas Jefferson State Reception Room. (Photo by Robert E. Kaiser)



Secretary Shultz, center, greets retirees, spouses and guests in John Quincy Adams State Drawing Room. (Photo by Robert E. Kaiser)



From left: Dr. Jassie Newton, Dr. Leo Falk, Mrs. Elsa Wilson, Robert Wilson. (Photo by Doris I. Alston)

Alfred Atherton announces retirement, takes new job

Veteran career officer Alfred L. Atherton Jr. has resigned effective this month as director general of the Foreign Service and director of personnel. He will become director of the Harkness Fellowships of the Commonwealth Fund, a position which he said in a message to Department employees "will enable Mrs. Atherton and me to continue to work in the vineyards where we have spent much of our life—the furtherance of relations between nations, this time at the people-to-people rather than government-to-government level." Mr. Atherton will continue to live in Washington. ■

Grievance Actions

Grievant loses on issue of delay in payouts

(G-040(2))—A grievant was granted leave without pay to serve with an international organization. After that, at his request, he was seconded to the organization, which would involve separation and transfer. He elected to terminate his retirement coverage, to be reimbursed for contributions made to the retirement system, to ask for accrued annual leave and to continue participation in the federal health insurance program. He grieved the delay in the agency's payment of the monies to which he was entitled and the processing of his case, and asked for back interest and payment for a lost investment opportunity involving the money in question. He agreed that the law forbids interest payments on amounts of money due an individual in the absence of specific legislation, but argued that the board could grant such amounts in the form of damages.

The board, after reviewing the complex history of the changes in his status, as well as in positions taken by him and the agency while the legal and administrative sides of his application were being sorted out, concluded that there had not been undue delay in the processing of his case. □

Board rules in dispute on education allowance

(G-046(2))—The grievant appealed against denial by his agency of two types of supplemental expenses, incurred by his children, which he believed are properly covered under the Standardized Regulations authorizing education allowances. The first claim was for per diem to cover miscellaneous out-of-pocket expenses incurred by the children en route between the post and the school.

On this point, the board agreed it was not specifically covered in the Standardized Regulations, but reasoned that "transportation" costs would include incidental expenses en route, not to exceed the established per diem rate.

The second claim was for transportation and living expenses during periodic school breaks spent within the country in which the school is located. The board held this type of expense is not covered by the regulations. □

Time-in-class case: agency wins

(G-051(3))—The grievant opted to convert to the Senior Foreign Service (SFS) under Section 2103 of the Foreign Service Act of 1980. He later claimed that Section 607(a)(2) guaranteed him three years of time-in-class after he entered the SFS, although previously his time-in-class had been short of three years.

His agency contended that Section 2106(c) prohibited those converting to the SFS from extending any pre-existing limits on their time-in-class.

The agency argued that the inclusion in the act of a chapter titled "Transition" made it clear that that chapter's provisions supersede other provisions of the act wherever the transition chapter applies. The board found the agency's argument persuasive.

The grievance was denied. □

Discharged for conduct; board lets him retire

(G-054(3))—The grievant was charged by his agency with conduct

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

which in the agency's view called for his separation for cause. In the face of this, he requested voluntary retirement, which the agency denied, a denial he thereupon grieved.

The board found for the grievant—that he had the right to retire voluntarily, and directed the agency to permit him to do so. The board's opinion was based upon a construction of applicable provisions of the Foreign Service Act of 1980, upon agency regulations, and upon the past practice of this and other agencies in such cases, which had been, uniformly, to permit retirements despite such charges. □

File purged of negative reports on officer

(G-083(2))—The grievance centered on an evaluation report at a post several years ago. The grievant since had two more reports at that post, prepared by different rating and reviewing officers, and another one in Washington, all of which rated him much higher than the report in question. The board found considerable internal contradiction between the descriptive details of his performance and the overall ratings. The rating officer, in the board's opinion, was judging the grievant by the rater's own standards of a fairly senior office instead of the junior officer that the grievant in fact was—standards not reasonable or fair in the circumstances.

The report was so excessively negative as to project a falsely prejudicial picture of the officer's performance, with unduly heavy emphasis on shortcomings. Also, the reviewing officer's statement was inconsistent internally and with the rater's statement.

The board ordered that the evaluation report be removed from the files; the low rankings given the grievant in two separate years be expunged; selection board and counseling statements over several years be removed; and his present time-in-class be extended for two years. ■

The Eighth Floor

Donors dine (\$1,500 a plate), get progress report

Franklin room, Secretary's suite are focal areas

“WE ARE making progress in transforming the all-marble-glass-and-steel Benjamin Franklin State Dining Room into a classical room of the late 18th century, with completion scheduled for late February,” curator Clement E. Conger reported to 160 guests at two \$1,500-a-plate dinners hosted by Secretary and Mrs. Shultz, November 15–16. The proceeds, \$300,000, went for architectural improvements to the room. Mr. Shultz, who made a substantial contribution, noted that the renovations will give “a sense of tradition and historic quality,” adding: “We will feel it ourselves and will share it with our visitors from all over the world.”

Mr. Conger also reported on the second major project now underway—remodeling of the Secretary's offices from “stark modern interiors into American, 18th-century, painted and paneled interiors.” The Secretary's office, in English Georgian style, will feature an 18th-century mantel and a large fireplace. Bookshelves will be built on either side of the fireplace. Three large windows, on the south side, face the Mall and the Lincoln Memorial.

In addition to Mr. Shultz's own office, eight other rooms in the suite are being remodeled: the reception

Architect John Blatteau's plan for Benjamin Franklin State Dining Room, facing south, toward the balcony.



McNeil's \$413,660 was largest gift ever

The late Henry S. McNeil, who bequeathed \$413,660—the largest single bequest to date for renovations in the Diplomatic Reception Rooms—was a long-time member of

hall, the George C. Marshall Reception Room, the long corridor, the large reception room near the Secretary's elevator, the large conference room, the small reception room, the Secretary's study and the Secretary's outer office. These rooms, too will have paneled, 18th-century-style inte-

rior, inspired by the great houses of Virginia and Maryland.

riors, inspired by the great houses of Virginia and Maryland.

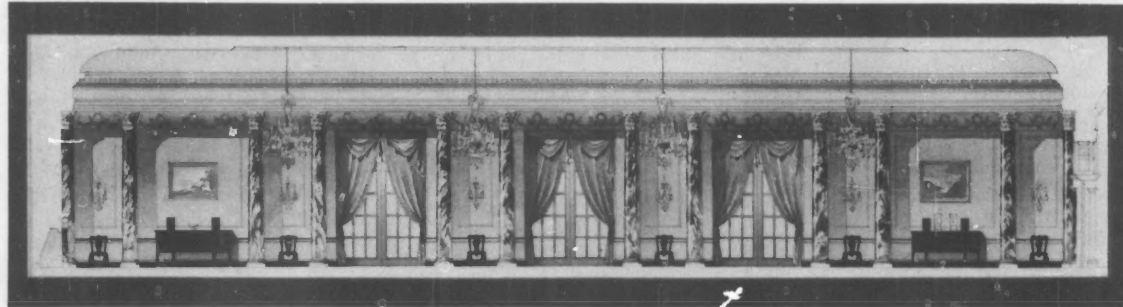
the Department's Fine Arts Committee. He was devoted to the Americana Project on the eighth floor.

Only two weeks before Mr. McNeil died, on May 2, 1983, he met with Clement E. Conger, curator of the rooms, to discuss reconstruction and financing of the Benjamin Franklin State Dining Room. He urged Mr. Conger to start a major fund drive. He had been chairman of the Finance Committee since 1975 and, besides making an annual contribution himself, he lent the Department several fine examples of American furniture.

A plaque will be placed in the Franklin room memorializing Mr. McNeil. He was president of McNeil Laboratories, Inc. He was active in civic affairs and the arts. He was president of an investment firm and had other business interests. Born in Philadelphia, he attended Germantown Academy and the Loomis School in Windsor, Conn., and later was graduated from Yale. He died at the age of 66 at his home in Plymouth Meeting, Pa.

A walk-through

John Blatteau, architect of the Franklin room, gave guests a walk-through of the area, which is still under construction. “The dining room



Fast food it wasn't

Here's what the guests got for their \$1,500: They were served hors d'oeuvres—quail eggs and miniature biscuits with country ham—in the John Quincy Adams State Drawing Room. Later, they strolled into the candle-lit Thomas Jefferson State Reception Room to dine on essence of tomato soup, scalloped oysters Mornay, boysenberry ice, breast of pheasant with grape sauce, wild rice, salsify (a vegetable), and watercress salad with Monticello dressing. For dessert, they had English trifle and demitasse. With the courses came red and white wine and champagne.

It's fun to give.

will become, in effect, the Great Hall of the Diplomatic Reception Rooms, taking its place among the other classical rooms on the floor," he pointed out. "An 18th-century mantel, above which will hang a portrait of Franklin, will be the focus of the long axis of the room, which is 101' long x 42' wide, with a 21' ceiling. The Savonnerie-style carpet, especially designed for the room, will include elements from the Great Seal of the United States. The four seasons, the harvest and several other themes appropriate to the dining room will also be represented in the design."

The Franklin room is being designed as a memorial to the late Henry S. McNeil of Plymouth Meeting, Pa., pharmaceutical executive and patron of the arts. He was a member of the Department's Fine Arts Committee from 1969 to 1983. His bequest of \$413,660 is being applied to the Franklin project.

The evening galas featured courses which, records indicated, had been served at dinners given by Washington and Jefferson. The formal dinners were underwritten by Mr. and Mrs. John T. Dorrance Jr. of Gladwyne, Pa., and by Mr. and Mrs. Edward H. Alexander of Toledo, O. Mr. Dorrance, a member of the Fine Arts Committee, recently retired as

chairman of the board, Campbell Soup Co. Mr. Alexander, also a committee member, is a manufacturer and president of EHA Group, Inc.

Table hosts

Earlier, on arriving at the red-carpeted Diplomatic Lobby, each guest drew a number from a silver bowl which indicated where he or she would sit. In addition to Secretary and Mrs. Shultz and Mr. and Mrs. Conger, the table hosts included Chief Justice and Mrs. Warren E. Burger; Soviet Ambassador and Mrs. Anatoliy F. Dobrynin (he's dean of the diplomatic corps in Washington); Brazilian Ambassador and Mrs. Sergio Correa Da Costa; Argentine Ambassador Lucio Garcia Del Solar; Secretary of Health and Human Services Margaret Heckler; Swiss Ambassador and Mrs. Klaus Jacobi; and Peter Jennings, anchor and senior editor, ABC World News Tonight, and Mrs. Jennings.

Table hosts on the second night included the Shultzes and the Congers; Secretary of Commerce and Mrs. Malcolm Baldrige; Secretary of the Interior and Mrs. William P. Clark; Secretary of Defense Caspar W. Weinberger; British Ambassador Sir Oliver Wright; Chilean Ambassa-

Shultz's office: new look

Secretary Shultz's office on the seventh floor, now being remodeled, will have floor-to-ceiling Corinthian columns at the left and right of the doorway and fireplace. The columns are similar to those at the University of Virginia, which was designed by Thomas Jefferson. The columns will be embellished with the Great Seal of the United States, of which the Secretary is the custodian.

dor and Mrs. Hernan Felipe Errazuriz; Portuguese Ambassador and Mrs. Leonardo Mathias; Irish Ambassador and Mrs. Tadhg F. O'Sullivan; and Italian Ambassador and Mrs. Rinaldo Petrigani.

The blue-and-white place card-

menu featured a portrait of Benjamin Franklin, by French artist Jean Baptiste Greuze, which was made from life in 1777. The original pastel, the gift of the Franklin Mint, is now on view in the Thomas Jefferson State Reception Room. Many art critics consider the work the finest portrait of Franklin in existence.

Shultz speaks

In his remarks, Secretary Shultz praised the arts committee, which since 1961 has collected antique furniture, silver, china, oil paintings and other objets d'art, valued at nearly \$30,000,000, to furnish the Diplomatic Reception Rooms on the eighth floor. All the money has come from private donations.

In discussing the architectural improvements to the rooms, Mr. Conger said: "The original estimate was \$3,750,000. Unfortunately, the revised estimate on the two projects is \$4,750,000, and the revised estimate for the Franklin room is \$3,100,000. This includes a great 90-foot rug designed for the room and eight chandeliers and other furnishings. The original estimate on the work of the Secretary's offices was \$1,750,000. So far, we spent \$1,300,000.

"This setting (the Secretary's offices) will provide an adequate representational area for day-to-day diplomacy, in offices worthy of the oldest federal department and the senior member of the President's cabinet," Mr. Conger added. "By our annual mailings we have asked our usual donors to contribute double or triple the amount of their normal contributions. However, we are very grateful for every contribution—no matter how large or how small."

Tax-deductible

Contributions of funds to the Department are tax-deductible. Inquiries should be made to Fine Arts Committee, Room 8213, Department of State, Washington, D.C. 20520, telephone (202) 632-0298.

—BARNETT B. LESTER ■

In the Department

The open assignments process: how it works

Career development officer is your key contact

BY CAROLYN KINGSLEY

The author handles special projects in the Department's Office of Foreign Service Career Development and Assignments.

ARE YOU GOING to be transferred this summer? Did you just receive a large packet of assorted notices and lists including a letter from your career development officer—probably someone you've never met? Did you wade through this horrendous amount of paper—17 pages to describe the open assignments policy and procedures, 8 to 20 pages on training and details, and lists and lists of jobs? Did you then re-read the career officer's letter of instructions which, among other things, says "Pay attention" and "Don't telephone"? Who is this person, anyway? And what has he or she got to do with your career?

In fact, your career development officer is *your* representative, your negotiator if you will, in the open assignments process. In addition to your bid list and preferences, you should give him or her any information that may affect your onward assignments, such as medical or family problems, special educational requirements, tandem status, etc., so that this officer can represent you effectively. There's a very good reason for the exhortation to "Pay attention"; an incorrect bid cable won't be accepted by the personnel computer—and your candidacy for jobs in which you're interested will remain shrouded in secrecy. At the very least, there'll be a delay in registering your bids. So triple-proofread that bid



Ms. Kingsley

cable and watch the ampersands, virgules, organization codes and position numbers. If you never paid attention to details before, this is your great opportunity.

It's important to submit your bids when they're due because shortly thereafter, about mid-November, the Bid Book is printed and the appropriate sections distributed to the geographic and functional bureaus. The Bid Book includes all the jobs both domestic and overseas that are in the assignment cycle, and lists the bidders on each job. Employee preferences aren't included in the copies given to the bureaus since they're solely for the guidance of the career officer as your representative.

Bid Books go out

Distribution of the Bid Books initiates the consultation process between the bureaus and the Office of Foreign Service Career Development and Assignments, in the Bureau of Personnel, as the qualifications of the bidders on each position are reviewed. The bureaus notify their respective personnel assignments officers of their preferences, and these officers then discuss the assignment with the appropriate career development officer. Within Personnel, the assignment officers keep abreast of bureau views and preferences in much the same way that career officers represent the views and interests of their clients; there is close, frequent consultation, discussion, and negotiation throughout the assignments process. When agreement is reached on a specific candidate for a position, and details such as timing, tour of duty and necessary training are worked out, the assignment is then ready for the appropriate personnel panel.

There's an assignments panel for each functional specialty and each cone. Each panel includes representa-

tives of the Personnel assignments division—the five regional bureaus—and the respective career officers for that specialty or cone. Secretarial assignments are made at the secretarial panel; communications assignments at the communications panel; economic, political, administrative, and consular assignments at their respective panels. Assignments to senior and interfunctional jobs and out-of-cone assignments (e.g. political officer to economic, consular officer to political), are made by the interfunctional panel. This panel is chaired by the director of the Office of Foreign Service Career Development and Assignments; personnel from all the counseling and assignments divisions, except secretarial and communications, are present. All panels act under delegated authority from the director general of the Foreign Service.

When there are bidders from several cones competing for an interfunctional position, such as that of principal officer, the interfunctional panel has to choose which among the two or three candidates will be assigned. In such cases, the role of the assignments officer is to describe the job requirements, the respective career development officer presents the qualifications and career goals of his candidate, and the assignments officer indicates the reasons for a bureau's preference for one candidate. Panel members may ask questions about the competing individual's assignment history, whether or not he or she had previously served at a hardship post, the reasons for seeking this job as opposed to another for which the candidate may be equally qualified, how much training is needed, whether the candidate already has the language capability, etc. Equity considerations, timing and Service needs are also discussed by

the panel. After consideration of all these factors, the panel selects one of the candidates and the assignment is made. In the vast majority of assignments, however, there's early agreement on a single candidate, and little or no discussion is necessary.

Stiff competition

It's important to remember that the open assignments system represents a free and competitive marketplace in which you are job-hunting in competition with many others. Assess *realistically* your own background, qualifications and career goals. Are you really competitive for the positions on which you're bidding? If you're not, you've wasted a bid because you'll not be considered a viable candidate. If your last economic job was 10 years ago, it's highly unlikely you'll be competitive for an economic section chief job.

Your career officer is there to help you through the assignments process. If the officer tells you your bids are "unrealistic" or "not working out," what does this mean? Because the officer knows who all the bidders are on a particular job, as well as their qualifications, he or she can assess your competitiveness with respect to the other candidates for the same position. Your career officer also knows through contacts with assignments officers and bureau office and executive directors who the preferred candidate may be, and what the prospects are for that person's obtaining the assignment. If you're bidding on a stretch assignment, and there are qualified bidders at grade, your bid may be unrealistic in terms of your opportunity to obtain the position. If you're bidding on a job at grade but have no area experience, your bid may not work out because another officer at grade *does* have the area experience. In these instances, your career officer may ask you to submit additional bids, and suggest jobs for which he or she thinks you'd be qualified and which would also be in your career interest. Don't wait un-

til late in the cycle to submit your *real* bid list. Seventy-five percent or more of the assignments are made in the first months of the cycle—December to March—and you may lose out on a job for which you would have been competitive because it's already been filled.

Either ... or

Give consideration to service at a differential post, particularly if you've never had such an assignment. You're in the best position to decide when such an assignment will meet your family's health, educational or functional requirements and your own career goals. Service need increasingly requires that more employees will have to bid such assignments or accept the possibility of being identified for these positions.

Open assignments means meshing Service needs and employees' career objectives. And when these aren't compatible, Service need will ultimately determine your assignment. Open assignments also means open competition in the marketplace. You are well and truly job hunting, just as if you were unemployed, and the more you can do to sell yourself in terms of what's realistically possible, the better off you'll be. Don't be misled by the puffery in your employee evaluation report into bidding only on deputy-chief-of-mission or stretch assignments. As in any job search, your competitiveness and marketability are influenced by your record, your contacts, your experience and your reputation. Luck and timing also play a part. None of these factors are unique to the Foreign Service. So good luck and happy hunting! ■

Wye

—(Continued from Page 3)

salary of a chief of mission at a Class I post. Mr. Bacchus said a possible approach may include deferred payment of amounts over the cap, or additional retirement credit in lieu of

part of post differential. The conferees decided to seek an amendment to the Foreign Service Act to permit advances of pay for employees transferred to the United States. At present, advances are limited to transfers overseas.

