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The Newsletter

United States Department of State

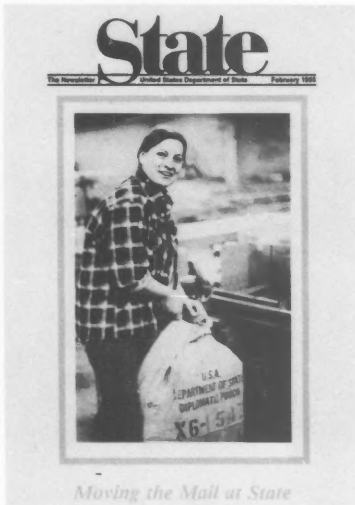
February 1985



Moving the Mail at State

MAR 15 1985

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THE COVER—*Jerlene Bailey*, a pouch clerk at the State annex building in Newington, Va., is one of some 80 employees of the Mail and Pouch Division. But all State employees can help move the mail. Story on Page 2. (Photo by *Donna Gigliotti*; cover design by *Joseph S. Koscinski*)



Letters to the Editor

"Fair" coverage

WASHINGTON, D.C.

DEAR SIR:

I was surprised to see the "Families at State" article (December 1984) focus solely on sons of Foreign Service officers. Both my sister and I are daughters of a Foreign Service officer. Surely there are other women representatives out there! Let's have "fair" coverage.

Sincerely,

LEE HENDERSON

Office of Central American Affairs,
Bureau of Inter-American Affairs □



Ms. Henderson, left, her father Douglas Henderson, a retired ambassador, and her sister Jennifer Henderson, assigned to Politico-Military Affairs.

State



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

Black-and-white, glossy-print photos reproduce best. Each photo needs a caption, double-spaced, identifying all persons left to right. Send contributions to STATE magazine, DGP/PA, Room B-266. The office telephone numbers are (202) 632-2019, -1648 and -1742.

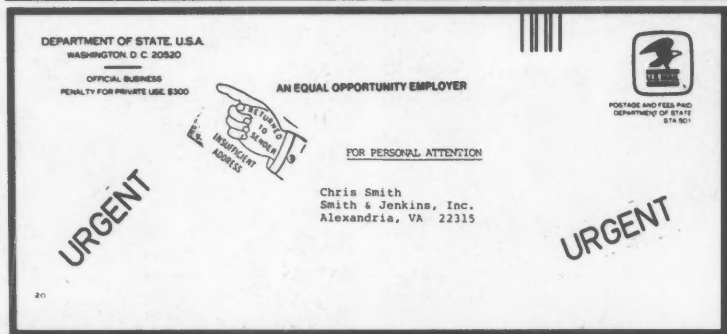
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**BUY
UNITED
STATES
SAVINGS
BONDS**

In the Department

Here are some tips on how to speed up your mail

'Up to 19% of the material has improper addresses'



THE URGENT INFORMATION contained in the envelope above has been on an unnecessary journey. Originating in the Department, it was returned to State's mailroom in B-528 by the U.S. Post Office because the address was incomplete. But the mailroom couldn't identify the sender, because there was no return address except the Department of State frank. So the envelope was sent to the Department's Foreign Affairs Information Management Center, where such mysterious mail can legally be opened for routing information. After a return visit to the mailroom, it reached its original destination at least several days later than intended.

Such circuitous routes are not rare, according to Lou Corrieri, a retired Foreign Service communications officer who was hired as a consultant last year to study the Department's mail and pouch operation. "Up to 19% of the material handled at State needs some intervention because of improper addresses and preparation," he said. "That can translate into a significant amount of the 4 million pieces of mail routed through State's mailroom yearly. Sometimes people even address mail to a name and a State phone number, or a name and simply 'State Department,'" he said.