The last items discussed on Saturday, Department organization and personnel structure, generated a request for more work by management staffs. Mr. Spiers said he welcomed ideas on needed organizational reforms and wanted to continue the dialogue on the subject of reorganization.

Continuity problem

In discussing personnel structure, several problem areas were identified: the lack of a computer-based workforce planning model (discussed previously); specialists and generalists (how many are needed at what levels, and in what functions?); the lack of staffing flexibility to meet surge workloads and to respond to crises; the need for more continuity in some domestic offices. Under Secretary Armacost suggested a study of the continuity problem and whether expanded use of Civil Service employees in some offices might be helpful. This and the other structural considerations will be followed up by Personnel and Management Operations.

As at the January conference, representatives of the family office, the Overseas Briefing Center and the American Association of Foreign Service Women met with spouses of some of the Wye II participants. For the most part, this group met separately to focus on the special concerns of Foreign Service families. In the final session of the conference, which took place Sunday morning, the spouses group introduced a proposal to establish a Foreign Service Associates Program in which spouses could opt to participate, under signed agreements, with the mission, in a wide range of activities for a fixed rate of pay. These activities might include

community-building within the official U.S. group at post, outreach to the host country, catering and residential management, and utilization of professional skills in a manner somewhat analogous to the Peace Corps.

The family office has sent a detailed exposition of the proposal to the field and invited comments on it.

Wye III?

What next? Wye III? Why not? In the meantime, progress on the Wye issues will be reported in the management cable series, in Department Notices and in STATE. ■

Letters to the Editor

—(Continued from Page 1)

Fan mail—III

BOMBAY, INDIA

From the Gateway, newsletter of the U.S. consulate general:

We discovered the November issue of STATE in our letter box the

Transfer Tremorsby ebp

I was almost transferred to SOMALIA, but while on leave, I had an accident in my liMO (GAD, I SHUdder even now to think of it).

I was almost transferred to LESOTHO, but while getting my shots at the health room A SERUm reaction kept me from going.

I was almost transferred to TURKEY, but while looking for someone to thANK A RATHER unusual event happened because bAD ANALysis of my records kept me from going. Gee whIZ MIRacles do happen!

other day. As the parent to all Foreign Service newsletters, STATE naturally provokes much excitement in the tiny heart of the Gateway, but we confess a certain mixed reaction as we flip through its pages.

For example, we found it a bit jarring to discover the announcement of the bombing of our embassy in Beirut tucked into two pages of News Highlights, immediately following a 10-page spread on a retired FSO who skips the presidential yacht Sequoia. It isn't that we want to dwell

on the negative, but somehow there's a lack of vitality.

Also, while we realize we're not in the business of competing with Time or Newsweek, we find STATE's format and layout seems modeled on a Government manual greatly lacking in any media awareness of graphic impact. If diplomats are meant to be communicators, perhaps our newsletter could be more representative. What do you think? Comments please.

Yes, comments please. ■



MEXICO CITY—Participants in a budget workshop, from left, front row: Ron Dailey, Inter-American Affairs; Yolaine Brun, Port Au Prince; Hector Hernandez, Mexico; Ralph Hartwell, Bridgetown; Eldo Lopez, Belize; Pieter Horman, Paramaribo; Joslyn Williams, Antigua; Margaret Houston, Grenada; Patricia

Chuck, Kingston; John Salazar, Mexico; Judith Knowles-Benjamin, Nassau; Howard Smith, Comptroller's Office; Patricia Grey, Kingston; Tom McQuillan, Comptroller's Office; Rosalia Mancilla, Mexico; Marie Ange LeClair, Martinique. Rear: Ruth Hofmeister, Foreign Buildings Office; Octaviano Jimenez, Santo Domingo; Cecilia

Guzman, Bridgetown; Anthony Yrizaray, Santo Domingo; Ameeta Shaw, Georgetown; Ann Clark, Port-of-Spain; Jose Luis Mena, Havana; Mary Pinto, Bridgetown; Matt Burns, Havana; Sonia Pieter, Curacao; Katherine Radosh, Port-au-Prince; Lew Gilstrap, Inter-American Affairs.

Diplo-Croctic No. 29

BY CAROL BECKER

Department of State Historical Office

DIRECTIONS

To solve this puzzle, write the words that you can guess from the definitions in the numbered blanks provided, and then transfer the letters to the corresponding numbered squares in the diagram. Working back and forth, a quotation will appear in the diagram reading from left to right. When all the words have been filled in, the author and title of the book from which the quote was taken will appear as the first letter of each word reading down. The solution will be published in next month's STATE megezine. (Ms. Becker's "Diplo-Croctic No. 28" appeared in the November issue; the solution was in the December STATE.)

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

DEFINITIONS

WORDS

- A. German beverage
33 166 77 110 7 155 62 108 96
40 70 195
- B. Bearded
81 147 177 184 57 127 173 190
- C. Dozed
170 22 151 191 193 198 61 23 47
- D. Cuban beverage
129 176 64 29 163 74 137 206
- E. Operatic intermission
66 161 106 48 194 5 121 91
- F. Carom
80 149 154 88 119 46 187 21
- G. Licorice beverage
94 104 41 4 120 67 130 17
- H. Where treaties ending War of Spanish Succession were signed
35 51 182 99 72 135 16
- I. Almost well (3 wds.)
85 131 140 207 15 42 59 156 32 1
- J. Musical platform
152 6 184 76 178 88 146 28 105
- K. Anglo-Saxon day laborers
180 29 82 133 100
- L. "When the lips have spoken, loved _____ ere soon forgotten" (Shelley)
142 37 209 101 83 97 186
- M. First and second days of Tishri
19 103 182 73 141 201 56 114 198
43 54
- N. Graceful intellect
111 183 192 2 215 138 27 180

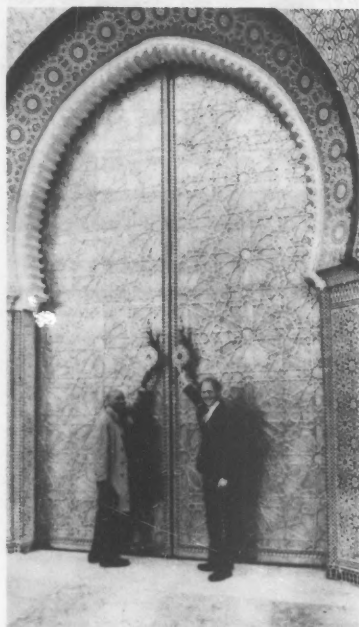
DEFINITIONS

WORDS

- O. Curdled beverage
123 9 52 198 136 159 200 48 143 211
- P. These are used to make a summer beverage
157 185 145 87 63 204
- Q. This often adds froth to a beverage
78 132 174 28 98 181 213 11
- R. Caledonian creature
75 189 102 90 150 203 10 38 125 25
117 69 134 107 95
- S. Hibernian beverage
138 175 118 95 6 116 216 179 34
202 112
- T. British beverage
52 30 84 185 36 12 208
- U. "Buried was the bloodied _____" (Hiawatha)
60 18 3 36 197 128 44
- V. Chronometric sound
198 31 188 205 13 115 65 148
- W. "Suspense in _____ is torture" (Milton)
79 124 14 214
- X. Comparative study of past and contemporary culture
46 171 210 88 122 144 188 188 153
- Y. Plum-flavored beverage
113 24 128 53 88 212 167
- Z. Iberian beverage
50 172 71 93 109 98

Post of the Month: Rabat

THIS CAPITAL is on the Atlantic coast of Morocco, the Arab country at the northwest corner of the African continent, separated from Spain by the Strait of Gibraltar. U.S. embassy employees are featured here as part of STATE's continuing series.



Public affairs officer *Boulos Malik*, left, and political officer *Doug Greene*, outside the Royal Palace in Fez.

The tower of the Grand Mosque, in Rabat.





The Roman ruins at Volubilis, outside Meknes.

A moussem (traditional Berber celebration) in Meknes.



POST OF THE MONTH: RABAT

Post of the Month: Rabat



Ambassador Joseph Verner Reed, left, and King Hassan II at the Royal Palace in Fez.



Peace Corps volunteers Lisa Stone and David Black, on an embassy camping trip.

The Majorelle Gardens of Marrakesh.





James Whelan and Janet Wilgus, USIA, scale the High Atlas Mountains.



Deputy chief of mission Harmon Kirby, left, and Moroccan minister of information Abdellatif Filali.

Bud Foglesong, left, and Dennis Brown, defense attache's office.



POST OF THE MONTH: RABAT



On a carriage ride in Marrakesh are deputy chief of mission *Harmon Kirby* (left), *Ross Gubser* (left in carriage), *Lawrence Bell* of the Moroccan-U.S. Liaison Office; and *Mrs. Kirby*.



Information officer *James Smith*, in the port at Tangier.

Chauffeurs *Mustapha Rouichek*, left, and *Ahmed Chafai*.





James Philipps, consul general in Casablanca, with Marine security guard Moses Nasser.



Secretary Mary Talarico visits Imilchil.



At ruins at Volubilis, with a guide (seated), from left: Lee Jackson, David Whittlesey, Richard Jackson, Alexa Ziegler, Melyana Bouchaib, Pamela Crimmins, Don Haven.



Secretaries *Julie Rethmeier* and *Rosalie Natrop*, at the Mausoleum of Mohammed V.



Atlas Mountain dwellers.



Inhabitants of a small village in the Middle Atlas Mountains.



Women at the Berber bride festival in Imichil, where they select their husbands.



Judith Irons with a resident at a home for the aged in Casablanca.

Robert Chase (pointing) and Stacy Rhodes (left) of AID, with agricultural officer Malcolm Purvis, visit a development project near Beni Mellal.



General *John W. Vessey* (left, with shovel) and Ambassador *Joseph Verner Reed*

(right) plant a tree in the embassy courtyard, in honor of the American armed

forces. At left is administrative officer *Coleman Parrott*.



Maintenance supervisor *Hammou Elouaradia* practices life-saving techniques with instructor *Jerry Kirkpatrick*, left.



Program officer *Michael Boyle* and artist *Aita Benyakhlef*, at the cultural center gallery.



Members of the embassy soccer team, from left: *Mohammed Hammouchi*, Ambassador

John Verner Reed and *Ahmed Chafai*. The two persons at right are not identified.

A shop in Marrakesh.



Deputy chief of mission *Harmon Kirby* with his wife and local children, in front of

Koutoubia Tower in Marrakesh. ■

Education and Training

Schedule of courses at Foreign Service Institute

Program	Feb.	Mar.	Apr.	Length of course
Area studies				
Africa, sub-Sahara	25	—	22	2 weeks
East Asia	—	—	22	2 weeks
Latin America	25	—	22	2 weeks
Near East and North Africa	25	—	22	2 weeks
People's Republic of China	—	11	—	2 weeks
South Asia	—	—	22	2 weeks
Southeast Asia	—	—	22	2 weeks
USSR/eastern Europe	—	—	22	2 weeks
Western Europe	25	—	22	2 weeks
Language and advanced area courses				
Afrikaans	11	—	—	24 weeks
Arabic (Egyptian)	11	—	—	24 weeks
Arabic (modern standard)	11	—	—	24 weeks
Arabic (modern standard, advanced, in Tunis)	11	—	—	12/15 mos
Chinese (standard)	11	—	—	24 weeks
Danish	11	—	—	24 weeks
Dutch	11	—	—	24 weeks
French	11	11	8	20 weeks
German	11	11	—	20 weeks
Greek	11	—	—	24 weeks
Indonesian	11	—	—	32 weeks
Italian	11	11	—	20 weeks
Japanese	11	—	—	24 weeks
Japanese (advanced, in Yokohama)	11	—	—	12/15 mos
Norwegian	11	—	—	24 weeks
Polish	11	—	—	24 weeks
Portuguese	11	11	—	24 weeks
Romanian	11	—	—	24 weeks
Russian	11	—	—	24 weeks
Serbo-Croatian	11	—	—	24 weeks
Spanish	11	11	8	20 weeks
Swedish	11	—	—	24 weeks
Thai	11	—	—	24 weeks
Turkish	11	—	—	24 weeks
Urdu	11	—	—	24 weeks
Familiarization and short-term (FAST) courses				
Arabic, Egyptian	11	—	—	6 weeks
Arabic, formal spoken (replaces Gulf, Hijazi and Levantine)	11	—	—	6 weeks
French (metrop.)	11	11	8	10 weeks
French (sub-Sah.)	11	11	8	10 weeks
German	11	11	—	10 weeks
Italian	11	11	—	10 weeks
Japanese	11	—	—	6 weeks
Portuguese (L.A.)	11	11	—	10 weeks
Portuguese (Eur.)	11	11	—	10 weeks
Russian	11	—	—	6 weeks
Spanish (L.A.)	11	11	8	10 weeks
Spanish (Eur.)	11	11	8	10 weeks
Thai	11	—	—	6 weeks
Early morning language classes				
Chinese	19	—	—	17 weeks
French	19	—	—	17 weeks
German	19	—	—	17 weeks
Italian	19	—	—	17 weeks
Portuguese	19	—	—	17 weeks
Russian	19	—	—	17 weeks
Spanish	19	—	—	17 weeks

—(Continued on next page)

Anti-terror seminar: dates are listed

"Coping With Violence Abroad," a one-day seminar for employees and adult family members, will be held on the following days at State Annex 15, in the fourth-floor auditorium 8:30 a.m.—4:30 p.m.:

January 7, 22; February 4, 19; March 4, 18; April 1, 15, 29; May 6, 13, 20, 28; June 3, 10, 17, 24; July 1, 8, 15, 22, 29; August 5, 12, 19, 26; September 2, 9, 16, 23, 30; October 7, 21; November 4, 18; December 2, 16.

Registration is required. A request for registration must be received by the Foreign Service Institute, School of Professional Studies, in State Annex-3, at least 30 days before the seminar.

Attendance is mandatory for employees who have not attended the seminar since January 1982. State employees in Washington who are being assigned overseas will be assigned automatically to the course by their personnel offices, and should notify that office of family members planning to attend. The course will be followed at post by seminars on local situations. For information, call the Registrar's Office, 235-8727. □

Interdepartmental seminar set for January 14-25

The next session of the Foreign Affairs Interdepartmental Seminar will be conducted at the Foreign

Library Services

Location: Room 3239 New State.

Telephone: 632-0486.

Collection: 680,000 volumes, 1,100 periodical titles.

Services:

Loans of books, periodical, Government documents, maps.

— Locating, borrowing items from other libraries.

— Assistance in finding information (legal, statistics, historical, biographical, geographical, etc.).

— Automated retrieval of information relating to foreign affairs.

— Daily newspapers (back issues on microfilm).

Service Institute, January 14-25. Its purpose is to explore factors affecting the formulation and execution of foreign policy, the institute said. Special attention will be given to such issues as food, population and energy; problems of development in the Third World; and problem areas such as the Middle East, Central America and U.S.-Soviet relations.

The seminar draws its speakers from Government, independent research organizations, universities and the business world. For information, contact Hugh C. McDougall, Dennis J. Stanley or June Callahan, (703) 235-8776. □

1-day symposiums

The Foreign Service Institute's Center for the Study of Foreign Affairs held one-day symposiums last month on Soviet agriculture and on the future of the General Agreement on Tariffs and Trade. ■

U.S. savings bonds offer opportunity without risk

U.S. savings bonds have taken a giant step into today's highly competitive savings and investment world. The interest rate for Series EE bonds is now tied to marketable securities. They earn 85% of the average yield on five-year Treasury securities. There's also a guaranteed minimum return to protect bondholders and buyers from a sharp drop in market rates. This "opportunity without risk" applies to savings bonds held five years or longer. If redeemed sooner, bonds will earn interest on a fixed scale.

Older Series E and EE bonds and Savings Notes will still earn their guaranteed rates. But if they are held five additional years, they will earn the new market-based rate, if it is higher.

Before the change, EE bonds were earning 9% interest when held to an 8-year maturity. With the change, if market rates are 13%, for example, bonds will earn about 11%, a good return for a minimum savings of only \$25—the price of a \$50 bond. And there is no ceiling on how high the rates can go.

But market rates is only one of the unique benefits offered by savings bonds. For example, interest on them is exempt from state and local income tax, and federal income tax can be deferred until bonds are redeemed or reach maturity.

—(Continued from preceding page)

Program	Feb.	Mar.	Apr.	Length of course
Administrative training				
*Administrative Core	25	25	22	3 weeks
General services operations	25	18	15	3 weeks
Personnel operations	—	18	15	2 weeks
Budget and financial management	25	18	15	6 weeks
**Coping with violence abroad	4,19	4,18	1,15,29	1 day
*Prerequisite before taking GSO, PER and B&F.				
**This course used to be available on a walk-in basis. You must now register.				
Consular training				
ConGenRosslyn basic consular course	Continuous enrollment			3 24 days
Immigration law and visa operations	*Correspondence course			
Nationality law and consular procedure	*Correspondence course			
Overseas citizens services	*Correspondence course			
*See Airgram A-660 (dated 7/17/84).				
Executive development				
Advanced television workshop*	—	21	—	3 days
Executive performance seminar	—	10	—	5 days
Overseas supervisory workshop	27	—	—	5 days
Supervisory studies seminar	3	—	14	5 days
*By invitation only.				
Orientation				
Orientation for Foreign Service officers	—	6	—	6½ weeks
Orientation for Department officers	19	—	15	2 days
Orientation for Foreign Service personnel	19	—	15	1 week
Department clerical orientation	19	4	15	7 days
Foreign Service secretarial training				
Foreign Service secretarial training	11	11	29	6 days
Foreign Service secretarial refresher/re-entry	Schedule arranged			Individual
First-time ambassador's secretary's briefing	Schedule arranged			Individual
Communications skills				
Fundamentals of speech	—	25	—	24 hours
Reading dynamics	—	—	8	20 hours
Speech and oral communication	—	—	8	40 hours
Clerical workshops				
Managing words (word processing training)	To be arranged			Individual
Department correspondence (telegrams, airgrams, etc.)	To be arranged			Individual
OCR telegram preparation workshop	To be arranged			Individual
Preparation of travel vouchers	To be arranged			Individual
The art of machine transcription	—	11	—	8 hrs. indiv.
Secretarial skills				
Management skills seminar for secretaries	—	25	—	3 days, off-site
Career development workshop, Section I	19	—	—	5 days
Clerical skills				
Stenography laboratory (advanced)	Schedule arranged			Individual
Workshop for speed and accuracy	—	—	15	4 weeks, 40 hours
Workshops for managers				
Notetaking for managers	Schedule arranged			Individual (upon request)
The art of dictation workshop	—	11	—	8 hrs., indiv.
Advanced writing for managers	4	—	—	22 hours ■

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Martin's Maintenance Corner



BY MARTIN ROSKIN

Mr. Roskin is a Foreign Service national employee on the general services staff at Embassy Tel Aviv. He writes a weekly column in the post newsletter, the Star, from which the following is reprinted.

HERE IS A SIMPLE WAY to build your own cocktail bar, and the cost is very small. The construction is also very simple; you don't need any sophisticated tools. All you do need are an electric drill with wood bits, screwdrivers, wallpaper tools, i.e. roller, scissors, knife, etc., and a hammer.