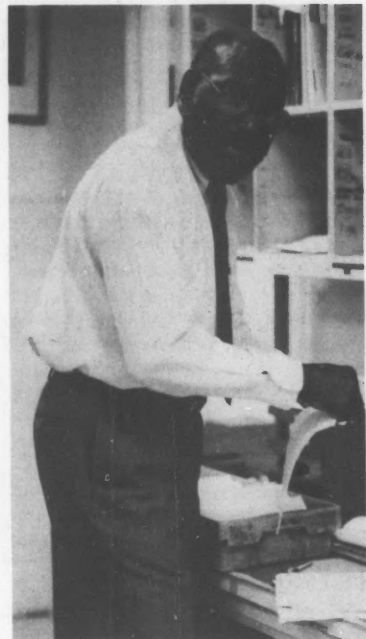
Other problems cited by Mr. Corrieri and by a U.S. Post Office



Mr. Corrieri

study in January 1984 include staff shortages, a need to revamp sorting methods, inadequate space, and access to only one loading dock for both outgoing and incoming shipments. Among the recommendations are electronic mail mobiles which will be tested later this year, further automation, and a reorganization of space, both in the Department and at the Newington, Va., annex where third and fourth class bulk material is handled. But employees in Washington and abroad can help, too, by addressing mail properly so that it can flow freely to its destination.

"We sort mail according to office designations and symbols, not room numbers," says Ed Reinhart, a mailroom section chief and former



Mr. Reinhart

U.S. Post Office employee. "Mail without the symbol that can't be forwarded goes to the locator service here in the mailroom. And it usually loses a day in arriving at its destination."

No return addresses

"No return addresses are another big problem," Mr. Reinhart says, explaining: "I'd say that 8 out of every 10 pieces of mail have no return address. You should indicate your office symbol and room number on the upper left of the Department envelope. Otherwise, if the mail can't be delivered because of an incorrect address, and also has no return address, we have to send it to the Foreign Affairs Information Management Center to be opened. But that takes time. Then they send it back to us and, again, it loses time."



Carl Leach, at the Newington annex. (Photos by Donna Gigliotti)



Mail clerk Linda Roots.

Employees in the Department, as Mr. Reinhart points out, are sometimes confused about how to speed mail. For example, some think official mail will arrive quicker if they put it directly into a U.S. mailbox outside the building, or if they mail it from the U.S. Post Office on the second floor in Main State. "But that way, it will take even longer to be delivered," says Mr. Reinhart. "Official mail with the Department frank must be accounted for in the building. So, the U.S. Postal Service just sends it back here to the mailroom to put through the system."

The "system" consists of about 80 employees in the basement mailroom, and in five sub-mailrooms on the first, second, fifth, sixth and seventh floors. The sub-mailrooms feed into bureau message centers, where the mail is sorted for individual offices. The U.S. Post Office makes daily stops at the Department at 5:30, 8:00 and 10:25 a.m., and 1:00, 3:25 and 4:30 p.m. Postal express mail is collected at 3:30 p.m. "Some employees drop off mail at the end of the day on their way home. They don't realize it won't make it out of here until the next day," says Mr. Reinhart. "Also, some offices mail everything at the end of the day. But it's better to mail by midday."

Overseas mail

One of the problems with overseas mail involves improper use of registration forms. Registration is required for all classified information sent overseas. It should be hand-carried to B-528 with a registration form. "The form has a detachable section which must be signed by the mailroom employee receiving the mail. Often employees bring mail down here with just one portion of the registration slip. They say they left the other part in their office safe. Instead, they should bring the whole form down here, get their portion signed by the person receiving the mail and then put it in their office safes. If no one here signs that part of the form, we have no way of verifying that it arrived. And if it's lost, we can't trace it. They might as well not register it at all."

John Channell, chief of the mailroom, cites another problem—that concerning overseas delivery of items ordered through catalogues and other mail order houses. "Most mail order houses are computerizing their shipping labels and they're using three-line addresses," says Mr. Channell. "So, if an employee overseas orders something from a catalogue and gives a four-line address, the vendor might

arbitrarily drop one line and the mail could be delayed or maybe not delivered at all." When you supply vendors with an address, a three-line format is highly recommended. Put your name on the first line; the name of the post, followed by the acronym for the Department of State (DOS), on the second line; and Washington D.C.

20520 on the third line. On packages that weigh over two pounds, and for periodicals and publications, the zip code should be 20521.

Example: Chris Smith
Rangoon (DOS)
Washington D.C. 20520
(or 20521)



Mr. Channell

DIPLOMATIC POUCH MAIL REGISTRATION		REGISTRY NUMBER Nº 7539832		TO BE APPLIED TO COVER	CLASSIFICATION	REGISTRY NUMBER Nº 7539832	REGISTERED
SENDER		DATE OF REGISTRATION					
OFFICE SYMBOL	CLASSIFICATION						
ADDRESSEE		IDENTIFICATION					
OPTIONAL FORM 120 (Formerly JF-14) January 1975 STATE—AID—USIA 50120-102		Signature					
(To Be Retained by Registering Officer)				* GPO : 1983 O - 405-975			

Army, Fleet post offices

Some posts have Army Post Office (APO) or Fleet Post Office (FPO) service operated by the Department of Defense. Mail to those posts should also be addressed in three lines, with the addressee's name on the first line, AmEmbassy or AmConGen and post name on the second line, and the

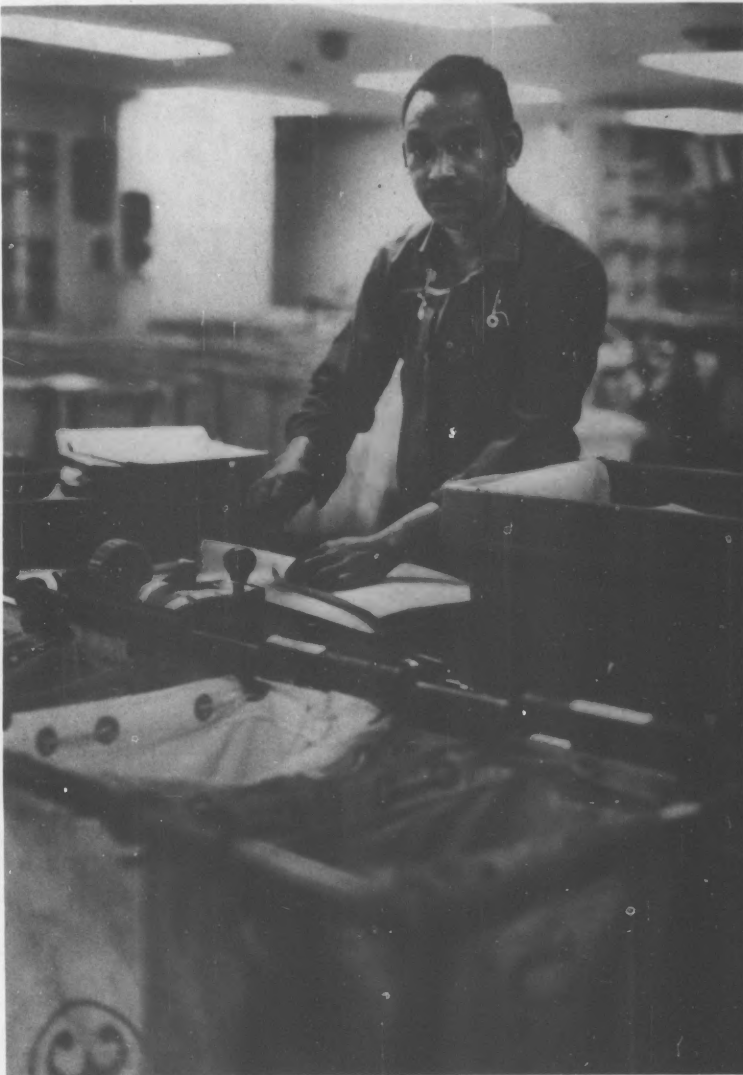
APO or FPO designation on the third line.