Now for the materials needed for the bar. The wood you'll need to buy can be bought in any carpentry or wood shop. For the top of the bar, I myself would choose a solid pine ("Oren") wood; this you would have to order, as the carpenter would need to stick and clamp lengths together to



bar, so I'll need two boards 136 cm. long by 25 cm. wide. Now for the front: one piece 140 cm. wide by 98 cm. high by 1.5 cm. thick. Now I have all the wood needed and I'm ready to reassemble the bar (make sure when collecting the wood that the carpenter has cut the pieces for you exactly, so you yourself won't have to do any cutting).

Now I'll drill three holes 1 cm. up from the bottom of the side boards, evenly spaced, and then screw them tightly to the edge of the baseboard. I would also use some white plastic glue for extra strength. I would also make sure that the screwheads are slightly center, sunk into the wood.

Now for the top. I'll take the pinewood top and drill through it, along the edge, 1 cm. down for the screws to screw on the 13 cm. pine lengths that will form the edging. I'll center-sink the screws and fill over the screwhead with pine plastic wood filler, so that when I stain and lacquer the top, the holes will look like knots in the wood (pinewood usually has many knots in it).

Now I've completed the top. Before putting the top on, I'll nail the front board on, making sure that the

bar becomes square. The top now should fit snugly over the top of the bar, leaving 15 cm. overhang on the front. Now the bar is complete, except for securing the top, which I would do with 2-cm. metal angles, screwed from underneath, from the sides to the top, and putting in the shelves which I would put on plastic shelfholders. You can also use these plastic shelfholders, if you want, to put on the bottom of the bar so it stands 1 cm. off the floor.

Now for the finish. I would wallpaper the front and sides with a hesian type of fabric paper, and put a fluorescent tube underneath the front for concealed lighting. The top I would stain with two coats of pine stain, then finish it with a hard polyurethane lacquer.

I would end up with a very attractive bar for my salon, and maybe I would buy a few bar stools, some liquor and invite a few friends 'round for a drink. □

Cocktail bar

achieve the required width. I think it would be worth the little extra to do it. However, if you don't want to go to the extra expense, you can always buy a sheet of plywood with an attractive veneer. And you can always substitute different materials.

I'll order a pinewood top 144 cm. long, 45 cm. wide and 2 cm. thick. For the overhanging strips, I'll need two lengths, 43 cm. long by 13 cm. wide by 2 cm. thick, and one strip 144 cm. long by 13 cm. wide by 2 cm. thick.

For the sides and bottom of the bar I would use either plywood or chipboard (remember, if you decide to use chipboard, the screws you will need would have to be self-tapping, not regular wood screws). The boards I'll need are two pieces 30 cm. by 98 cm. by 2 cm thick for the sides, and one piece 136 cm. long by 30 cm. wide by 2 cm. thick for the bottom. Now I'm also going to need two pieces for shelves to put inside the

ONE PROBLEM that happens in many homes is flaking paintwork on the ceiling and walls in the bathroom. There are two reasons for this. One is the chemical reaction between the steam and the lime in the white-wash some builders use, and the other cause could be that in the flat above, water is seeping through the floor and causing the trouble in your bathroom. So what do you do?

Flaking paintwork

Well, the first problem, which is steam, is the most likely cause, so scrape off all the loose paint, then sand the walls and ceilings so they are smooth, then paint with two coats of Akranol paint. It is white and water-resistant. After you have painted this on, you can paint over it with any color of emulsion paint, but not sid. If the reason for the problem is the latter, then your upstairs neighbour will need to fix the floor. Then paint your bathroom the same way. This should solve the problem. ■

Personnel: Civil Service

Promotions

GM-14

Schwartz, Marlene A., Passport Services

GM-15

Smith, David G., Intelligence and Research, Office of Analysis for Middle America-Caribbean

GS-3

Blue, Charise B., Passport Services

Cherry, Barry S., Passport Services

Chesley, Carolyn E., Foreign Affairs Information Management Center

Hickman, Chynita E., Passport Services

Jacobs, Deana, Passport Services

Johnson, Lisa Dolores, Passport Services

Mitchell, Toinette Denise, Passport Services

Neal, Annette Karen, Office of Financial Operations

Redmond, Brian, Passport Services

Stephens, Dana L., Office of Fiscal Operations

Walker, Darceie Anastasia, Pre-Assignment Center

Williams, Edith Marie, Passport Services

Winford, Lisa D., Passport Services

Woodbury, Jacqueline D., Passport Services

GS-4

Anderson, Audrey Ernestine, Office of Supply, Transportation and Procurement

Cutts, Michael R., Passport Agency, San Francisco

Gambrell, Paula Marcella, Passport Services

Topasna, Angie Santiago, Passport Agency, San Francisco

Vogel, Kelly Jeanne, Office of Security

Yniguez, Susan K., Economic and Business Affairs, Office of Energy Producer-Country Affairs

Zawistoski, Alan J., Office of

Foreign Buildings

GS-5

Brewer, Shirlett, Office of Citizens Consular Services

Brown, Caysandra, Consular Affairs

Cooper, Kyna Delynn, Intelligence and Research, Office of Intelligence Coordination

Dawkins, Gloria Ann, Office of Fiscal Operations

Dugger, Janice M., Office of Refugee Admissions,

Processing and Training

Floyd, Alma E., Office of Security

Gates, Lloyd Wayne, Office of Security, Document Information Systems

Hardy Jr., Albert, Classification/Declassification Center

Hill, Carolyn S., Office of Citizens Consular Services

Johns, Geraldine K., Foreign Affairs Data Processing Center

Manly, Meredith M., Classification/Declassification Center

Miles, Sharon A., Economic and Business Affairs, Office of Aviation

Trent, Michelle D., Foreign Affairs Data Processing Center

Ware, Lanette D., Office of West African Affairs

Williams, Bernice Lee, Economic and Business Affairs, Office of Maritime and Land Transport

GS-6

Adams, Lamay B., Near Eastern and South Asian Affairs

Arnold, Pamela I., Office of Security, Special Assignments

Daniele, Caryn Lynn, Bureau of Personnel, Office of Foreign Service Career Development and Assignments

Fuchs, Lydia E., Human Rights and Humanitarian

Affairs

Mackell, Christine X., Economic and Business Affairs, Office of International Trade

Shields, Anthony, Office of Communications, Communications Center

GS-7

Ellis Jr., John L., Foreign Affairs Information Management Center

Gonzales, Ann Marie, Passport Agency, New Orleans

Jackson, Pauline, Foreign Affairs Information Management Center

Marken, Anne-Heather, Office of the Assistant Legal Adviser, International Claims

Okeefe, Allison J., Office of Security

Osborne, Shirley P., Foreign Affairs Information Management Center

Reis, Carolyn W., Information Systems Office, Systems Design and Programming Division

Tengan, Jamie L., Passport Agency, Los Angeles

Tingle, Lydia W., Foreign Affairs Data Processing Center

Williams, Phyllis M., European and Canadian Affairs

GS-8

Hart, Larry T., Office of Communications, Communications Center

Lozovina, Jo Ann, Economic and Business Affairs, Office of East-West Trade

Seabloom, Judith M., Economic and Business Affairs, Office of Energy Producer-Country Affairs

GS-9

Bain, Clifton R., Passport Services

Berkenbile, Lee Ann, Congressional Relations

Haas, Jean F., Office of the Ambassador at Large and Special Adviser to the Secretary on Non-

Proliferation Policy and Nuclear Energy Affairs

Hanson, Christine, International Narcotics Matters

Powell, Shirley T., Office of the Coordinator for Public Diplomacy for Latin America and the Caribbean

Rlordan, Jerris Kathleen, Intelligence and Research, Office of Intelligence Liaison

Russell, Catherine Joyce, Office of Facilities Management and Administrative Services

Ware, Sylvia R., Intelligence and Research, Office of Intelligence Liaison

GS-11

Bacon, Nellie J., Passport Agency, Miami

Baker, Rabb Stevan, Office of Facilities Management and Administrative Services

Bobby, Wayne S., Economic and Business Affairs

Brophy, Barbara Joyce, Passport Agency, Los Angeles

Coble, Linda J., Bureau of Personnel, Office of Management

Early, Sharon L., Economic and Business Affairs, Planning and Economic Analysis Staff

Friedt, Anita E., Intelligence and Research, Office of Analysis for the Soviet Union

Pusateri Jr., Philip J., Passport Agency, New Orleans

Rubin, Phyllis N., Oceans and International Environmental and Scientific Affairs, Office of Food and Natural Resources

Sziosok, Gustav P., Passport Agency, San Francisco

GS-12

Aiba, Joann G., Office of the Executive Secretariat

Jenkins, Wardell L., Office of Communications, Communications Center

PERSONNEL: CIVIL SERVICE

Lawrence III, David B., Information Systems Office, Systems Design and Programming Division
Roeder Jr., Larry Winter, Economic and Business Affairs, Office of East-West Trade
Shahin, Charlotte F., Foreign Affairs Information Management Center

GS-13

Edmonds, William E., Office of Citizens Consular Services
Foggie, Sonja M., Office of the Assistant Legal Adviser, Treaty Affairs

GS-14

Batt, Eugene P., Bureau of Personnel, Office of Management
Casey, Paula J., Intelligence and Research, Office of Analysis for East Asia and the Pacific
Muse, Carolyn Kay, Intelligence and Research, Office of Intelligence Resources
Wirth, David A., Office of the Assistant Legal Adviser, Oceans and International Environmental and Scientific Affairs

GS-15

Foreman, Dennis I., Office of the Assistant Legal Adviser, Educational, Cultural and Public Affairs
Yanagida, Joy A., Office of the Assistant Legal Adviser, Oceans and International Environmental and Scientific Affairs □

Appointments

Ayling, Sharon Kennedy, Politico-Military Affairs, Office of Strategic Technology and Nuclear Affairs
Barfield, Lamanthia A., Pre-Assignment Center
Barnes, Norman C., Classification/Declassification Center
Battle, Cassandra Anne, Pre-

Assignment Center
Biniaz, Susan, Office of the Legal Adviser
Booth, William J., Office of the Comptroller, Budget and Planning
Brown, Gerald M., Visa Services
Carroll, Geraiidine M., Bureau of Personnel, Office of Recruitment, Examination and Employment
Carter, Lisa C., Pre-Assignment Center
Copeland, Melissa C., Pre-Assignment Center
Croy, Shari P., Diplomatic Pouch and Courier Services
Cruey, Denese Shavon, Pre-Assignment Center
Davis, Terry Vanessa, Pre-Assignment Center
Dickerson, Dariene Gayle, Passport Agency, New Orleans
Ditimi, Terri Ceieste, Passport Services
Earnest, Randolph C., Office of the Coordinator for International Communications and Information Policy
Ellis, Gregory S., Bureau of Personnel, Office of Management
Frank, Denise J., Foreign Service Institute
Garufi, Carmeia E., Foreign Affairs Information Management Center
Glasco, Renee A., Passport Agency, Los Angeles
Gordon, Angeia Jean, Pre-Assignment Center
Greene, Robert Austin, Passport Services
Grimes, Anna Mae, Office of Communications
Hachman, Barbara A., U.S. Mission to the United Nations
Haidet, Terree Alan, Office of Security
Harley, Desmond Darrell, Pre-Assignment Center
Harris, Minnie P., Passport Agency, Los Angeles
Ioffreda, Angelo S., Intelligence and Research, Office of Analysis for Mid-

dle America-Caribbean
Jackson, Eveiyn C., Office of Communications, Communications Center
Jackson, Karen M., Foreign Affairs Information Management Center
Kirby-Conway, Angeia, Bureaus of Administration, Financial Management Division
McCollum, Marsha A., Passport Services
McLane, Sharon Marie, Pre-Assignment Center
Minas-Bekov, Nina, Foreign Service Institute
Mitchell, Linda A., Foreign Service Institute
Motley, Cynthia J., Pre-Assignment Center
Norris, Janet L., Office of Security
Nugent, Kathieen E., Refugee Programs
Park, Elizabeth Anne, Pre-Assignment Center
Perrin, Annette Fagin, Office of Southern Cone Affairs
Pipan, Joseph George, Pre-Assignment Center
Price, Robert L., Economic and Business Affairs, Office of East-West Trade
Randolph, Jo Ann, Economic and Business Affairs
Reis, Herbert K., U.S. Mission to the United Nations
Ricketts, Wiheimina A., European and Canadian Affairs
Rockwell, Pameia D., Office of the Assistant Legal Adviser, International Claims
Royster, Timothy Roland, Pre-Assignment Center
Sandin, Donna H., Office of Facilities Management and Administrative Services
Saylor, Richard G., Office of Security
Seratte, Kathlene Ann, Pre-Assignment Center
Sheiton, Joan, Passport Agency, San Francisco
Sinn, Melvin E., Classification/Declassification Center
Smallwood, Judith Diane,

Office of Communications, Communications Center
Smith, Harriet L., Pre-Assignment Center
Smith, Hilton, Passport Services
Spence, Joy Denise, Pre-Assignment Center
Spriggs, Queen Elizabeth, Near Eastern and South Asian Affairs
Steigerwald, Nora Ann, Pre-Assignment Center
Stewart, Anna M., Passport Agency, Houston
Suddeth, Margaret Mary, Pre-Assignment Center
Thingelstad, Gerald P., Office of Financial Services
Thomas, Elizabeth A., Diplomatic Pouch and Courier Services
Wiheim, Deborah Chandier, Bureau of Administration, Personnel Management Division
Wilson, Russell Oriandó, Passport Services
Wimmer, Janice Caroyn, Office of the Coordinator for Public Diplomacy for Latin America and the Caribbean
Winchester, Ellen S., Pre-Assignment Center
Wyman, Barbara Ann, Oceans and International Environmental and Scientific Affairs
Young, Maria, Passport Agency, San Francisco □

Reassignments

Anderson, Arleen Beinda, Office of Financial Services to Office of the Comptroller, Budget and Planning
Anderson, Gloria Elaine, Passport Services to Foreign Service Institute
Anderson, Paula L., Passport Agency, Houston to Passport Agency, Washington
Baker, Tura L., Congressional Relations to Office of Citizens Consular Services
Bishton, Michael P., Refugee

- Programs to International Organization Affairs
- Brown, Sherrilyn D.**, Foreign Affairs Information Management Center to African Affairs
- Catlin, Robert J.**, Office of Communications, Communications Center to Office of Communications, Foreign Operations
- Dockery, Sharon R.**, Poslitico-Military Affairs, Office of Security Assistance and Sales to Human Rights and Humanitarian Affairs
- Early, Michael A.**, Office of Financial Operations to Consular Affairs
- Ewasko, Stephanie**, Office of the Under Secretary for Management, Executive Office to Bureau of Personnel, Office of Civil Service Career Development and Assignments
- Glapton, John E.**, Office of Communications, Communications Center to Intelligence and Research, Office of Global Issues
- Green, Alice**, Passport Services to Foreign Affairs Information Management Center
- McKee, Kendra L.**, Foreign Service Institute to Bureau of Administration, Personnel Management Division
- McMillan, Cheryl D.**, Near Eastern and South Asian Affairs to Bureau of Personnel, Office of Performance Evaluation
- Melcher, Margaret Monroe**, Office of Central American Affairs to Office of Foreign Buildings
- Miller, Lori L.**, Diplomatic Pouch and Courier Services to Office of Supply, Transportation and Procurement
- Mobley, Homer R.**, Consular Affairs to Office of Facilities Management and Administrative Services
- Moore, Vincent R.**, Passport Agency, San Francisco to Passport Agency, Los Angeles
- Shaloff, Stanley**, Office of the Historian to Intelligence and Research, Office of Analysis for Western Africa
- Singh, Harjit**, Pre-Assignment Center to Office of the Executive Secretariat
- Singletary, Mary Frances**, Bureau of Administration to Classification/Declassification Center
- Zipser, Janet R.**, Information Systems Office, Systems Design and Programming Division to Information Systems Office, User Support Services Staff □
- Resignations**
- Anderson, Arleen Belinda**, Office of the Comptroller, Budget and Planning
- Anderson, Joseph A.**, Bureau of Personnel, Office of Management
- Armstrong, Samuel**, Passport Agency, Houston
- Boster, Davis Eugene**, Classification/Declassification Center
- Brooks, Renee N.**, Bureau of Personnel, Office of Management
- Brown, Donna Louise**, Bureau of Personnel, Office of Management
- Burke, Robin L.**, Foreign Affairs Data Processing Center
- Church, Stephanie Braun**, Near Eastern and South Asian Affairs
- Clinton, Yolanda**, Passport Agency, Chicago
- Coates, Leon D.**, Bureau of Personnel, Office of Management
- Contee, Stephanie Y.**, Bureau of Personnel, Office of Civil Service Career Development and Assignments
- Dowtin, Kim La Juan**, Passport Agency, Washington
- Duffy, Colleen Marie**, Office of the Comptroller, Financial Operations
- Duncan, Samuel Edward**, Pre-Assignment Center
- Dyess, Chandler J.**, East Asian and Pacific Affairs
- Easterling, Brenda Annette**, Passport Agency, San Francisco
- Edwards, Kevin T.**, Information Systems Office, Systems Design and Programming Division
- Fish, Peter Livingston**, Passport Agency, Washington
- Fox, Dolores M.**, Office of Security
- Fuller, Stacy Yvette**, East Asian and Pacific Affairs
- Gonzales, Henry R.**, Bureau of Administration, Personnel Management Division
- Goodwin, Laura K.**, Office of Supply, Transportation and Procurement
- Gulda, Regina Angela**, Bureau of Personnel, Grievance Staff
- Gullory, Angela Denise**, Passport Agency, San Francisco
- Haley, Anita J.**, Bureau of Personnel, Office of Management
- Hall, Monica V.**, Passport Agency, Washington
- Halton, Michael Harris**, Pre-Assignment Center
- Harris, Donald S.**, Classification/Declassification Center
- Harris Jr., Reginald Eugene**, Passport Agency, Washington
- Holgulin, Ina Cecilia**, International Narcotics Matters
- Horne, Elizabeth**, Office of the Under Secretary for Management, Executive Office
- Kelley, Mary A.**, Passport Agency, Boston
- Kimmel, James K.**, Office of Supply, Transportation and Procurement
- Lane, James B.**, Office of Citizens Consular Services
- Mancuso, Laurie A.**, Office of Supply, Transportation and Procurement
- Mathy, Richard A.**, Passport Agency, Chicago
- McDonald, Stephen**, Office of Supply, Transportation and Procurement
- McKinney, Catherine Scott**, Passport Agency, Los Angeles
- McLean, Becky Elizabeth**, Consular Affairs
- Morgan, Francilla A.**, Foreign Service Institute
- Morrow, Naomi J.**, Passport Agency, Seattle
- Osborn, Ronald E.**, Washington Finance Center
- Osborne, Martin E.**, Economic and Business Affairs
- Pendleton, Jacqueline O.**, Office of Foreign Service National Personnel
- Quinn Jr., Edward M.**, Foreign Affairs Information Management Center
- Richardson, Levi R.**, Foreign Affairs Information Management Center
- Robertson, Gregory**, Bureau of Personnel, Office of Foreign Service Career Development and Assignments
- Robertson, Melinda**, Oceans and International Environmental and Scientific Affairs, Office of Fisheries Affairs
- Sheehan, Margaret**, Office of Supply, Transportation and Procurement
- Shelton, Joan**, Passport Agency, San Francisco
- Shepard, Dale Boswell**, Office of the Comptroller, Financial Operations
- Simmons, Patricia Kaye**, Passport Agency, San Francisco
- Smith, Alexander**, Passport Agency, New York
- Teweles, William J.**, Passport Agency, San Francisco
- Thomas, Julie A.**, Pre-Assignment Center
- Thorpe, Shirley C.**, International Narcotics Matters
- Waple, Laura Graham**, Bureau of Personnel, Office of Civil Service Career Development and

Assignments

Wolf Jr., Victor, Classification/Declassification Center

Wood, James C., Office of Foreign Missions □

Retirements

Wallace, Daniel, Office of Security

Winston, Eleanora E., Passport Agency, Washington □

LEGAL ADVISER'S OFFICE—

For his work in the Gulf of Maine case before the World Court, a Superior Honor Award is presented to **Bruce C. Rashkow**, right, director, Office of Canadian Maritime Boundary Adjudication, by legal adviser **Davis R. Robinson**.