Example: Chris Smith
AmEmbassy London
FPO NY 09510

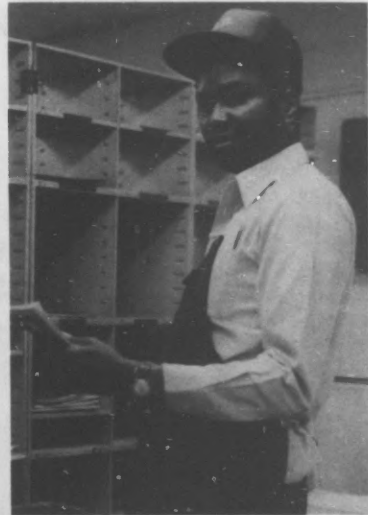
"Some of our people who want to send mail overseas through an APO or FPO address decide to put it through the Department's mail sys-

tem, thinking it will be faster," says Mr. Channel. "But this only delays it. We have to send the mail via APO ourselves, so it would be quicker if you sent it there directly and properly—via the U.S. Postal Service."

Mr. Channell suggests that these rules be kept in mind:



Donald Gentry, incoming mail section.



Thomas Duncan, incoming mail section.



Donna Green

IN THE DEPARTMENT

—Packages mailed by pouch may not exceed 40 pounds in weight, and 24 inches in length—or by 62 inches in length and girth combined.

—Among the items prohibited for transport by pouch are foodstuffs, alcoholic beverages, plants, animals, explosives, firearms, poisons, radioactive substances, magnetic materials, liquids (including paints), items packed in glass containers larger than six ounces, illegal narcotics and dangerous drugs, the personal effects of deceased U.S. citizens, and items



David Coy, in the pneumatic tube section.



Marie Robinson



Juan Robinson, locator service.



Tonia Brent

which are illegal to import into the receiving country or export from the sending country.

- Write addresses clearly.
- Always use a correct return address.
- Use correct zip codes.
- Address packages on one side only.

—Pack and seal parcels securely, using strong thick cardboard or fiberboard boxes and sturdy ties or adhesives.

—Do not send packages to be held in the mailroom or the Foreign Service Lounge pending the addressee's arrival. Storage facilities do not exist.

—Wrap film in strong envelopes. Use tape or tags to affix the return address on the exposed film roll or pack.

For more information, contact the Diplomatic Mail and Pouch Branch (A/OC/P), Room B-528. Or call 632-2936.

—DONNA GIGLIOTTI ■



Mail clerk Mary Parker.

News Highlights

Spiers studies envoys' suggestions for changes

Under Secretary for Management Ronald I. Spiers has asked all U.S. ambassadors to tell him the things they would like to see changed "in the way we treat people administratively."

As of mid-January, the chiefs of mission had sent in more than 150 suggestions, covering some 20 different areas in administration and personnel.

"The problems most frequently cited," Mr. Spiers noted, "are the 'Fly America' rule, travel vouchers, communications lapses between career counselors and employees, pouch mail service, shipment of effects and difficulties involved in transfer. Replies are still coming in and we will be following up on other specific problems."

Mr. Spiers assured the ambassadors that "work to remedy some of these problems is well under way or complete. A few others may lend themselves to relatively quick fixes. Many will require careful examination, changed regulations or legislation, and/or more resources. Thus, some of the problems will take a relatively long time to resolve; some may prove to be insoluble, at least for the time being.

"I am, nonetheless, convinced that overall there is much we can do, and I have met with the heads of personnel and administration, and with management operations, to examine the suggestions and determine the best ways to take action on them. As I receive more replies, the additional suggestions will be cranked into the process."

In addition to convening two management conferences in Wye, Md., Mr. Spiers has established several working groups to study specific issues and make recommendations.

Donald K. Petterson, deputy director, Office of Management Operations, is chairman of the chiefs of mission project. □



Secretary George Shultz, center, President Ronald Reagan and Vice President George Bush, right, at the White House after dis-

cussing the recent arms talks with the Soviets in Geneva. (Photo by James M. Thresher, *The Washington Post*)

New name: Bureau of Administration, Security

The Department has changed the name of the Bureau of Administration to the Bureau of Administration and Security, effective January 22.