Consular management internships created

Three positions have been designated in the Bureau of Consular Affairs for a new Consular Affairs Management Intern Program. The positions—in Visa Services, Overseas Citizens Services and Passport Services—are at the GS-9 level. Interns who complete the 15-to-24-month program of rotational assignments and training will be promoted to the GS-11 level. All positions have promotion potential to GS-12.

Civil Service career employees in grades GS-9 and above, who have worked at

State for one year, are eligible to apply. Handicapped employees with three years of service who were appointed under Schedule A authority are also eligible. For information, call Patti Pittarelli, Office of Civil Service Career Development and Assignment, 632-5870. □

Group insurance

Proposed regulations on the conversion rights of employees who lose group coverage under the Federal Employees' Group Life Insurance Program have been issued by the U.S. Office of Personnel Management. The proposed regulations would extend the time for conversion. The text

is available in the Office of Civil Service Career Development and Assignments, Room 2429. □

3 board members

Three additional persons have been appointed to the Performance Review Board, in connection with the Senior Executive Service at State. They are Barry J. Kefauver, executive director, Bureau of Oceans and International Environmental and Scientific Affairs; Mary Beth West, assistant legal adviser for European and Canadian affairs; and C. Thomas Thorne, deputy assistant secretary, Bureau of Intelligence and Research. ■



Personnel: Foreign Service

Appointments

Akuetteh, Cynthia Helen, Training Complement
Besom, Katherine Phelps, Havana
Boneparth, Ellen Susan, Training Complement
Breiter, Ann Kathleen, Training Complement
Breuer, Marvin L., Office of Communications, Maintenance and Logistics Division
Brown, Madeleine M., Training Complement
Carey, Kevin Paul, Training Complement
Chambers, Alexander Peter, Training Complement
Chang, David Cheng, Training Complement
Cohen, Efraim Alan, Training Complement
Collins, Williams Lewis, Training Complement
Comiskey, Margaret Mary, Training Complement
Cowell Jr., Bainbridge, Training Complement
Dobson, Douglas Stewart, Training Complement
Featherstone, Alexander A., Training Complement
Fischer, Diane Lydia, Training Complement
Foran, Patricia Bailey, Training Complement
Gfoeller-Volkoff, Tatiana, Training Complement
Gfoeller, Michael, Training Complement
Graham Jr., Thomas Edward, Training Complement
Grant, William Kevin, Training Complement
Gray, Douglas Allen, Training Complement
Griffin, Christa U., Training Complement
Hohe, Martin Paul, Training Complement
Jackson, William David, Training Complement
Kerber, Frank John, Training Complement
Knotts, Bruce Fred, Training Complement
Knutson, Linda F., Paris
Laprade, Robert C., East Asian and Pacific Affairs

Larson, Garold Norman, Training Complement
Long, Robert W., Kathmandu
Martinez, Elizabeth Lee, Training Complement
Matano, Albert Konin, Training Complement
Maynard, Cathleen Eleanore, Training Complement
McCarthy, Danny B., Lagos
Merrell, David Wilson, Training Complement
Miller, Cornelia P., Training Complement
Nuland, Victoria Jane, Training Complement
O'Donohue, Peter Adams, Training Complement
Reclnos, Augusto, Training Complement
Roberson, Catherine S., Training Complement
Ruddy, Francis S., Malabo
Rueda, Maria Magdalena, Buenos Aires
Russell, Ranta L., Santa Domingo
Sandrolini, Christopher J., Training Complement
Sandusky, Timothy Carlyle, Training Complement



June Blom, wife of Richard Blom of Embassy Mexico, has won the American Embassy Association's first award for community service. A former president of the association, she was cited for instituting an English spelling bee for schoolchildren, assisting charities, teaching history, tutoring Mexican students in English and participating in church activities.

Schlosser, Susan Carol, Kingston
Scott, Allan Richard, Training Complement
Spangler, Douglas E., Office of Communications, Maintenance and Logistics Division
Stuart, Robert D., Oslo
Swanson, Suzanne, Brasilia
Taylor, Lowry, Training Complement
Terry Jr., Prince Albert, Training Complement
Truhn, John Patrick, Training Complement
Valois, Denise Marie, Training Complement
Wells, Ann Mason, Training Complement
Wittmann, Christopher E., Training Complement
Wohlers, Paul Dashner, Training Complement
Woolfork, James L., Training Complement □

Transfers

Abnett, William B., China to East Asian and Pacific Affairs
Agnew, Dennis J., France to Office of Communications
Agnew, Nancy Anne, France to European and Canadian Affairs
Alexander Jr., Norman, Bureau of Personnel, Office of Performance Evaluation to Monterey
Ames, Beverley June, Hong Kong to East Asian and Pacific Affairs
Armbruster, Susan A., Turkey to Office of Communications
Ascher, Vivienne Zoe, Foreign Service Institute to Office of Press Relations
Babin Jr., Anthony J., East Asian and Pacific Affairs to Bureau of Personnel, Office of Recruitment, Examination and Employment
Barron, Thomas F., Germany to European and Canadian Affairs
Bazala, Sylvia J., Refugee Programs to Foreign Service Institute, University Training
Bedard, Joseph E., Yemen Arab Republic to Office of Communications
Blakely, Gary I., Nigeria to Udorn
Bleyle, David L., China to Stockholm
Bort, Walter F., Pakistan to Office of Communications, Communications and Planning Engineering Division
Brackman, James F., China to Office of Foreign Buildings
Brackman, Stella S., China to Bureau of Personnel
Brennan, John Owen, Saudi Arabia to Near Eastern and South Asian Affairs
Brown, Kent N., Foreign Service Institute, Language Training to Vienna
Burchyns, Stephen Paul, Office of Security to Abu Dhabi
Burgstaller, Cynthia J., Inter-American Affairs to Istanbul
Burkhardt, Robert L., Germany to Office of Communications
Butcher, Larry Gene, European and Canadian Affairs to Foreign Service Institute
Cassman, Joel F., Economic and Business Affairs, Office of International Commodities to Santiago
Chapman, Michele A., Office of Communications to Santiago
Cheever Jr., Francis S., European and Canadian Affairs to Intelligence and Research, Office of Analysis for the Soviet Union
Compton, Gordon F., Oman to Near Eastern and South Asian Affairs
Cookman, Jimmie W., Office of Communications to Brussels
Crowley, Shirley J., Lesotho to Dakar
Deibler, Roy A., Office of Security to Rome-Vatican
Dibble, Philo L., Lebanon to

PERSONNEL: FOREIGN SERVICE

- Near Eastern and South Asian Affairs
- Dixon, John M.**, Office of Facilities Management and Administrative Services to Office of Communications, Maintenance and Logistics Division
- Doucet, Henry L.**, Office of Communications to Jeddah
- Everhart, Christine E.**, Zaire to Dakar
- Ferguson, Joyce M.**, France to European and Canadian Affairs
- Fibish, Nancy Connolly**, International Organization Affairs to London
- Fling III, Graham J.**, Pakistan to Office of Communications
- Fonteneau, Alfred F.**, Mauritania to African Affairs
- Foster, Daniel L.**, Jamaica to Khartoum
- Freeman Jr., Charles W.**, China to Bangkok
- Gardner, Gail Lois**, Office of Communications to Frankfurt
- Garrison, Richard A.**, Berlin to Paramaribo
- Gawf, John L.**, Bureau of Personnel to Politico-Military Affairs
- Gibbs, John H.**, Zimbabwe to Office of Communications
- Goeckermann, Robert H.**, Sweden to Oceans and International Environmental and Scientific Affairs, Office of Science and Technology Support
- Grasty, Kenneth Jefferson**, Human Rights and Humanitarian Affairs to Mexico
- Harris, Frederick N.**, Philippines to Office of Communications
- Henning, John N.**, Office of Communications to Madras
- Higa, Calvin M.**, Greece to Office of Communications
- Hildreth, Danny R.**, Bulgaria to Office of Communications
- Isaacson, Paul Wilton**, Germany to Training Complement
- Johnson, Shelley E.**, Mexico to Bureau of Personnel
- Johnson, Susan Rockwell**, U.S. Mission to the United Nations to Office of the Under Secretary for Political Affairs
- Kearfott, M. Corinne**, Bulgaria to European and Canadian Affairs
- Keegan, Patricia K.**, Mogadishu to Port Louis
- Kennedy, E. Ruth**, Bureau of Personnel, Office of Foreign Service Career Development and Assignments to U.S. Mission Geneva
- Lanham, James M.**, New Zealand to Bangkok
- Leonard Jr., Robert D.**, China to Office of Communications
- Light, Sally Mathiasen**, Training Complement to Ciudad Juarez
- Llorens, Hugo**, Philippines to La Paz
- Lopez, Gerard Joseph**, Office of Security to Abidjan
- Lowe, David D.**, Belgium to Tel Aviv
- Luftman, Eric Wade**, Training Complement to Georgetown
- Lyles, Lester M.**, Office of Communications to Panama
- Maccini, Jimmie A.**, Liberia to African Affairs
- Malott, Frank Stephen**, Guinea to Curacao
- Martinez, Richard R.**, Inter-American Affairs to Foreign Service Institute
- McLaughlin Jr., Archle**, Ireland to Harare
- Miskovish, Regina A.**, Liberia to Lisbon
- Monk, Amy Y.**, Nigeria to Training Complement
- Moore, Peggyann**, France to European and Canadian Affairs
- Morin, Annabelle C.**, Portugal to European and Canadian Affairs
- Morris, Franklin H.**, Zimbabwe to Office of Communications
- Olson, Gordon Brent**, Honduras to Foreign Service Institute
- Ortman III, William T.**, Uruguay to Inter-American Affairs
- Parke, Margaret Ellen**, Norway to European and Canadian Affairs
- Paulson Jr., Michael Steel**, Mexico to International Organization Affairs, Office of Technical Specialized Agencies
- Perdew, John Frederick**, Office of Supply, Transportation and Procurement to Office of the Inspector General
- Perlow, Howard T.**, Belgium to Nouakchott
- Phalen, Thomas P.**, Lesotho to Bonn
- Pina, Jeannette C.**, Training Complement to Montreal
- Powell, Nancy J.**, Near Eastern and South Asian Affairs to Refugee Programs
- Proulx, Gerry M.**, Colombia to Bureau of Personnel
- Richardson, Kevin**, Iraq to Praia
- Richardson, Robert P.**, Office of Communications to Manila
- Rose, Theophilus James**, Guyana to Managua
- Ryan, Douglas P.**, Training Complement to Economic and Business Affairs, International Finance and Development
- Salamle, Mary Ann**, Saudi Arabia to Near Eastern and South Asian Affairs
- Schloss, Donna Lee**, China to Karachi
- Shepherd, Susan E.**, African Affairs to Foreign Affairs Information Management Center
- Smith, Sarah A.**, Training Complement to Toronto
- Smith, Susan P.**, Niger to Beijing
- Soares, Michael F.**, Jamaica to Office of Communications
- Specht, Stanley Howard**, Colombia to Brasilia
- Sprague, Brenda Saunders**, Politico-Military Affairs to Foreign Service Institute, University Training
- Stephan, Marie L.**, Inter-American Affairs to Office of Management Operations
- Swiers, Peter Bird**, Foreign Service Institute, University Training to Bureau of Personnel
- Taylor, Margaret C.**, Inter-American Affairs to Georgetown
- Torres, Albert M.**, Liberia to Office of Communications
- Tyler, Thomas Wayne**, Haiti to Inter-American Affairs
- Vanderrhoer, James P.**, Turkey to European and Canadian Affairs
- Vanheuver, Marten H.**, Switzerland to International Organization Affairs
- Watson, Bobby L.**, India to Jeddah
- Weber, Ervin J.**, Office of Security to Bonn
- Wells, Joyce E.**, Costa Rica to Inter-American Affairs
- Willa, Stuart A.**, Kinshasa to Berlin
- Wilson, Ernestine**, European and Canadian Affairs to Office of the Inspector General
- Woertz, Bernard J.**, Lebanon to Near Eastern and South Asian Affairs
- Wong, Shirley Y.**, China to East Asian and Pacific Affairs
- Wright, Deborah E.**, India to Singapore
- Wright, Donna Maye**, Office of the Secretary to Politico-Military Affairs, Office of Strategic Technology and Nuclear Affairs
- Yalowitz, Kenneth**, European and Canadian Affairs to Foreign Service Institute, University Training □

Resignations

- Austad, Mark Evans**, Oslo
- Black, Jimmie Ray**, Bangkok

Clinard, David M., Arms Control and Disarmament Agency
Davis, Thomas M., Office of Communications, Maintenance and Logistics Division
Dodge, Dawn M., European and Canadian Affairs
Kelsey, Angela M., Havana
Schutz, John D., Office of Security
Simpson, Kathy Joan, Brazzaville
Takemoto, Anne H., Sao Paulo
Weiss, Stephen D., Foreign Service Institute □

Retirements

Bennett, Paul J., Politico-Military Affairs
Cavazos, Catherine G., Beijing
Gordon, James K., Santiago
Hall, Nancy J., Diplomatic Pouch and Courier Services
Lane, George H., Vienna
Onomoto, Flora K., Tunis
Regrut, Peter P., Foreign Service Institute
Rothin, Phillip C., Brussels □

Tenure board recommends 45

The Commissioning and Tenure Board has completed its review of career candidates who were eligible for consideration at its August session. The following were recommended for tenure (language probationers are not included):
Ammerman, Alan B.
Atkins, Edmund
Avzlenis, Aigis
Benson, James H.
Blaschke, Brent E.
Butler, John A.
Chidester, Richard J.
Davis, Kathleen R.
Davnie III, William F.
Egger, Philip H.
Forbes, James A.
Ghee, Cassie L.
Gorsky, Jeffrey H.
Gossack, David L.
Hill, Steven D.

Hillas Jr., Kenneth
Hudson Jr., Clarence
Imwold, Dennis
Isaacson, Paul W.
Junker, Delvin W.
Keith, James R.
Kirby, Michael D.
Kolankiewicz, Anthony M.
Lang, Kathleen C.
Lemb, Margery
Maileck, George S.
Mann, Janean L.
Maris, Gienda G.
Martinez, Carmen M.
Martz, Mary J.
McCamman, Michael J.
Millas, Kevin C.
Morriz, Robin J.
Noian, Edwin R.
Onate, Andres
O'Neai, Moily L.
Popadiuk, Roman
Reich, Thomas G.
Santos, Daniel
Schultz, Jeanne
Schweitzer, George M.
Simons, Paul E.
Tymeson, Craig S.
Weiss, David A.
Williams, Hugh F. □

Specialists tenured

The Specialist Tenuring Board has recommended for career status:
Brown, Laurence G.
Bryson, Brent D.
Carroll-Klinger, Lin
Clopp, Norland A.
Davis, John B.
Dougherty, Dale A.

Endecott, Michael
Evans, Catherine H.
Fancher, Nelia A.
Ford, Doris W.
Friday, Sheiby G.
Krage, Fred W.
Larsen, Ronald A.
Kolankiewicz, Laura E.
Marshall, Helene J.
Mollinaro, Cornelia W.
Schenck, Charles C.
Stacey, Gordon
Thomas, Kay M.
Walsh, James J.
Wilson, Cecily □

51 in new Foreign Service class

Fifty-one members of the most recent entering Foreign Service class have completed their training. Fourteen each have been assigned as political, economic and administrative officers, and nine as consular officers. Twenty members of the class are women. The breakdown:

Political—Ellen S. Boneparth, Bainbridge Cowell Jr., Alexander A. Featherstone, Tatiana C. Goeffler-Volcoff, Thomas E. Graham, Sarah B. Holmes, William D. Jackson, Elizabeth L. Martinez, Peter A. O'Donohue, Augusto Recinos, Christopher J. Sandrolini, Anne L. Stratford, Paul D. Wohlers.

Economic—Cynthia

Akuetteh, Ann Breiter, Jean Helen Christoff, Margaret M. Comiskey, Diane L. Fischer, Patricia Bailey Foran, Michael Gfoeller, William K. Grant, Frank J. Kerber, Garold N. Larson, Cathleen E. Maynard, Cornelia P. Miller, Victoria Jane Nuland, Ann M. Wells.

Administrative—Madeleine M. Brown, Efraim A. Cohen, Douglas S. Dobson, Christa Griffin, Martin Hohe, Bruce F. Knotts, Sandra S. Odor, Allan R. Scott, Lowry Taylor, Prince Albert Terry Jr., Patrick J. Truhn, Denise M. Valois, Christopher E. Wittmann, James L. Woolfork.

Consular—Kevin P. Carey, Alexander P. Chambers, David C. Chang, William L. Collins, Page W. Gildner, Douglas A. Gray, David W. Merrell, Catherine Sachiko Roberson, Timothy C. Sandusky. □

Performance board

Performance Standards Board II convened December 3 to review officers in classes FS-3, FS-4 and FS-7. The board is headed by minister-counselor Harvey Nelson. Members are Bernard Woerz, FS-1; Patricia Wazer, FS-1; Pedro Martinez, FS-2; and Betty Benoit, FS-5. ■



LONDON—Ambassador Charles H. Price presents certificate to Joan M. Auten, who retired after more than 44 years with the U.S. Government.

Bureau Notes

The Seventh Floor

Office of the Secretary

On November 10-13 SECRETARY SHULTZ traveled to Brasilia, heading the U.S. delegation to the 14th general assembly of the Organization of American States. Accompanying the Secretary were CHARLES HILL, special assistant and executive secretary of the Department; JOYCE NESMITH, staff assistant, Office of the Secretary; MICHAEL BUTLER and ROBERT CLARKE, special assistants to the Secretary; KATE MILNE, secretary, Office of the Secretary; GEORGE TWOHIE, executive director, Executive Secretariat; GREGORY BERRY and GERALD ANDERSON, staff officers, Executive Secretariat; and MILDRED ENGRAM and SAADIA SARKIS, secretarial assistants, Executive Secretariat. . . The Secretary addressed the conference on the Caribbean sponsored by Caribbean-Central American Action, in Miami, December 6. . . He also met with Dominica Prime Minister EUGENIA CHARLES and the president of El Salvador, JOSE NAPOLEON DUARTE. Traveling with Mr. Shultz were Mr. Clarke and KATHLEEN HANSER, secretary, Office of the Secretary. . . On December 9 Mr. Shultz addressed a special convocation at Yeshiva University, New York, on the occasion of receiving an honorary doctor-of-humane-letters degree. Following the speech, he held bilateral talks with Israeli Foreign Minister YITZHAK SHAMIR. Mr. Hill, Mr. Clarke and Ms. Hanser accompanied the Secretary to New York. □

Operations Center

JOHN MORTON, operations assistant, departed to assume new duties in the Office of Security, Bureau of Administration. □

Office of the Ambassador-at-large and Special Adviser to the Secretary on Nonproliferation Policy and Nuclear Energy Affairs

Ambassador RICHARD T. KENNEDY traveled to Moscow, November 25-30, for consultations with the Soviets on nuclear nonproliferation issues. This round represents the fourth in a series of such discussions that has spanned a two-year period. He was accompanied by executive assistant RICHARD STRATFORD and special assistant SHARON BISDEE. □

Protocol Office

On November 26 chief of protocol SELWA ROOSEVELT escorted the President for the presentation of credentials of the ambassadors of Singapore, Nicaragua, Burma, Norway, Algeria and Ecuador. Assisting at the White House ceremony were deputy chief of protocol TIMOTHY TOWELL, assistant

chief REBECCA BOYD, CATHERINE GERARDI, JOY COHEN, EDNA SHERRILL, CHRISTINE HATHAWAY, MARK BIEDLINGMAIER, LYNNE MILLER, RICHARD MASSEY and LAWRENCE DUNHAM. . . Mrs. Roosevelt escorted the duke and duchess of Luxembourg during their state visit in Washington. Traveling with the official party to San Francisco, Colorado Springs and Chicago were Mr. Towell, PATRICK DALY, MARY MASSERINI, LINDA BAKER and JAMES PAYNE. The visit officer-in-charge was LINDA MYSLIWIY, assisted by assistant chiefs CATHERINE MURDOCK and Ms. Boyd, CAROL SOMERVILLE, JAMES MANNING, Ms. Gerardi, Mr. Biedlingmaier and Mr. Dunham. . . Ms. Murdock was the officer-in-charge for the official working visit of the prime minister of Fiji, RATU SIR KAMISESE MARA and ADI LADY LALABALAVU MARA. . . Ms. Mysliwy handled the official working visit of Chancellor HELMUT KOHL of Germany.

Private visits were made to Washington by the prime ministers of Antigua and Barbuda, and Jamaica; the deputy prime ministers of Malaysia and Iraq; and the foreign ministers of Spain, Belgium, Pakistan and France. . . Ms. Murdock organized and traveled with the presidential delegation to the 30th anniversary of the Algerian revolution. . . On November 2, associate chief of protocol RICHARD GOOKIN spoke on the subject of protocol, at a dinner for the board of trustees at Wilson College, Chambersburg, Pa. . . The Ceremonial Division, headed by Ms. Boyd, planned and executed seven official luncheons, including the one hosted by the Secretary and Mrs. Shultz in honor of the grand duke and the grand duchess of Luxembourg. Assisting her were MARY KAY PASKUS, PAMELA GARDNER, GEORGIA BOOTH and KIMBERLY MIDDLETON. □

Administration

Office of Communications

The following were in the office on consultation recently: ROBERT LACOCK, Bangui; JOHN HUBLER, Lisbon; JOHN WHITRIDGE, Cairo; JON JENSEN, Istanbul; DAVID JOHNSTON, Havana; PAUL EICKMAN, Bonn; WILLIS SORRELL III, Istanbul; THOMAS PHALEN, Bonn; AUDREY SCHENCK, Amman; ULYSESE JEFFERSON, Bonn; JOHN KENNEDY, Special Projects Staff; JUDY CHIDESTER, Diplomatic Pouch and Mail Division; and JERRY STEPHENS, Maintenance and Logistics Division.

Completing courses in the communications training division were PAUL EICKMAN, Bonn; MARIA JARAMILLO, Jakarta; HENRY KAYODA, Moscow; MARTHA FALLIN, Hamburg; THERESA HAYDEN, Suva; RUSSELL BOWMAN,

Bissau; KEVIN BRADSHAW, Maseru; DEWEY S. HOLMES, Ougadougou; GORDON LANE, Victoria; THOMAS SCHUH, Antananarivo, AUGUST BLESKE, Beijing; BRADLEY DUFF, Bonn; MURIEL FALVEY, Lusaka; DARIS V. LEWIS, Port au Prince; KAY McCARTY, TOKYO; KATHY SIMPSON, Brazzaville; KIBBY STOLL, Paris; ALAN YECK, Libreville; RICHARD DROST and THOMAS ZURAW, Washington rovers; WESLEY LINCOLN, London; JOHN BUSICK, Abidjan; CHARLES TULLIUS, Bangkok; BRIAN POWERS, Panama; and the following personnel from Communications' Washington offices: LEON GALANOS, ELLIS IACOBUCCI, PETER GOULDMAN, MICHAEL MOMB, ISIAH FELDER, JOSEPH DEVLIN, AUDREY ANDERSON, BRADFORD W. HAM, JOHN HAGEE, JOHN TYBURSKI, RONALD JOHNSTON, BRYAN THIBODEAUX, ROBERT ROULEAU, BILLIE J. JENNINGS, DONALD L. MINOR, JOSEPH KEATON, DOUGLAS LLOYD, JOHN O'BRIEN, CLIFFORD THOMAS, CHARLES PEASE, RICHARD KWIATKOWSKI, RONALD WHIDDON, ELDEN RUSSELL, LARRY WARD and EMMETT O'BRIEN. □

Office of Security

Deputy assistant secretary DAVID FIELDS traveled to the inter-American affairs region, with a staff delegation from the House Committee on Foreign Affairs, November 3-20. The tour included stops in Rio, Brasilia, Sao Paulo, Santiago, Lima, La Paz, Bogota and Panama. . . SEYMOUR DEWITT, Foreign Operations Division, continued the tour from the end of November to December 5, with stops in Quito, San Jose, San Salvador, Tegucigalpa and Guatemala. . . In the Physical Security Division, BILL COLE, BILL O'ROURKE, BOB BRITTIAN, ANDY KORITKO, PHIL JORNLIN, JOHN MONIOUDIS and CAROL HORNING traveled to overseas posts to conduct physical security surveys for ongoing security enhancement projects.

Daily briefings have been given to the Secretary by Mr. Fields and deputy director ROGER ROBINSON, on the perimeter security surveys carried out at 30 high-threat posts following the most recent Beirut bombing. . . The Overseas Security Policy Group was established in 1983 to coordinate overseas security policy. The group is comprised of the directors of security for the foreign affairs agencies, and is chaired by Mr. Fields. The November and December meetings of this group reviewed procedural and residential security policies, and distributed draft policy statements for final comments and review.

DENNIS WILLIAMS, chief, Dignity Protection Division, and deputy chief STEVE HIPSON were the Office of Security repre-

sentatives at the luncheon sponsored by the Office for Counter-Terrorism and Emergency Planning, for Italian police and counter-terrorism officials ... The Secretary's protective detail has traveled extensively since October. Their trips included Augusta, Brasilia, Annapolis, New Delhi and Palo Alto. They are currently using 10 temporary duty agents on a permanent basis to fill their required complement of 36 agents.

JEFF BOZWORTH, coordinator for Special Agent Class XXV, departed for the Federal Law Enforcement Training Center, Glynco, Ga., with the 30 special agent trainees. They were to complete their training at the end of this month ... AL BIGLER is working on setting up the new Mobile Training Team ... The assistant special agent-in-charge, BERNARD DOUGHERTY, and PAUL SORENSON, Washington Field Office, attended the Organized Crime Drug Enforcement Task Force for the mid-Atlantic region, at Virginia Beach, Va ... RAY SMITH, assistant special agent-in-charge of the Los Angeles Field Office, attended the senior federal law enforcement coordinators conference in Palm Springs, Calif ... As part of the fiscal year 1985 budget and security supplemental, the Office of Security received a large number of additional positions. These include domestic and overseas-based security engineering officers, regional security officers, security operations officers, who are assigned to associate directors overseas, and domestic positions in the Foreign Operations Division, Physical Security Division, and Education and Training Staff. Most of those in positions designated for education and training will serve on the new Mobile Training Teams.

Special agents participating in the Office of Security/Board of Examiners interview panels for special-agent applicants included MIKE CARTER, PAT KELLY, GRACE DAILEY, MARY BAUER, MIKE BECKNER, MARK BOYETTE, GREG BUJAC, BILL CHAMBERS, JOHN CHORNYAK, JIM CHRISTOPHER, BILL CLARK, BOB CLARK, STEVE CRAIGO, BOB DAVIS, VICTOR DEWINDT, ANDY DILLARD, AL GOWING, HENRY JENKINS, BERNARD JOHNSON, FRED LECKER, JOAN LOMBARDI, NICK MARIANO, BILL MARSDEN, RON REAMS, RAY SMITH, PAUL SORENSON, KIM STARKE, DONNA TAYLOR and RAY WILLIAMS. □

Language Services Division

Branch chief DON BARNES returned from an assignment in Latin America with Deputy Secretary KENNETH DAM, who met with the presidents and vice presidents of Argentina and Bolivia and other Latin leaders ... SOPHIA PORSON and STEPHANIE VAN REIGERSBERG traveled to Brasilia, where the Secretary attended the general as-

sembly of the Organization of American States, November 10-13 ... ALEC TOUMAYAN accompanied a presidential delegation to Algiers, for the celebration of the 30th anniversary of the Algerian revolution. Later, he interpreted for meetings between the defense minister of Tunisia and SECRETARY SHULTZ and national security adviser ROBERT C. McFARLANE.

Another round of claims negotiations with East Germany took GISELA MARCUSE to East Berlin to assist Ambassador ROZANNE RIDGWAY. Later, she and division chief HARRY OBST assisted the President, Vice president and Secretaries Shultz and CASPAR WEINBERGER during various meetings with Chancellor HELMUT KOHL ... PAUL KOVENOCK represented the division during the southern regional conference of the National Council for International Visitors, in Orlando, Fla. ... On November 19 TED HERRERA and ZAKI ASLAN were summoned on short notice to interpret, respectively, for Under Secretary W. ALLEN WALLIS' meeting with the Mexican under secretary of energy, and Under Secretary MICHAEL ARMACOST's meeting with the United Arab Emirates defense minister ... A bilateral investment treaty was negotiated with Cameroon; ELIZA BURNHAM and CAROL WOLTER were interpreting.

JORGE PEREZ traveled to San Juan, Puerto Rico, in mid-November, to interview prospective staff candidates at the University of Puerto Rico ... A new part-time translator for Portuguese, DONNA SANDIN, has joined the staff of the translating branch ... MARY M. BIRD attended a management development seminar at Kings Point, N.Y. ... In November, the translating branch handled 229 post-election telegrams in foreign languages addressed to the President. □

African Affairs

Assistant Secretary CHESTER A. CROCKER was called on by the Kenyan labor minister, in Washington, November 7 ... Mr. Crocker traveled to London and Bonn for annual bilateral meetings, November 12-14 ... On November 28 he met the deputy Sudanese minister ... On November 29 he visited Ottawa, to brief the foreign minister and senior Canadian officials on developments in Africa ... He met with the UN secretary general and the Nigerian foreign minister, November 3 ... He attended VICE PRESIDENT BUSH's lunch in New York in honor of the Tanzanian prime minister ... Mr. Crocker addressed the National Association of Manufacturers, in Washington, December 6 ... He participated in the meeting of PRESIDENT REAGAN and Bishop DESMOND TUTU, at the White House, December 7.

Deputy assistant secretary FRANK G. WISNER participated in the Ethical Forum taping sponsored by the Friends of Andrew Rankin Chapel, at Howard University, November 15 ... ROBERT L. BRUCE, director, Office of Public Affairs, on November 13 participated in the Hubert Humphrey North-South Fellows meeting, at the Capitol Holiday Inn, in Washington ... He traveled to Long Beach, Calif., and addressed the California State University conference on Africa, November 15 ... On November 30 he

ABIDJAN, Ivory Coast—Anna Rose Jacobson, secretary, Joint Administrative Office, receives meritorious step increase. With her are deputy chief of mission Carl C. Cundiff and Ambassador Robert H. Miller, right.





FREETOWN, Sierra Leone—At ceremony for safe driving, from left: *Brimah Saccob,*

William S. Lefes, Michael G. Cutter, Brima Sesay, Ambassador Arthur W. Lewis, Saidu

Conteh, John Luseni, Diana Moxhay, Thomas O. Williams.

participated in an Africa Communications Institute conference, at Howard University ... JEFFREY S. DAVIDOW, director, Office of Regional Affairs, on November 14 gave a briefing to the Birmingham World Affairs Council, Birmingham, Ala.... He participated in the Air War College Africa briefing, at Maxwell Air Force Base, Ala., November 15.

ROBERT SNYDER, Office of East African Affairs, participated in a seminar on Tanzania, at Lenoir-Rhyne College, N.C., December 6-7.... RICHARD NORLAND, Office of Southern African Affairs, participated in a program on South Africa, at the University of Maryland, November 14, sponsored by Amnesty International. He joined an officer from the Bureau of Human Rights and Humanitarian Affairs in a seminar hosted by the Religious Society of Friends, at Georgetown University, November 15 ... EDWARD J. PERKINS, director, Office of West African Affairs, and the country officer for Nigeria, MARSHALL McCALLIE, visited New York, December 5-6, for meetings with bankers and businessmen with interests in West Africa ... The country officer for Liberia, JOSEPH McBRIDE, visited Liberia and Sierra Leone, October 22-November 2, for area familiarization, followed by consultations with foreign and Commonwealth officials in London.

CHARLES GRECO, JOSEPH HUGGINS, LINDA LIPSCOMB, PATRICIA

DIGGS and THOMAS J. McMAHON, Office of the Executive Director, conducted the bureau's fiscal year 1985 budget conference, in Nairobi, Kenya, October 28-November 9. For the first time, the "Field Budget Plan" process was fully automated in the field, using Wang word processing and software from the Information Systems Office and the Comptroller's Office—on an AID Wang VS-100 minicomputer. It was seen as a good example of interoffice and interagency cooperation, and of the bureau's commitment to automation ... Budget officer Huggins also traveled to Lome, Togo, November 9-12, to participate in the Peace Corps directors conference. □

Consular Affairs

Assistant Secretary JOAN M. CLARK headed the Washington delegation to the South American consular conference in Buenos Aires, November 14-16. Also attending from Washington were LOUIS P. GOELZ, deputy assistant secretary for visa services; PHYLLIS BUCSKO, director, Policy and Coordination Staff; GARY GARCIA, bureau staff assistant; DAVID HOBBS, director, Citizens Emergency Center; and representatives from the Legal Adviser's Office, Bureau for Refugee Programs and the Foreign Service Institute ... Miss Clark and Miss Bucsko also attended the Brazil in-country

consular conference, November 19-20 ... Mr. Goelz proceeded to Lima for consultations, November 19-21... Miss Clark attended the International Air Transport Association meeting in Victoria, B.C., December 5-6. On December 7, she visited the Seattle Passport Agency.

Deputy assistant secretary VERNON D. PENNER JR. attended the program directors management seminar at the Foreign Service Institute, November 7-9. On November 28 he participated in a round-table discussion at the mid-level officers course ... GEORGIA A. ROGERS, deputy director, Citizens Emergency Center, participated in a seminar on emergency repatriation, November 26-28, in Boston. Local, state and federal emergency management officials attended the seminar, which was sponsored by the Department of Health and Human Services ... DONNA HAMILTON, chief, Systems Liaison and Procedures Division, Visa Office, and PATRICK HEGARTY, Citizens Consular Services, traveled to Santo Domingo to attend a workshop for consular officers and Foreign Service national employees, November 26-December 7 ... THOMAS L. RANDALL JR., chief, Financial/Medical/Death Assistance Division, Citizens Emergency Center, traveled to Hong Kong, November 13-15, to attend the all-China posts consular conference. On November 16 he went to Bangkok to consult with embassy personnel on American prisoner matters.

REX KIMBRO, Consular Affairs systems staff, traveled to St. Paul to participate in a presentation on passport technology ... FRANK KUBIC, systems staff, briefed two engineers from the Netherlands government, on the new U.S. machine-readable passport technology ... JUDITH LYMAN, personnel unit, traveled to San Francisco, Seattle and Los Angeles to provide personnel counseling at the passport agency ... HARRIET SOMMERS provided similar counseling to employees at the Chicago passport agency ... MICHAEL WHITE, Citizens Consular Services, was guest speaker at a meeting of the German-American Law Association, in New York, November 28. □

East Asian and Pacific Affairs

Assistant Secretary PAUL WOLFOWITZ spoke to the Fletcher School of Law and Diplomacy-sponsored conference on Malaysia, November 19. Deputy assistant secretary JOHN MONJO also participated, along with JOSEPH A. B. WINDER, director, Indonesia, Malaysia, Singapore and Brunei affairs; deputy director ALPHONSE LaPORTA; and the country officer for Malaysia and Brunei affairs, THOMAS P.

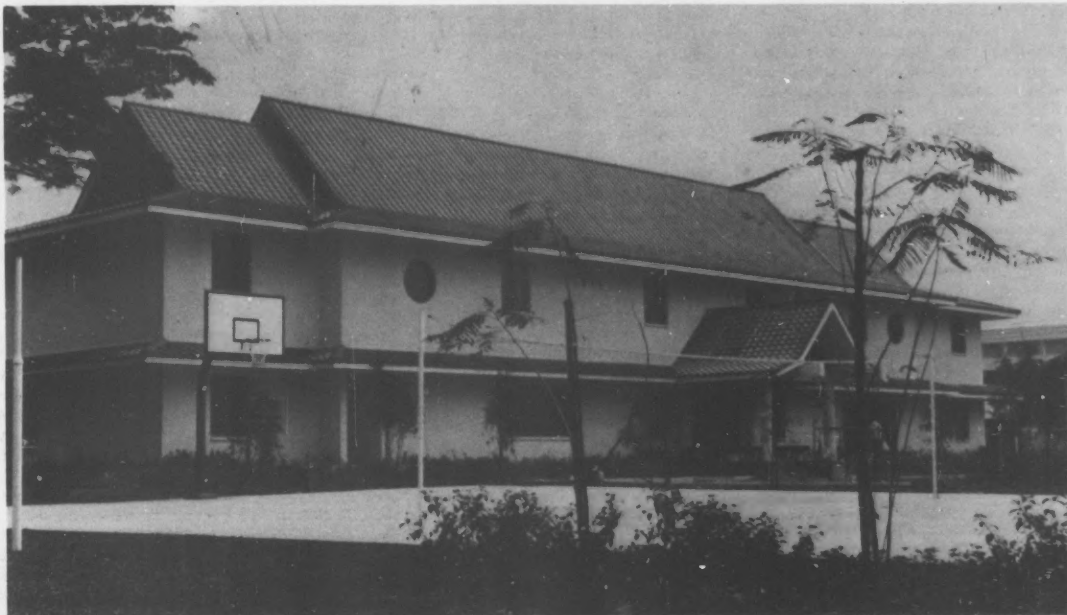
HAMILTON ... Mr. Wolfowitz, with deputy assistant secretary WILLIAM BROWN; Pacific island affairs director RICHARD J. DOLS; deputy director ROBERT MILLS-PAUGH; and economic officer STEVE PRUETT, participated in the official working visit of Fijian Prime Minister RATU MARA to Washington, November 27-28 ... Mr. Brown accompanied the prime minister to New York, November 29, following the visit to Washington ... Mr. Brown accompanied the Secretary to Prime Minister INDIRA GANDHI's funeral, in New Delhi, November 3, where he participated in bilateral meetings with East Asian leaders ... On November 17 he was the keynote speaker at the New England conference of the Association for Asian Studies, at the University of New Hampshire, Durham. He spoke on U.S. policy in Asia ... FRANK TATU, country officer for Australia, delivered a paper at the same conference, "The U.S. Consul, the Yankee Raja, Ellena and the Constitution," concerning early contacts between Americans and Brunei ... Mr. Brown traveled to Maxwell Air Force Base, Ala., November 30, to address the Air War College class of 1985, on "U.S. Interests, Challenges and Policies in Pacific Asia." ... Mr. Monjo traveled to France, Brunei, Singapore, Malaysia and Australia, on consultations, November 25-December 9.