In commenting on the change, Assistant Secretary Robert E. Lamb said, "Because of the continuing rise in terrorist violence around the world, security issues and operations have assumed a much larger role in the Department's administrative responsibilities. The name change is intended to reflect this new reality and to emphasize the importance of security matters for Department managers at all levels."

Secretary Shultz, when in Washington, conducts daily meetings on general and specific security issues. The meetings are attended by top management and policy officials. □

Alexandria to mark U.S.-Egyptian relations

Employees who have served in Egypt are invited to attend a program commemorating 150 years of U.S.-Egyptian relations, at the consulate general in Alexandria, March 17-18.

Discussions of the history and future outlook of U.S.-Egyptian relations will be featured. They will be moderated by Ambassador Richard Parker of the Middle East Institute and Dr. John Ruedy of Georgetown University.

Participants will include Ambassador Herman Eilts, Ambassador Alfred L. Atherton, Jr. and former chargé d'affaires Donald Bergus.

For more information, contact Brent Hartley, Office of Egyptian Affairs, Bureau of Near Eastern and South Asian Affairs, Room 6251A, telephone 632-2802. □



Admiral (ret.) *Bobby R. Inman* addresses the Secretary's Open Forum in the East Auditorium, December 19, as chairman *Edward M. Cohen* looks on. An overflow-



ing audience heard the former deputy director of the Central Intelligence Agency, now head of broad-ranging research projects undertaken jointly by 20 leading U.S.

high-technology companies, discuss "Emerging Technologies and National Strategies."



RIYADH, Saudi Arabia—On hand for the recent opening of the U.S. embassy was, from left: *Abdal Rahman An Nuwayssir*, deputy chief of protocol for the Foreign

Ministry; *Abdallah Ali An Nu'aym*, mayor of Riyadh; Ambassador *Walter Cutler*; *George Dabaghi*, Foreign Service employee; Assistant Secretary *Richard W.*

Murphy; *Omar Yussif*, Foreign Service employee; and *Mrs. Murphy*.



Inspector general *William C. Harrop*, right, presents Superior Honor Awards,

from left, to inspectors *Robert J. McAnneny* and *Bohdan Y. Paschyn* and

senior inspector *T. Frank Crigler*.

7 inspectors receive Superior Honor Awards

At the inspectors' semiannual conference last month, inspector general William C. Harrop presented Superior Honor Awards to seven inspectors. They are T. Frank Crigler, John C. Garon, Robert J. McAnneny, Howard McElroy, Bohdan Y. Paschyn, Richard LaRoche and John O. Rendahl.

All the winners were members of a special team, headed by Mr. Crigler, that was responsible for designing and preparing handbooks for functional audits, program inspections and post inspections. The new evaluation system was to begin with inspections and audits early this year. □

Georgetown establishes Rusk fellowship

The Dean and Virginia Rusk Fellowship has been established by the Institute for the Study of Diplomacy, affiliated with the School of Foreign Service of Georgetown University, to honor former Secretary Dean Rusk and his wife, Virginia.

The fellowship, reflecting the special interest and concerns of the Rusks, will be awarded for the 1985-86 academic year to "practitioners and teachers dedicated to the advancement of international law, diplomacy, and the peaceful resolution of global and international problems. The annual competition will be decided on the basis of intellectual qualifications, scholarly achievements and promise, and career interest," according to a Department notice.

Each winner will spend the term of the fellowship at Georgetown University pursuing independent study and participating in the academic and research activities of the institute. The winner will be expected to attend one course weekly in the Mid-Career Fellows Program at Georgetown. Georgetown will make fellowship funds available to help defray the cost of research, travel and other expenses associated with the fellowship.

The Department is seeking expressions of interest from officers "demonstrating the highest potential, with exceptional performance records. All applicants should be tenured

FO-4's, through O-2's. Qualified candidates are welcomed to apply. In keeping with the spirit of the fellowship, married professionals (two Foreign Service officers or one Foreign Service officer and one qualified working member of another profession) are also encouraged to apply," the notice pointed out. □

Japan honors John Emmerson, deceased

The Japanese government has awarded, posthumously, one of its highest honors, the Second Class Order of the Sacred Treasure, to John Emmerson, a 33-year veteran of the Foreign Service and a former deputy chief of mission at Embassy Tokyo. Mr. Emmerson was cited for promoting understanding between the United States and Japan. The award was presented to his wife, Dorothy, in San Francisco recently.