Ambassador WILLIAM C. SHERMAN briefed the International Advisory Associates

on U.S.-Japan relations, in New York November 7 ... He participated in a round-table discussion on "U.S.-Japan Alliance," at the School of Advanced International Studies, Johns Hopkins Foreign Policy Institute, November 8 ... He was the keynote speaker at the Hoover Institution Conference on Korea, at Stanford, November 18-20 ... JON D. GLASSMAN assumed charge, December 3, as country director, Office of Australia and New Zealand Affairs, replacing JOHN C. DORRANCE, who is to proceed to Sydney as consul general ... On October 10 JOSEPH A. B. WINDER, director, Indonesia, Malaysia, Singapore and Brunei affairs, accompanied Mr. Wolfowitz to New York, for discussions with the prime minister of Malaysia ... CHARLES MORRIS, country officer for Indonesia, visited Jakarta for consultations, October 15-November 5. During that trip he traveled to the Galang refugee camp, Consulates Medan and Surabaya and East Timor.

JOHN H. HOLDRIDGE, U.S. ambassador to Indonesia, was in the Department for consultations, the week of October 15 and November 19. He met with VICE PRESIDENT BUSH and officials from various departments. He also spoke at an Asia Society luncheon in New York ... THOMAS P. SHOESMITH, U.S. ambassador to Malaysia, was in the Department for consultations, November 26-29. He participated in the Fletcher Conference on Malaysia ...

BANGKOK, Thailand—The new Marine quarters, constructed by the Department's Foreign Buildings Office.



BUREAU NOTES

CHRISTOPHER J. SZYMANSKI, senior deputy director for Chinese affairs, spoke to the Chinese area studies class at the Foreign Service Institute, November 2, on the U.S.-China political-military relationship . . . **HOWARD H. LANGE**, deputy director for economic affairs, Office of Chinese Affairs, traveled to Seattle, November 14, to participate in a China trade seminar sponsored by the Washington State China Relations Council. Mr. Lange spoke on Chinese economic development and U.S.-China trade . . . On November 15 he traveled to Portland, Ore., to speak to the Foreign Affairs Committee of Portland on U.S.-China economic relations . . . He traveled to Brussels, Belgium, November 29-30, as a member of the U.S. delegation to discuss the Chinese economy in the NATO Economic Committee . . . On December 4 **VICTORIA NULAND** joined the China desk until February 8, when she begins Mandarin language training at the Foreign Service Institute . . . **JAMES KEITH**, economic officer, Office of Chinese Affairs, traveled to Columbia College, Mo., to attend a conference on U.S.-China relations . . . On November 15, **STEPHEN SCHLAIKJER**, economic officer, Office of Chinese Affairs, spoke to the Scientific Apparatus Makers Association, on U.S. export control policy toward China . . . **DAVID SHEAR**, political officer, Office of Chinese Affairs, traveled to Beijing and Guangzhou, China, then to Hong Kong, on consultations, November 5-17. While in Hong Kong, he represented the office at the China posts consular conference . . . On November 15 **RUSSELL J. SVEDA**, political officer, Office of Chinese Affairs, spoke at the National War College on Chinese foreign policy.

REA BRAZEAL traveled to Tokyo with a trade delegation, November 14-21 . . . **BOB REIS** and **BRIAN MOHLER** participated in steel talks with the Japanese, November 26-27 and December 3-4. Mr. Reis traveled to Tokyo, November 27 . . . **JOHN SCOTT** delivered a speech on U.S.-Japan security relations, at American University, December 5 . . . On November 12-13 **HERBERT S. MALIN** traveled to North Carolina State University, Raleigh, where he was the featured speaker at a seminar on contemporary Philippine problems. While there, he lectured on the relationship of U.S. military facilities in the Philippines to U.S. security interests in the western Pacific. □

Economic and Business Affairs

Assistant Secretary **RICHARD T. MCCORMACK** traveled to Vienna, November 21-22, to deliver a speech on the implications of the debt crisis, to the Austrian Society for Foreign Policy and International



ECONOMIC AND BUSINESS AFFAIRS—
Dale Tahtinen, deputy assistant secretary for strategic trade controls, addresses the

COCOM (Coordinating Committee; NATO) licensing conference, of which he was chairman.

Relations . . . On November 27 he met with Prime Minister Sir **RATU MARA** of Fiji, when he visited Washington to discuss bilateral aviation relations. Mr. McCormack was accompanied by **ROSS STAREK** of the transportation and telecommunications area . . . On December 5 Mr. McCormack addressed the Shearson Lehman American Express debt seminar, on the Department's role in the international debt crisis. He and former national security adviser **ZBIGNIEW BRZEZINSKI** were the featured speakers at the symposium . . . The assistant secretary represented the Department at the Export-Import Bank board meeting, December 6, to decide on the bank's participation in financ-

ing the construction of the El Dabaa nuclear reactor for Egypt . . . The same day, Mr. McCormack attended the White House Cabinet Council meeting, in which the Treasury Department's tax simplification plan was presented to the cabinet.

RICHARD J. SMITH, deputy assistant secretary for international finance and development, traveled to London, November 7-9, to consult with United Kingdom officials on international finance . . . Mr. Smith also traveled to Paris to head the U.S. delegation to the 32nd session of the Committee on International Investment and Multinational Enterprises, November 14-16 . . . On November 1-2 **FRANKLIN K. WILLIS**, deputy assist-

ant secretary for transportation and telecommunications, traveled to London to chair aviation negotiations with the government of the United Kingdom. The talks reconvened in Washington, November 8-9, with Mr. Willis chairing the U.S. delegation . . . On November 12-16, Mr. Willis traveled to Rio de Janeiro to head the U.S. delegation to civil aviation negotiations with the government of Brazil . . . On November 27-30 he traveled to London to participate in civil aviation negotiations with the government of the United Kingdom . . . JOHN CLOUD, transportation officer, Aviation Programs and Policy Division, accompanied Mr. Willis to London for the session. . . CHARLES H. DUDLEY, assistant chief, Aviation Programs and Policy Division, and HARVEY SAFEER, director, Office of Aviation Policy and Plans, Federal Aviation Administration, held informal discussions on air navigation charges with Argentine Air Force officials in Buenos Aires, November 15-16. Subsequently, Mr. Dudley attended as the principal U.S. observer at the sixth assembly of the Latin American Civil Aviation Commission, in Rio de Janeiro, November 20-23. . . ERWIN vondenSTEINEN, chief, Aviation Programs and Policy Division, represented the bureau at a conference on facilitation, December 4-6, sponsored by the Air Transport Association of America, in Victoria, British Columbia. Also attending were officials and airline representatives from the United States and Canada. Discussions included measures to speed processing of air travelers, preclearance and visa waivers.

CHARLES ANGEVINE, director, Office of Maritime and Land Transport, led the U.S. delegation to the meeting of the UN Conference on Trade and Development's Committee on Shipping, in Geneva, November 19-30. The committee reviewed the progress of multilateral negotiations on the conditions of registration for ships and other maritime transport issues, as well as the status of the UN Code of Conduct for Liner Conferences . . . GILBERT DONAHUE, chief, Tropical Products Division, was alternate delegate to the annual plenary meetings of the International Institute for Cotton and the International Cotton Advisory Committee, in Arusha, Tanzania, October 13-19.

On November 19-20 the Office of East-West Trade sponsored an interagency working level licensing conference on COCOM (Coordinating Committee), attended by some 200 representatives. COCOM is the multilateral organization that coordinates the export of high-technology commodities to the Warsaw Pact countries and Communist Asia. The major objective of the conference was to harmonize interagency licensing criteria with a view to expediting the handling of foreign COCOM cases. Among the topics covered were U.S. high technology export policies to China, the Soviet Union and Eastern Europe.

In addition, representatives from the Departments of Defense, Commerce and Energy, and the intelligence community, explained their roles in the licensing process. JOHN SPILLANE, permanent U.S. delegate to COCOM, discussed the problems he faces in representing U.S. interests in the organization. DALE TAHTINEN, deputy assistant secretary for international trade policy, presented the lead address, discussing the role of COCOM as a multilateral tool in East-West relations. LARRY ROEDER, Office of East-West Trade, organized the conference.

Recently reporting for duty in the bureau were ISHMAEL LARA, Office of International Communications Policy; JEAN CHRISTOFF, Aviation Negotiations Division; JO ANN RANDOLPH, Message Center; PAMELA ROSETTI, Office of the Assistant Secretary; and VIVIAN JOHNSON, Office of Monetary Affairs. □

Foreign Service Institute

JOHN McDONALD, Center for the Study of Foreign Affairs, spoke at the University of Maryland Law School in Baltimore, November 16, on the "Art of Negotiation." . . . On November 19 he spoke at the John F. Kennedy School at Harvard, on "Managing an International Organization," and at the Center for International Affairs at Harvard, on "Characteristics of a Good Negotiator."

A new employee at the institute is LINDA MITCHELL, School of Language Studies . . . A new language and culture instructor is DAFNA SHAPIR, Hebrew. □

Human Rights and Humanitarian Affairs

December 10 was the 36th anniversary of the adoption of the Universal Declaration of Human Rights by the United Nations. The occasion was observed in a White House ceremony at which PRESIDENT REAGAN spoke to a broadly-based audience of human rights activists and signed a Human Rights Day proclamation. Assistant Secretary ELLIOTT ABRAMS, U.S. Senator RICHARD LUGAR (R.-Ind.) and MAX KAMPELMAN, former ambassador to the Conference on Security and Cooperation in Europe, made presentations. Also on Human Rights Day, the bureau hosted a conference in the Department to discuss the effects of the United Nations' "Zionism equals racism" resolutions adopted in 1975. Sponsoring organizations of this conference included the World Zionist Organization, the International B'nai B'rith and the World Jewish Congress.

Mr. Abrams spoke at the Wye Plantation, Md.; a conference in Fairfax, Va.; a

Heritage Foundation roundtable in Washington; Adas Israel, Washington; and the American Whig-Cliosoperic Society, Princeton University . . . He granted interviews to the "American Interests Show," Public Broadcasting System; the CBS News program "Nightwatch"; and ABC News. He participated in a television interview with Senator Lugar for Indiana cable TV and public broadcasting stations.

JAMES THYDEN, director, Office of Human Rights, participated in a Latin American symposium at the U.S. Air Force Command and Staff College, Ala. He also spoke at an in-house briefing of foreign military officers . . . SHARON DOCKERY and DELORES DYER have joined the staff of the bureau. □

Inspector General's Office

On November 29 inspector general WILLIAM C. HARROP spoke at Harvard University's Center for International Management, on "Prospects for Stability in Kenya." . . . On December 6 and 7 Mr. Harrop and WILLIAM B. EDMONDSON attended a meeting of the President's Council on Integrity and Efficiency, to discuss the council's "Future Directions." . . . From November 26-December 7, the new assistant inspector general for investigations, JOHN F. PERDEW, attended a white-collar crime seminar at the Federal Law Enforcement Center, Glynco, Ga. . . JAMES W. SANDLIN JR. and JOHN C. GARON spoke to the administrative core course at the Foreign Service Institute, December 6.

Inspectors HENRY AVALOS, MICHAEL J. BROWNING and FRANK J. MANGANELLO, and the secretary to the inspector general, LOIS A. VALK, received meritorious service increases . . . Secretaries EUNICE MOURNING, MICAELA KOOLMAN and ERNESTINE WOMACK received cash performance award certificates for "sustained high-level performance." . . . In October, ERNESTINE WILSON joined the Compliance Staff . . . In November, Ms. Valk departed for her new assignment at the consulate general in Okinawa . . . In December, SHEILA M. ALLENA, secretary to the assistant inspector generals for audit and investigations, respectively, left for her assignment in Leningrad. She was replaced by LENA G. MURRELL. □

Intelligence and Research

HOWARD J. STEERS, NATO analyst, completed the reserve officer foreign area officer course at the U.S. Army Institute for Military Assistance, Fort Bragg, N.C. December 3-14. He also served on the U.S. delegation to the Conference on Disarmament in

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Europe, in Stockholm ... CHARLIE JEFFERSON, Middle Eastern analyst, attended the Defense Department's worldwide psychological operations conference, at Fort Bragg, December 10-14 ... Commander CURTIS FRITCH, naval affairs and Asia analyst, attended the Asia/Pacific defense attache conference, in Honolulu, December 10-14 ... LARRY HUFFMAN, Latin American analyst, participated in the Central America analyst-attache conference, at the Defense Intelligence Analysis Center, November 6-8 ... NAN KENNELLY, African analyst, attended a bureau-sponsored conference on "South Africa: Internal and Regional Developments," November 26-27 ... CORAZON SANDOVAL FOLEY, regional economist for non-Communist Asia, Office of Economic Analysis, participated in a conference on Malaysia sponsored by the Fletcher School of Law and Diplomacy, the Institute for Strategic and International Studies, Kuala Lumpur, and the Asia Society, November 18-20, at Tufts University. □

Inter-American Affairs

Assistant Secretary LANGHORNE A. MOTLEY and deputy assistant secretary CHARLES A. GILLESPIE attended the Miami conference on the Caribbean, in Miami, December 5-7. Also in attendance were RICHARD C. BROWN, director of Caribbean affairs, and Caribbean desk officers SANDRA SALMON and ROGER PIERCE.

President JAIME LUSINCHI of Venezuela was on a state visit to Washington and San Francisco, December 3-8 ... The ambassador to Venezuela, GEORGE LANDAU, accompanied him, and Venezuela desk officer LINDA PFEIFLE traveled with the group to San Francisco ... The ambassador to Colombia, LEWIS TAMBS, was in the Department on consultations in mid-December ... JAKE M. DYELS JR., labor adviser for the bureau, traveled to Ciudad Juarez, Matamoros, Mexico City, Guatemala City, Belize City and Belmopan, October 9-23, meeting with government and trade union officials and business leaders. He also visited El Paso, Tex., for meetings with representatives of the AFL-CIO in Texas, and the governor's office, concerning labor and development issues in the Ciudad Juarez-El Paso region.

Office of Central American and Panamanian Affairs: The deputy director and coordinator for Panama and canal treaty affairs, RICHARD R. WYROUGH, and Panama desk officer DAVID SCIACCHITANO traveled to Tokyo, November 28-December 12, to attend the tripartite preparatory committee conference on alternatives to the Panama Canal ... The bureau's special assistant for public diplomacy, PETER SARROS, addressed the Pan-American



NASSAU, Bahamas—At awards ceremony, from left, front row: Melba Smith, secretary to the ambassador; Joe Spurling; Jack Nealy; Neil Krost, receiving Good Conduct Award; Larry Hall; Ambassador Lev E.

Dobriansky. Rear: Donald Bramante; Helmuth Schlichting, naval liaison officer; John Whiting, deputy chief of mission; Linda Caldwell, his secretary; Anthony Spakauskas, administration officer.



PANAMA—Ambassador Everett E. Briggs presents retirement certificate to Guidoberto Silva, embassy voucher exam-

iner, who retired after 22 years of U.S. Government service, due to disability.

Round Table, in San Antonio, November 16, and conducted several editorial backgrounders and media interviews on Central American policy ... Regional political affairs officer JOHN R. HAMILTON participated in talks between Central American special envoy HARRY W. SHLAUDEMANN and the government of Nicaragua, October 25-30 and November 19-20, in Manzanillo, Mexico ... Panama desk officer KENNETH R. AUDROUE traveled to Cleveland, November 28, to lead workshops for students and teachers, and to participate in a panel discussion of U.S. policy in Central America, at a meeting of the University for Young Americans. □

International Narcotics Matters

Assistant Secretary JON R. THOMAS addressed the Third Committee of the UN General Assembly, November 15, as part of two days of meetings with UN and U.S. officials, including the UN under secretary general. This provided an opportunity to empha-

size the continuing diplomatic effort to internationalize the response to narcotics control problems, by involving other nations politically and economically ... Deputy assistant secretary CLYDE TAYLOR addressed the Council of Europe's drug organization—the Pompidou Group—on cocaine, November 23. He made subsequent visits to the European Communities Commission, Belgium, Sweden and Norway, in pursuit of greater European support of international drug control ... JOHN McLAUGHLIN, aviation adviser, visited Rangoon, from late October to early December, to help coordinate an improved bureau-funded narcotics control program in Burma.

General ALFREDO SANDOVAL, commander, Venezuela National Guard, called on Mr. Thomas to discuss the narcotics situation in Venezuela, and international cooperation to combat narcotics trafficking ... Senator MANUEL ULLOA, personal representative of the Peruvian president, called on Deputy Assistant Secretary Taylor to discuss regional cooperation in South America, and narcotics problems in Peru ... Other foreign visitors to the bureau included Belize assistant police commissioner BERNARD EVANS, and the

executive director of the UN Fund for Drug Abuse Control, GIUSEPPE DI GENNARO ... U.S. visitors included RICHARD WILLIAMSON, U.S. representative to the U.S. mission to international organizations, in Vienna; ALEXANDER RATTRAY, deputy chief of mission, Islamabad; and MORRIS BUSBY, deputy chief of mission, Mexico City. □

International Organization Affairs

JOHN GARNER, Office of International Economic Policy, attended the 33rd session of the Committee on Development of Trade, Economic Commission for Europe, in Geneva, December 3-7, as an adviser ... HARTFORD T. JENNINGS, chief, Agriculture Development Division, Office of International Development, was a member of the U.S. delegation to the 86th session of the Food and Agriculture Organization council, in Rome, November 19-30 ... HARRY GLAZER, chief, Economic Development Division, Office of International Development,



LIMA, Peru—Ambassador David C. Jordan, second from right, escorts President

Fernando Belaunde to drug abuse seminar. Public affairs officer Guy Farmer is in cen-

ter, between the two.