After he retired from the Service in 1968, Mr. Emmerson became a senior research fellow at the Hoover Institution at Stanford, and chairman of the university's Japan program. He died last March 24. ■

Appointments

Abramowitz heads intelligence bureau

Secretary Shultz has selected Ambassador Morton I. Abramowitz, a career minister in the Senior Foreign Service, as director, Bureau of Intelligence and Research. Mr. Abramowitz, whose appointment became effective February 1, succeeds Hugh Montgomery.



Mr. Abramowitz recently served as U.S. representative to the Mutual and Balanced Force Reduction negotiations in Vienna. Earlier, he was ambassador to Thailand, 1978-81, and deputy assistant secretary of defense for inter-American, East Asian and Pacific affairs, 1974-78. Mr. Abramowitz began his government career with the International Cooperation Administration in 1958. He joined the Foreign Service in 1960 and was posted to Taipei as consular-economic officer, serving there until 1962. The following year he took Chinese language and area training, then became political officer in Hong Kong.

He returned to the Department in 1966. He served as international economist, 1966-68; as special assistant to the Deputy Secretary until 1971; and as a foreign affairs analyst until 1973.

He then had a one-year tour as political adviser to the commander-in-chief, Pacific.

Mr. Abramowitz was born in Lakewood, N.J., on January 20, 1933. He received a bachelor's from Stanford in 1953, and a master's from Harvard in 1955. For the next two years he served in the Army. He is the author of several works on Asia,

including (with Richard Moorsteen) "Remaking China Policy" and "Moving the Glacier: The Two Koreas and the Powers."

Mr. Abramowitz is married to Sheppie Glass Abramowitz. They have two children. □

People at State

Nicholas Platt has assumed his duties as special assistant to the Secretary and executive secretary of the Department ... Kenneth M. Quinn is deputy executive secretary of the Department. ■



MOGADISHU, Somalia—Ambassador Peter Bridges, center, arrives at post. At right is deputy chief of mission John Hirsch. Somali chief of protocol Abdi Haji Hussain is at left.

Narcotics assistance officer tells what it's like

'There may be a job for someone with real diplomatic skills'

BY MAURICE M. TANNER

WHAT DO YOU DO when your last two overseas assignments have been as principal officer in small consular posts? I mean one gets used to working with a minimum of supervision, setting his own travel schedule, deciding what he thinks needs to be reported, handling real management responsibilities, and dealing with the problems of coordinating other government agencies.

After that kind of heady experience, I figured it was going to be pretty hard on the old ego to go back to playing second bassoon in some embassy's political section. Since there are not that many small consular posts left in the Foreign Service, and the deputy chiefs of mission jobs at the FS-2 and FS-1 levels are the most overbid positions in the system, I began looking for something else which would offer the same challenges, satisfactions and excitement that I had been used to.

Fortunately for me, I found something that nobody was bidding on that provided me the same challenges that I had so enjoyed running my own posts. The job was in one of our largest embassies. I had a small motor pool under my direct control, a \$10-million dollar budget, (including travel money separate from the Embassy budget) and a sizeable staff of American and Foreign Service national employees. I reported directly to the deputy chief of mission and the ambassador. I was involved in a problem that, from the point of view of the Congress and the American public, is one of our most serious diplomatic problems of the day.

I became a narc—a narcotics assistance officer—for the State Department.

No, I didn't join the Drug Enforcement Administration, and yes, I made the next Foreign Service officer



Mack Tanner, a narcotics assistant unit chief in Bangkok, visits a poppy field.

promotion list. But after a year's apprenticeship as a deputy, I decided to take the job of director of the Narcotics Assistance Unit in Mexico City.

Narcotics assistance units

Since its creation in 1978, the

Department's Bureau of International Narcotics Matters has administered a section of the Foreign Assistance Act.

That section appropriates money to be used to encourage and assist foreign governments in addressing the problems of narcotics production and



A helicopter, provided to the Mexican government through the U.S. narcotics assistance program, sprays a poppy field in the State of Sinaloa.

trafficking. This makes the bureau an anomaly in that it and its representative offices abroad operate under separate legislative authority, and as a program bureau.

Currently, there are narcotics assistance programs in Mexico, Colombia, Peru, Bolivia, Brazil, Ecuador, Turkey, Pakistan, Burma and Thailand. I enjoyed my job in Mexico City so much that on the next time around, I reenlisted and was assigned to Thailand.

In most of these program countries, there is a special section within the embassy called the Narcotics As-

sistance Unit. They are headed by Foreign Service officers. While we work closely with the representatives of the Drug Enforcement Administration in designing and implementing narcotics assistance programs with the host government, the narcotics assistance officers have final responsibilities for proposing budgets—and administering those funds after they are appropriated.

In Thailand, the Department has been working with the Royal Government of Thailand on several very important narcotics programs, including narcotics enforcement assistance, customs improvement, crop production control and drug abuse intervention, prevention and aftercare. As a member of Thailand's Narcotic Assistance Unit, I am involved in all of

these programs. I get a great deal of satisfaction as I watch them grow and succeed. It's one of the few assignments I've had where real progress can be a measured and experienced. We deal with a deputy prime minister, several police and army generals, a wide range of government development officials, specialists in remote outposts, hill tribe village leaders, and even the royal prince.

Working in the field

Poppies, coca and marijuana don't grow in the streets of the capital city, so the narcotics assistance unit staff spends a lot of time in the field. In Mexico, for example, my deputy and I made more trips to other parts of the country than any other Foreign Service officer assigned to that coun-

try. In Thailand, the two Foreign Service officers in the unit do more in-country traveling than the entire political and economic sections combined. We travel not just in jet planes, but in four-wheel drive jeeps, helicopters and, sometimes, on foot.

I find that a successful director of a narcotics assistance unit must command all the skills of a good substantive officer in any political or economic section. This includes the ability to gather and analyze data and report on the results. It requires the skills to negotiate agreements with host country counterparts. The narcotics assistance unit director must also be a program manager. Budgets have to be prepared, project agreements negotiated, equipment ordered, then monitored to insure that it is used for the purposes intended, and people hired, supervised and sometimes fired. With the State Department's role overseas increasingly becoming that of executive coordination, the Foreign Service, I be-

Jon Thomas, assistant secretary for international narcotics matters, about to board a helicopter for a visit to an opium control project in Thailand.

lieve, should look for and reward those who perform well in program direction. The narcotics area is one of the few areas offering that broad experience.

Currently, the Bureau for International Narcotics Matters has 13 American Foreign Service officer positions overseas, and 12 Foreign Service officer positions in Washington, incorporating all cones and a variety of skill codes. Included among those skills required to accomplish the task are action-oriented program planning and implementation skills that include an interest in, and facility for, negotiating at senior levels of the foreign government; assisting in the implementation of Foreign Assistance Act programs; as well as monitoring and evaluating through consistent reporting of results, working easily with budgets, and managing a variety of personnel.

The nature of illicit drug control work is also cast against a political and economic environment which requires the ability to plan and manage resources, establish intelligence collection priorities and relate to the intelligence community. The officer

must also interact effectively with a host of other government agencies, and develop programs involving regional bureaus, the Bureau of Intelligence and Research, overseas embassies, and central/state and local authorities in a foreign country. In Washington, the bureau's Foreign Service officers and other employees work closely with other State Department bureaus, the White House, Congress, Drug Enforcement Administration, U.S. Customs Service, Central Intelligence Agency, U.S. Coast Guard and AID.

Challenges, opportunities

Despite the challenges and opportunities that I and others have found working on the narcotics problem, the narcotics assistance unit jobs are still underbid. It's not the kind of thing we thought we would be doing when we signed up for a career in diplomacy. Even many of those who have spent major portions of their careers in narcotics-producing countries keep hoping that the problem will somehow go away by itself.