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accompanied Peace Corps associate director JACK BURGESS to New York, November 30, for discussions with the UN Development Program administrator and assistant administrator. The discussions focused on U.S. support for the UN volunteers program . . . RICHARD FRAENKEL, Evaluation and Planning Division, same office, traveled to Rome and Geneva, November 11-17, as part of the World Food Program assessment team. The team proceeded to Ghana, Niger and Senegal, to examine food aid allocations to those countries, and program management and project effectiveness in achieving the objectives of the food aid, before returning to Washington, December 23,

JON ZYLMAN, Office of Administrative Services, has transferred to the Office of the Legal Adviser . . . JEAN HAAS, Office of UN Political and Multilateral Affairs, has been selected as secretary to the ambassador-at-large and special adviser to the Secretary on nonproliferation policy, RICHARD KENNEDY . . . MARGO CLARK, Bureau of Near Eastern and South Asian Affairs, has been assigned to the Office of UN System Budgets . . . JANET LYNCH, Office of Technical Specialized Agencies, has transferred to the Bureau of Intelligence and Research. □



Legal Adviser's Office

The legal adviser, DAVIS R. ROBINSON, presented a Superior Honor Award to Professor STEFAN A. REISENFELD in recognition of his services as an adviser on and practitioner of international law. The ceremony was held in the bureau, and attended by colleagues who included deputy legal advisers ELIZABETH G. VERVILLE, MICHAEL G. KOZAK and MICHAEL J. MATHESON . . . Mr. Robinson participated in a panel discussion on the recent decision by the International Court of Justice in the case concerning delimitation of the maritime boundary in the Gulf of Maine area (*Canada v. United States of America*). The panel was sponsored by the New York City Bar Association/International Law Commission . . . Mr. Robinson traveled to New York, November 13, to meet with foreign legal advisers at the United Nations. Following his return to Washington, he met with professor HAROLD G. MAIER, former counselor on international law, to discuss issues involving the restatement of foreign relations law . . . On November 24 he traveled to The Hague as the U.S. agent before the international court in the case concerning military and paramilitary activities in and against Nicaragua (*Nicaragua v. United States of America*). He was accompanied by PATRICK M. NORTON, assistant legal adviser for East Asian and Pacific affairs.

The principal deputy legal adviser, DANIEL McGOVERN, participated in the

LEGAL ADVISER'S OFFICE—Edward R. Cummings, left, attorney-adviser, is presented Superior Honor Award by the legal

adviser, Davis R. Robinson, center, and Michael J. Matheson, deputy legal adviser.



LEGAL ADVISER'S OFFICE—Michael J. Danaher, left, is presented Superior Honor Award for his participation in the U.S./Canada maritime boundary dispute

argued before the International Court of Justice. Legal adviser Davis R. Robinson is on right.

Ditchley Foundation conference on terrorism, in London, December 7-8. He then traveled to Stockholm, Sweden, accompanied by LAURA POLLARD, attorney-adviser, to conduct negotiations on mutual legal assistance matters, December 9-13. He returned to London, December 14, to join Department of Justice representatives in discussions with British officials on the same subject ... GEOFFREY LEVITT, attorney-adviser, traveled to Panama City, Panama, to discuss mutual legal assistance with that country, December 5-9.

PETER PFUND, assistant legal adviser for private international law, accompanied by ROBERT K. GERMAN, director of area studies at the Foreign Service Institute, participated in the Private International Law Study Group meeting, in New York City, November 30 ... MARY BETH WEST, assistant legal adviser for European and Canadian affairs, and H. ROWAN GAITHER, attorney-adviser, traveled to Berlin to join in negotiations involving claims agreements with the German Democratic Republic, November 11-16 ... GISELA MARCUSE, Language Services Division served as the interpreter ... On December 9 T. MICHAEL PEAY, attorney-adviser, traveled to Paris, France, to attend a conference on international treatment of computer crimes ... DAVID A. WIRTH, attorney-adviser, also attended. □

Management

Office of the Under Secretary

Under Secretary RONALD I. SPIERS traveled to Dublin, Athens, Istanbul, Nairobi, Niamey and Lisbon, accompanying Congressman NEAL SMITH (D.-Io.) and his delegation. Others from the Department who accompanied the delegation were B. TERRY HOWE, special assistant to Mr. Spiers; MARY RYAN, executive director, Bureau of European and Canadian Affairs; and ERVIN HICKS, deputy executive director, Bureau of African Affairs. □

Medical Services

Early this month, LESLEY MORTIMER was to consult in Washington following her home leave. She is to arrive in Bucharest, her next post, later this month, after visiting her family in the United Kingdom ... Dr. MARY HOYLE, medical director, Australian Foreign Service, spent a day in the Office of Medical Services, early in December, consulting on issues of mutual interest ... Dr. THOMAS VALK, Mental Health Services, and HAL MARLEY, consultant on alcoholism, attended the ninth Southeast Conference on Alcohol and Drug Abuse, in Atlanta, in

late November. Mr. Marley was one of the speakers at the seminar ... Over the holidays, KATHERINE MAYFIELD was to have provided temporary-duty nursing coverage at Embassy Beirut ... ARLYNE HEERLEIN traveled to Ohio on rest and recreation, from Moscow, for the holidays, and consulted with Washington by phone, on medical activities at post.

Early this month, MADELINE FERRARI was to have left Bucharest and traveled to Washington, to begin her assignment in the Office of Medical Services ... Dr. MARTIN WOLFE attended a meeting of the American Society of Tropical Medicine, in Baltimore, early in December ... JOE FOX was the recipient of a Meritorious Honor Award presented him by Dr. EBEN DUSTIN, medical director, for his work as safe-haven emergency medical care coordinator ... On January 12 Dr. EDWARD ETZEL was to have started his trip to London, New Delhi and Beijing, where he was to consult with post medical personnel. □

Near Eastern and South Asian Affairs

Deputy assistant secretary ARNOLD RAPHEL met with participants in the Media-Diplomat Seminar, November 27, and discussed Middle East and South Asian policy ... On November 8 deputy assistant secretary ROBERT PELLETREAU met with students at the Air War College, Montgomery, Ala., to discuss U.S. policies in the Middle East

and South Asia ... DAVID DUNFORD, director, Office of Egyptian Affairs, met with the Council on World Affairs in Savannah, Ga., November 12, to discuss U.S.-Egyptian relations. On November 28 Mr. Dunford met with American University's Washington Semester Program officials, to discuss the Arab-Israeli conflict and U.S. peace efforts ... DAVID ZWEIFEL, director, Office of North African Affairs, met with the World Affairs Council in St. Louis, November 14, to discuss U.S. relations with the North African states.

PETER TOMSEN, director, Office of Bhutan, India, Nepal, Sri Lanka and Maldives Island Affairs, traveled to India, Bangladesh, Pakistan, Nepal, Sri Lanka and Hawaii, on an orientation tour, November 6-December 11 ... HERBERT HAGERTY, director, Office of Pakistan, Afghanistan and Bangladesh Affairs, addressed the Foreign Relations Committee of St. Louis, on Afghanistan, at a dinner meeting of the committee, November 19. Mr. Hagerty also briefed editorial writers of the St. Louis Post-Dispatch and the St. Louis Globe-Republican, on Afghanistan, before returning to Washington.

On November 1 the special assistant for Middle East negotiations, THEODORE FEIFER, briefed a Washington Mission Program group, visiting from Massachusetts, on U.S.-Israel relations. On November 2, Mr. Feifer met with a class from Montgomery College to discuss U.S. Middle East policy and, on November 18, he participated in an Israel symposium, held by the Greater Hartford (Conn.) Jewish Federation ... The deputy director of the Office of Arabian Peninsula Affairs, MARK HAMBLEY, met with



TEL AVIV, Israel—Janet Gorbett, secretary to Ambassador Samuel Lewis, right, receives Superior Honor Award from visit-

ing Assistant Secretary Richard Murphy, left. Seated is deputy chief of mission Robert Flaten.

Armed Forces Staff College people, in Norfolk, Va., November 5, to discuss the Arabian peninsula and Gulf issues ... WENDY CHAMBERLIN, politico-military affairs officer on the Israel desk, met with a Washington Mission Program group visiting from New Jersey, November 7 ... KEITH LOKEN, political officer, same office, met with a mission program group visiting from Virginia, November 8. Both briefings focused on U.S.-Israel policy and relations ... On November 8 ROBERT KRANTZ, Office of Multinational Force and Observers, met with the Round Hill Women's Club, in Virginia, to discuss the role of the multinational force.

On November 12 the Palm Beach Round Table, Palm Beach, Fla., opened its activities with a panel discussion on Afghanistan. PHYLLIS OAKLEY, country officer for Afghanistan, spoke on U.S. policy and what is happening to the country. Other participants included a visiting Afghan doctor and representatives from the Committee for a Free Afghanistan. Ms. Oakley also participated in a press conference and gave an interview for the Palm Beach newspaper ... On November 13, DAVID LITT, Saudi Arabian desk officer, met with students at Clarion University, Pa., to discuss U.S. policy in the Gulf ... HUNT JANIN, Office of Regional Affairs, met with Hubert Humphrey North-South Fellows, November 13, in Washington, to discuss U.S. policy ... On November 27 TIMOTHY HAUSER, economic officer, Israel desk, met with a Washington Mission Program group visiting the Department from New Jersey.

STEPHEN EISENBRAUN, country officer for Tunisia, accompanied the ambassador to Tunisia, PETER SEBASTIAN, to New York and Houston, November 19-21, to discuss U.S. banking and petroleum business interests in Tunisia ... Mr. Sebastian returned to Washington, November 14, to participate in the fourth annual U.S.-Tunisian Joint Military Commission meeting. He also had consultations in Washington, as well as in New York and Houston, to discuss U.S. business interests in Tunisia ... Other ambassadors consulting in the Department included REGINALD BARTHOLOMEW, Lebanon; CHARLES F. DUNBAR, Doha; JOSEPH REED, Morocco. □

Oceans and International Environmental and Scientific Affairs

On November 19, Assistant Secretary JAMES L. MALONE hosted a luncheon in honor of the American Nuclear Society and the European Nuclear Society. He then traveled to Paris to attend the World Industry and Environment Conference, at Versailles. The

conference, hosted by the French government and cosponsored by the UN Environment Program and the International Chamber of Commerce, was the first multilateral forum of its kind to focus specifically on the role private industry can play in efforts to develop a more responsible and effective approach to environmental management and natural resource protection.

BRUCE ROGERS, Office of the Coordinator of Population Affairs, traveled to Egypt, Pakistan, India, and Turkey, October 22-November 19, to examine U.S.-funded population projects ... SANNY OVESON represented the United States at a World Health Organization meeting on human reproduction research, November 26-28, in Geneva ... On November 28-30 JAMES DEVINE, deputy assistant secretary for nuclear energy and energy technology affairs, with ALLEN SESSOMS, director, Office of Nuclear Technology and Safeguards, and CARLTON STOIBER, director, Office of Nuclear Export and Import Control, participated in the fourth round of U.S./Soviet nonproliferation bilaterals in Moscow. The discussions continued a dialogue on efforts to restrain the spread of nuclear weapons, and included plenary meetings and two working groups: on multilateral issues (cochaired by Mr. Sessoms) and export controls (cochaired by Mr. Stoiber) ... J. CHRISTIAN KESSLER headed the U.S. team that began negotiations with the International Atomic Energy Agency in Vienna, October 30-November 1, to develop a facility attachment, implementing international safeguards on the Department of Energy's gas centrifuge enrichment plant at Portsmouth, O. ... On the week of November 12, Mr. Kessler and the other members of the interagency technical coordinating committee discussed the U.S. program of technical assistance to the International Atomic Energy Agency's Department of Safeguards staff; reviewed the 1984 program; and discussed tasks to be included in the 1985 program ... On November 12-14 Mr. Stoiber attended meetings of the Coordinating Committee for Multilateral Controls, in Paris, which reviewed amendment of technology controls on nuclear reactors.

RICHARD ELLIOT BENEDICK, deputy assistant secretary (acting), met with representatives of several environmental and industry organizations in New York, November 13-14. Together with BILL LONG, director, Office of Food and Natural Resources, and THOMAS WILSON, Office of Environment and Health, he met with several Washington-based nongovernmental organizations, on November 25 ... CLIFF METZNER, director, Office of Environment and Health, met with the European Community Environment Group in Brussels, November 19-20, to prepare an agenda for the next U.S.-European

Community bilateral consultations on environmental cooperation ... ROBERT COE, deputy director, Office of Environment and Health, headed the U.S. delegation to the fourth session of the Working Group for the Protection of the Ozone Layer, in Geneva, October 22-26 ... He also headed the U.S. delegation to the second session of the Economic Commission for Europe working group to draft a sulfur dioxide emissions reduction protocol, in Geneva, November 19-21 ... ALAN KRAUSE, Office of Environment and Health, headed the U.S. delegation to the second session of the UN Environment Program ad hoc working group of experts to draft guidelines/principles on control of marine pollution from land-based sources, in Geneva, November 19-24 ... Mr. Wilson served as an alternate head of delegation to the Organization for Economic Cooperation and Development/Joint Chemicals Group/management committee meeting, in Paris, October 23-25 ... WILLIAM LANDFAIR, Office of Environment and Health, was the senior U.S. representative at an experts workshop on environment and natural resources management, held by the Organization for Economic Cooperation and Development, in Paris, October 11-12.

Mr. Long, Office of Food and Natural Resources, participated in a meeting of the Economic Summit Working Group on Technology, Growth and Employment, in London, October 19-20. This was the second of three work group sessions devoted to preparing a report on global environmental research needs, and priorities for the heads of state at the next economic summit, scheduled for May 1985 in Bonn ... He also headed the U.S. delegation to an ad hoc meeting on a regional strategy for protection of the environment and rational use of natural resources, in Geneva, November 6-9. The meeting was organized under the auspices of the senior advisers to the Economic Commission for European Governments on Environmental Problems ... EDMUND GLOWEN, international wildlife and conservation officer, Office of Food and Natural Resources, traveled to Malaysia, Singapore, Indonesia and the Philippines with representatives of the Departments of Justice and Interior, October 11-24, to consult with embassy officers and foreign wildlife officials concerning problems of controlling illicit trade in endangered species ... From October 15-18, JOHN R. THOMAS, Office of Cooperative Science and Technology Programs, participated in a meeting in Garmisch, West Germany, on East-West technology transfer. The meeting was convened for the U.S. personnel in Europe involved in strategic trade. In the opening session of the three-day meeting, he presented an overview of the strategic imperatives, and the science and technology policy and organization developments driving Soviet acquisition of Western technology. □

Personnel

WILLIAM I. BACCHUS, director, Policy and Coordination Staff, traveled to the University of Vermont, in Burlington, November 28-29, to speak to a class on the "Craft of Diplomacy," regarding recent developments in the Foreign Service . . . During October and November, JAN BURKE, GREGORY DaDAMIO and MAUREEN PARK, Office of Civil Service Career Development and Assignments, visited several passport agencies. The purpose was to provide counseling to employees and to discuss personnel issues with managers and supervisors. They were accompanied on their respective trips by WILLIAM McGRAW, HARRIET SOMMERS and JUDY LYMAN, Bureau of Consular Affairs; as well as BARBARA ANDERSON, DAVID STONE and CYNTHIA DEARING, Office of Recruitment, Examination and Employment.

New arrivals in the Office of Performance Evaluation are SHARRON JONES, clerk-typist; CHERYL McMILLAN, personnel clerk; and DONNA MAVRITTE, secretary . . . New arrival in the Office of Management is CHANDRA BERRY, clerk-typist. □

Politico-Military Affairs

Director JOHN T. CHAIN JR. traveled to Europe, October 28-November 1, for consultations at NATO and Supreme Headquarters Allied Powers . . . On November 14-15 he addressed senior members of the Air Force's Judge Advocate Corps, at Homestead Air Force Base, Fla., and the Student Conference on U.S. Affairs, at West Point, on the politico-military aspects of U.S. foreign policy . . . Deputy assistant secretary ROBERT DEAN led delegations to New Delhi and Tokyo to discuss technology transfer issues, November 7-19 . . . On November 29 he discussed arms control issues with leading journalists at a round table sponsored by the Scientists' Institute for Public Information . . . On November 20 he addressed the Palme Commission on the Strategic Defense Initiative.

Bureau division director DICK CLARKE traveled, November 11-21, to Tel Aviv and Ankara to discuss politico-military matters with the Israelis and the Turks . . . JOSEPH HILTS, Executive Office, attended word processing training, November 14-16 . . . TRACY COOPER, Executive Office, attended "Employee Benefits: A Basic Overview," November 1-2 . . . She attended "Introduction to Personnel Management," November 14-16 . . . Major ANDREW BACEVICH, a fellow from the Council on Foreign Relations, has been serving in the bureau the past several months, and is working on Central American issues in the Office

of International Security Policy . . . BEVERLY ROUNDTREE, Office of Regional Security Affairs; and FRANCES WASKA, Office of Policy Analysis, attended a Foreign Service Institute seminar on career development, November 13-19 . . . From November 26-30, MARY JEANNE REID MARTZ and ROBERT McMAHAN, Office of Security Assistance and Sales, attended the security assistance executive management course at the Defense Institute of Security Assistance Management, Wright-Patterson Air Force Base, Dayton, O. . . Colonel MICHAEL SEATON, Office of Theater Military Policy, made a presentation, November 6, on embassy contingency planning, at the Inter-Service Nuclear Weapons Schools, Kirtland Air Force Base, N.M. . . He addressed the Environmental Science Division, Lawrence Livermore Laboratory, on the same subject, November 12, in Livermore, Calif. . . STEVEN COFFEY, same office, represented the bureau at the NATO Special Consultative Group meeting, in Brussels, October 20 . . . DOUGLAS KINNEY, same office, represented the Department at the Queen's University Conference on the North Atlantic Alliance, November 29-December 1, in Kingston, Ont.

ALLEN E. SUCHINSKY, deputy chief, Arms Licensing Division, Office of Munitions Control, lectured on arms exporting licensing at the senior management meeting of the Gould Corp., at City of Industry, Calif., October 15 . . . In early October EDWIN R. NOLAN JR., Office of Strategic Technology and Nuclear Affairs, visited several western European capitals for consultations . . . In October JERRY W. LEACH, same office, attended a conference in the Federal Republic of Germany . . . SHARON K. AYLING joined the secretarial staff of the Office of Strategic Technology and Nuclear Affairs, November 5 . . . In mid-November Captain STEVEN A. CANTRELL, Office of Strategic Technology and Nuclear Affairs, traveled to Tokyo for consultations . . . Ambassador SOL POLANSKY and EDWARD IFFT, Office of Strategic Arms Reduction Talks, and RICHARD DAVIS, Office of Strategic Nuclear Policy, traveled to Huntsville, Ala., December 4, for consultations on Army work related to the strategic defense initiative. □

Public Affairs

Office of the Assistant Secretary: The assistant secretary and Department spokesman, JOHN HUGHES, accompanied SECRETARY SHULTZ on the following trips: Miami, December 5, for the Secretary's speech to the Miami conference on the Caribbean, and his bilateral meetings with Dominica Prime Minister EUGENIA CHARLES, El Salvador President JOSE NAPOLEON

DUARTE, and Panamanian Foreign Minister FERNANDO CARDOZE; New York, December 9, for his address at the convocation of Yeshiva University and his meeting with Israeli Foreign Minister YITZHAK SHAMIR; London, December 10, for a bilateral meeting with British Foreign Minister Sir GEOFFREY HOWE; Brussels, for the North Atlantic ministerial meeting, December 11-15; a stop in Frankfurt, Germany, for a bilateral meeting with Chancellor HELMUT KOHL, before returning to Washington . . . JOHN T. McCARTHY, deputy assistant secretary, traveled to New Hampshire, October 24-26, where he addressed the New Hampshire Council on World Affairs, on "International Economics and National Security (Trade Assignments)." . . . On December 3 he traveled to Nebraska, where he addressed the Rotary Club. On December 5 he addressed the World Affairs Council in Colorado. He spoke on "Economics and General Foreign Policy" to the Idaho World Trade Day, December 6 . . . ROBERT M. SMALLEY spoke on "Government-Press Relations in the Foreign Policy Field," before the National Association of Government Communicators, November 16, and at the Johns Hopkins School of Advanced International Studies, November 28. On December 11 he traveled to Baltimore, where he addressed foreign policy issues at a conference for 300 high school students, sponsored by the Baltimore Council on Foreign Relations.

Office of Opinion Analysis and Plans: BERNARD ROSHCO, director, attended a biennial post-election meeting sponsored by the National Council on Public Polls, at the Washington Post December 4 . . . ALVIN RICHMAN, senior opinion analyst, presented a paper on "American Attitudes Toward International Involvement," to the Southern regional section of the International Studies Association, at its annual meeting in Raleigh, NC, November 15-17.

Office of Press Relations: KATHLEEN LANG was tenured in the Foreign Service on November 30 . . . On December 3 LYNN CRAMMER transferred to the Bureau of Administration, Information Systems Office, receiving a promotion to GS-7 . . . DARLENE KIRK traveled to Miami, December 5-6, and to New York, December 7-9, to arrange photo opportunities for Secretary Shultz's meetings and addresses.

Office of Public Communication: The Special Projects Staff welcomed on December 10 the new division chief, JAMES MURRAY, who transferred from the Bureau of Consular Affairs.

Office of Public Programs: Secretary's coordinator JANICE SETTLE and regional programs officer JANE OSTRANDER advanced Secretary Shultz's appearance at the Miami conference on the Caribbean, December 6 . . . Media/Principals Division chief GIL SHERMAN and regional programs offi-



PUBLIC AFFAIRS—At award ceremony, from left, front row: Alan Romberg, senior deputy assistant secretary; James W. Roberts, Anita Stockman, Stanley Shaloff. Rear: Brian Carlson, William Slany.

cer CONSTANCE DUNAWAY advanced the secretary's December 9 address to Yeshiva University's Convocation, in New York ... Regional programs officer DIANA WESTON attended a Federal Women's Executive Leadership seminar in Lancaster, Pa., December 3-7 ... Regional programs officer MARJORIE WEISSKOHL participated in the Foreign Service Institute's executive per-

formance seminar, December 3-7, at Berkeley Springs, W. Va. □

Refugee Programs

On November 28 HARRY C. BLANEY III, director, Office of Asian Refugee Assistance, and NANCY J. POWELL, program officer, attended the Khmer relief meeting at the United Nations in New York. A U.S. pledge of \$2 million was made to the UN Border Relief Operation ... Between November 7-21, Mr. Blaney visited southeast

Asian refugee posts (Hong Kong, Bangkok and Kuala Lumpur), to review U.S. and international refugee assistance and protection programs, including antipiracy activities in the region. Mr. Blaney also visited the Thai-Khmer border, where 250,000 Khmers are in camps supported by the operation.

MARGARET J. BARNHART spent six weeks on temporary duty in the Orderly Departure Program office in Bangkok ... Recently joining the bureau were KATHLEEN M. NUGENT and JANICE M. DUGGER. They are secretaries in the Office of Asian Refugee Assistance and the Office of Refugee Admissions, respectively. ■

Current Publications

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

Secretary Shultz

"The Resurgence of Democracy in Latin America," General Assembly of the Organization of American States, Brasilia, Brazil, November 12. (Current Policy No. 633)

"Preventing the Proliferation of Nuclear Weapons," United Nations Association of the U.S.A. New York, November 1 (Current Policy No. 631)

General foreign policy

"The Democratic Ideal and U.S. National Security," Stephen W. Bosworth, ambassador to the Philippines, Rotary Club of Makati West, Manila, October 25 (Current Policy No. 630).

Inter-American affairs

"The United States and the Caribbean: Partners in Communication," Ambassador Diana Lady Dougan, coordinator for international communication and information policy, Caribbean Seminar on Space and the Transborder Use of U.S. Domestic Satellites, Montego Bay, Jamaica, October 2 (Current Policy 626).

International economics

"The United States in the World Economy: Myths and Realities," Robert J. Morris, deputy to the under secretary for economic affairs, Long Beach International Business Association, Long Beach, Calif., November 16 (Current Policy No. 635).

Near East and South Asia

"Afghanistan: Five Years of Tragedy," Ambassador Jeane J. Kirkpatrick, U.S. permanent representative to the United Nations, UN General Assembly, November 15 (Current Policy No. 636)."

Refugees

"The Challenge of Refugee Protection," James N. Purcell Jr., director, Bureau for Refugee Programs, Executive Committee of

the UN High Commissioner for Refugees, Geneva, Switzerland, October 9 (Current Policy No. 627).

United Nations

"Perspectives on the U.S. Withdrawal from UNESCO," Gregory J. Newell, assistant secretary for international organization affairs, Stanford University, Palo Alto, Calif., October 31 (Current Policy No. 634).

"Freedom of the Press: The Need for Vigilance," Gregory J. Newell, assistant secretary for international organization affairs, Inter-American Press Association general assembly, Los Angeles, October 30 (Current Policy No. 632).

Gists

Conference on disarmament (11/84).
U.S. and NATO nuclear weapons stockpile reductions (11/84).
Multilateral development banks (11/84).

Background Notes

Belize (9/84).
Honduras (9/84).
Luxembourg (10/84).
Madagascar (9/84).
Nepal (8/84).
Nigeria (9/84).
Paraguay (9/84).
Togo (7/84).
Trinidad and Tobago (9/84). ■



PARIS—At French principal officers conference, from left: Robert Homme, Strasbourg; Peter Chaveas, Lyon; William

Newlin, Nice; Ambassador Evan Galbraith; Edmund Van Gilder, Marseilles; William

Shepard, Bordeaux; Timothy Brown, Martinique; Robert Ezelle, Paris.

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ANKARA, Turkey—At awards ceremony, left to right, first row: *Sahin Onat, Osman Savun*. Second row: *Hikmet Emir, Hortencia Gençalp, Ambassador Robert*

Strausz-Hupé, Nezihe Yelkovan, Mehmet Kirten. Third row: *Merih Yucelen, Vildan Arcasoy, Dolores Parker, Guzin Guncer, Fusun Kahvecioglu, Tevfik Aydinç, Murat*

Bozkurt, Umit Akdur, Necla Gokbulut, Tevfik Bektas, Cevdet Ozcan.

Obituaries

Edward C. Woltman Jr., 55, principal officer in Bremen since 1983, died of cancer on December 10.



Mr. Woltman was assigned to the Office of Central American and Panamanian Affairs as a political officer, 1981-83. He served as a labor/political officer in Vienna, Copenhagen, Quito and Accra. Earlier in his 27-year career, he was a consular officer in Hamburg, general services officer in Monrovia, labor officer in Santo Domingo and economic/commercial officer in Bonn. From 1963-64, he was an educational and cultural exchange officer in the Office of African Programs.

Born in Indiana, Mr. Woltman was a graduate of Purdue. He served in the Navy, 1951-54. Survivors include his wife and two daughters.

Contributions are suggested to the German-American Students Exchange, c/o American Field Services International-Intercultural Program, Inc., Bank of New York, 530 Fifth Ave., New York, N.Y. 10036, account number 005487. □

William C. Sergeant, 50, deputy director for transportation and telecommunications in the Bureau of International Organization Affairs, died of a heart attack on November 12 while he was on temporary duty in London.



Mr. Sergeant was born in Aberdeen, S.D. After being graduated from the University of Minnesota, he served in the Army for two years. Joining State in 1958, he was assigned to European Affairs as an international economist.

He was a consular officer in London, Edinburgh and Santo Domingo. From 1966-69, he served in the Bureau of Inter-American Affairs. Subsequent assignments were to Bogota as political officer, and Tegucigalpa as chief of the political section. Returning to Washington in 1977, he became a political/economic officer in the Bureau of Oceans and International Environmental and Scientific Affairs, Office of Population Affairs. He was principal officer in Cali, 1980-82.

Survivors include his wife and two daughters. □

Dr. Melvin H. Evans, 67, ambassador to Trinidad and Tobago since 1981, died of a heart attack in St. Croix on November 27.



Dr. Evans was a physician and a former governor of the Virgin Islands, where he was born. His career included positions as physician-in-charge at Frederiksted Municipal Hospital in St. Croix, chief municipal physician in St. Croix, and commissioner of health for the Virgin Islands. From 1979-80, he was a delegate to Congress from the islands.

Dr. Evans earned his bachelor's and medical degrees at Howard. In 1967 he completed a public health degree at the University of California, at Berkley. Survivors include his wife and four sons. □

Adah Sheldon, 65, a foreign affairs officer in the Bureau of Oceans, International Environmental and Scientific Affairs who retired in 1981, died after a long illness at Sibley Hospital on September 30.

Beginning her Government service in 1939, she was employed by the Treasury Department, the Federal Works Agency and the Housing and Home Financing Agency. In 1963 she

joined State's Office of Personnel as a secretary. She also worked in the Bureau of Economic Affairs before transferring to the Office of International Scientific and Technological Affairs as a personal assistant in 1965. Prior to her retirement, she was a staff member in the office responsible for coordinating U.S. participation in science and technology cooperation with the Soviet Union.

Mrs. Sheldon was born in Middleport, N.Y. Survivors include two brothers. The family suggests contributions to the Salvation Army or the Middleport Library. □

Louis A. Lerner, 49, ambassador to Norway, 1977-80, died of cancer on November 14 at the University of Illinois Hospital in Chicago.



Mr. Lerner was editor and publisher of Lerner Newspapers, Inc., and an official of other publishing concerns in the Chicago area. A director and vice president of the Chicago Public Library, he was a member of the advisory committee on the Illinois State Library, 1969-77, and a member of the National Commission on Libraries and Information Services, 1972-77.

Survivors include his wife and two daughters. □

Gertrude E. Chisholm, 59, a communications and records officer who retired in 1981, died on November 1.

Beginning her career in 1954, she served as a clerk in Berlin and Tokyo. She was a mail and records supervisor in Karachi for three years, then returned to the Department as a management technician. In 1964, Ms. Chisholm was assigned to Rome as a communications supervisor.

After serving in the Office of Communications as a communica-

tions specialist, she went on to serve as a records officer in London and Geneva. From 1977-80, she was a communications and records officer in Brussels. Her last assignment was to the Office of Communications.

Ms. Chisholm was born in Taunton, Mass. Survivors include two brothers and two sisters. □

Carl E. Forkel Jr., 67, a budget and fiscal officer who retired in 1973, died on July 30 at a hospital in Bordeaux, France.



His first assignment was to Paris in 1941. He was interned in France and Germany for two years during World War II, then went on to serve in Jidda and Valencia as a clerk, in Oslo as a disbursement officer, in Stuttgart as a budget and fiscal officer and in Bonn as chief of the accounting branch. He was appointed second secretary and disbursement officer in Addis Ababa in 1960. After serving in the Department as a budget analyst, he became assistant budget and fiscal officer in Manila in 1966. His last assignment was to the Office of Medical Services as a budget and fiscal officer.

Mr. Forkel was born in Plains, Tex. Survivors include his wife, a daughter and two sons. □

Glen R. Starkey Jr., 60, a budget and administrative officer who retired in 1979, died on October 22.

Mr. Starkey served in the Navy from 1942 until joining the Department as a clerk in 1946. Assigned to European affairs during most of his career, he became a budget analyst in 1954 and an administrative officer in 1973.

Survivors include his wife. □

Grace J. Teir, 59, a Foreign Service secretary who served in Bonn

before retiring in 1980, died on September 5.

Ms. Teir joined the Service in 1954. Her assignments included Reykjavik, Stockholm, Berlin, Warsaw, Ottawa, Addis Ababa, Helsinki and Oslo. Born in Brooklyn, she was a graduate of Brooklyn College. There are no known survivors. □

Andrew T. Cresham, 59, who served as a regional courier officer in Bangkok and Frankfurt, died of cancer on December 6 at George Washington University Hospital.



Mr. Cresham joined the Foreign Service in 1956. He was a courier in Manila, Frankfurt, Panama and Miami. From 1971-77, he was assigned to the Diplomatic Pouch and Courier Operations Division as a diplomatic courier and communications specialist.

Born in Indiana, Mr. Woltman was a graduate of Purdue. He served in the Navy, 1951-54. Survivors include his wife and two daughters. □

Paul E. Kelly, 62, an administrative officer who retired in 1975 after an assignment to Kabul, died of cancer on December 7 at Georgetown University Hospital.

Born in Pennsylvania, Mr. Kelly was graduated from Scranton University. He served in the Army during the war, then worked for the Federal Bureau of Investigation for five years. Joining State in 1951, he was assigned to Frankfurt as a program officer in 1952. Other assignments included the Foreign Operations Administration, the International Cooperation Administration, chief of the Escapee Program in Austria, and administrative officer in Rome, Manila and Vientiane.

Survivors include his wife, three sons and three brothers. □

Francis R. Tully, 61, a security officer who retired in 1972, died on September 26.

Mr. Tully was born in New Jersey. He served in the Marine Corps during the war, and in the Army from 1948 until he joined the Department in 1956. His assignments with the Office of Security included the Cleveland and San Francisco Field Offices, the Investigations Division and the Protective Services Branch.

Survivors include his wife. □

Gordon Donald Jr., 67 whose last assignment was to Manila as economic/commercial officer in 1967, died on November 27.

A State employee from 1951 until he retired in 1968, Mr. Donald served in Jakarta as first secretary and in Lahore as a consular officer. He worked in the Department as an intelligence research specialist, 1951-57, and was a special assistant in the Office of Research and Analysis for the Soviet Bloc, 1962-64.

Mr. Donald was born in Massachusetts. After graduating from Princeton, he earned a master's and Ph.D. at the University of Chicago. He also attended Harvard. He served in the Navy, 1945-46, and was an assistant professor of economics at the University of Massachusetts, 1948-51. Survivors include his wife. □

Jose J. Caballero, 78, who served at several posts in Latin America, died on November 10.

His career, which began in 1942, included assignments to San Luis Potosi, Matamoros and Ciudad Juarez as a clerk, and Mexico City, Nogales and Hermosillo as a consular assistant.

Mr. Caballero was born in Laredo, Tex. Survivors include nine children. □

Ruthford G. Noyes, 73, a fiscal specialist who retired in 1972, died of

cancer at his home on October 10.

A former Marine, Mr. Noyes was a fiscal accounting assistant with the Department of the Navy, 1957-61. Joining State in 1962, he worked for several divisions in the Office of Finance, until 1968, when he was assigned to the Office of Operations.

Survivors include his wife, a son and a grandson. □

Robert G. Hooker Jr., 83, whose last assignment was to Bern as counselor in 1959, died on November 19.

A graduate of Harvard, Mr. Hooker earned a law degree at Stanford and was a member of the bar in his home state, California. After working in private industry and for the U.S. Maritime Commission, he joined State in 1943 as an executive assistant. He was associate chief for eastern European affairs, then a member of the Policy Planning Staff before his first overseas assignment to London as first secretary. Other appointments were counselor to Belgrade in 1954 and first secretary and consular officer to London in 1957.

Survivors include his wife, two daughters and a son. □

Alice G. Mulhern, 71, a retired Foreign Service officer, died of a stroke on October 29 in a hospital in Rome.

Mrs. Mulhern joined the Department in 1945 after serving for two years in the Coast Guard. Her assign-

ments included Milan as consular officer, Santiago and Mexico as commercial officer, and Florence and Panama as economic officer. She retired in 1970.

Born in Boston, Ms. Mulhern was graduated from Boston Teacher's College and taught in the city's public schools, 1936-43. She earned a degree in archaeology and lectured in this country and in Rome. Survivors include three brothers and a sister. □

Judith Gavora, 74, a former consular assistant in her hometown of Chicago, died on November 17.

Assignments during her 21-year career included Berlin and Baghdad as an administrative assistant, Vienna as a mail and records supervisor, and Paris and Bonn as a communications clerk. She retired in 1970. There are no known survivors. □

Amelia M. Kunzler, 81, a former personnel management specialist in the Bureau of Administration who retired in 1962, died of heart failure on November 24 at the Wisconsin Avenue Nursing Home.

A native of Pittsburgh, Ms. Kunzler was a stenographer for the Pittsburgh Athletic Association for 10 years. Moving to Washington in 1942, she worked for the Navy Department until joining State in 1949. Her assignments were to the office of Communications and the Bureau of Refugee and Migration Affairs.

Survivors include several cousins. Contributions are suggested to the Eye Research Institute, Box 9041,

John F. Kennedy Station, Boston, Mass. 02114 or the National Retinitis Pigmentosa Foundation, 8331 Mindale Circle, Baltimore, Md. 21207. □

Keld Christensen, 67, an economic officer who retired in 1970 after an assignment as chief of the Business Practices Division, died on November 26.

Joining the Foreign Service in 1941, he served as a clerk in Reykjavik and Ankara; as a consular officer in Iskenderun and Halifax; and as an economic officer in Milan, The Hague and Stockholm. He was officer-in-charge of Swedish-Finnish-Icelandic Affairs from 1961 until 1963, when he became counselor for economic affairs in Tokyo. His career also included details to Harvard, 1949-50, and the National War College, 1960-61.

Mr. Christensen was born in Iowa. Survivors include his wife and a son. □

Ramon S. Alfonzo, 77, a consular officer whose last assignment was Mexico, in 1960, died on August 20.

Joining the Foreign Service in 1927, he served in Havana, Brussels and Naples. He retired in 1961.

Mr. Alfonzo was born in West Nutley, N.J. Survivors include his wife. □

Inger Bugge-Asperheim Hvoslef, 67, a Foreign Service employee with State and then AID, died on November 1 at a hospital in her home town, Oslo.

Ms. Hvoslef began her career as an interpreter at the embassy in Copenhagen in 1946. She served as a secretary in Paris, Kuwait, Cairo and Rome. From 1960-62, she was an intelligence research specialist. Joining AID in 1962, she served as a program and training officer in Madagascar, Guinea, Tunisia, Nigeria and Chad. She retired in 1979.

Survivors include a twin sister. ■



TALENCE, France—At the 40th anniversary of its liberation in the American military cemetery at this city near Bordeaux,

are (fourth from left, front row) U.S. consul general **William Seth Shepard**, and French officials.

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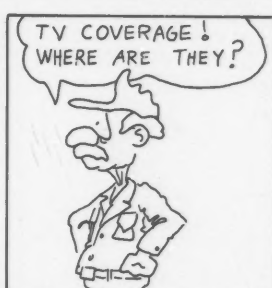
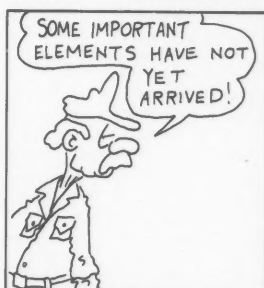
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*Years of coverage are shown in brackets when not included in titles.■

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