That is not going to happen, given the economics involved and the





Assistant secretary *Jon Thomas* examines bundles of opium that were turned over by villagers to Thai military authorities.

continued demands for illicit drugs. There are no magical solutions. There is no war, per se, that will some day be won. The issue will continue to be a major diplomatic problem long past the time when the most recent class of junior Foreign Service officers are drawing their Social Security checks. Narcotics coordinators, a Drug Enforcement Administration presence overseas, and the units are here to stay. Essentially, the primary goal of the bureau is to make drug control a foreign policy-making apparatus to convince foreign governments of the importance and the relevance of illicit drug control programs.

Even when a producing country's leaders try to deal with the problems, the results are often inadequate in terms of what Congress and the public expect and demand. The Congress has provided the Department of State with some leverage as we attempt to negotiate an end to the illicit cultivation of narcotics. This comes in the form of an amendment to the



Bob Retka, deputy controller of International Narcotics Matters, visits a project village.



Myong hill tribe children whose parents work for the government on drug control.

Foreign Assistance Act which enables the President to cut off economic and military assistance to any nation which does not come up with a plan for narcotic crop reduction or elimination.

Thus, in every one of our embassies which has a narcotics assistance unit, the issue of illicit narcotic drugs is a serious diplomatic problem that can threaten, or even destroy, all other aspects of our diplomatic relations in a given country.

That puts the narcotics assistance unit in the middle of the fray. Mid-

Jon Thomas, assistant secretary for international narcotics matters, meets hill tribe maldens in a village that has halted commercial opium cultivation in return for economic assistance.



A hill tribe opium grower demonstrates his harvest technique.



Program officers *Dennis Papendick* and *Jozet Hudson-Ziegler* board a helicopter for a visit to opium control project areas. Joining them is *Bernie Altern*, vice consul in Chiang Mai.



Program officer *Jozet Hudson-Ziegler* at a village on the Thai-Burmese border.

grade officers assigned to a unit will get directly involved in serious diplomatic negotiations. The task is to convince foreign government leaders to take positive and effective action. In the long run, cooperative actions to reduce narcotics will benefit all nations—both producers and consumers.

So, that deputy chief of mission job in Barbados went to someone else. You're not quite up for the two years of language training that's required to qualify for principal officer in Naha, and your career counselor is trying to talk you into a "great" job in one of the State Department annexes. Take another look at the list of upcoming vacancies. There may be a narcotics assistance job looking for someone with real diplomatic skills. It could be yours—if you're good enough. ■

Terrorism

Shots heard around the world

Tales of terror from the once staid diplomatic corps'

BY WILSON DIZARD III

The following article appeared in the January 6 issue of the Washington Post Magazine. Mr. Dizard is a Washington writer.

THE UNITED STATES FOREIGN SERVICE honors its dead in action by inscribing their names on two black stone plaques in the monumental lobby of the State Department's headquarters in Foggy Bottom. The names, 138 of them, are incised in stone and set out with gold leaf. Brief inscriptions below each name note the date and place where the emissary died.

The first name on the roll is that of William Palfrey, who was lost at sea in 1780. The dates on the first plaque span 187 years, ending in 1967. The second plaque lists the names of the diplomats who have been killed in the last 17 years. It is almost full.

U.S. diplomats once risked little more on their assignments abroad



Christian Chapman

than a barbed riposte over cocktails. Now they are being stalked and killed by terrorists.

Christian Chapman, a slim, urbane former envoy who served in posts from Casablanca to Vientiane

during a career that spanned three decades, knows terrorism at firsthand. In the fall of 1981, he was serving as chargé d'affaires in Paris, acting as the ambassador while that post was vacant. In September 1981, he says, "We received an intelligence report that there might be teams of assassins moving against our embassies in Europe . . . We took a number of steps. One was to raise the security consciousness of our people."

Chapman explains that 95 percent of the terrorist attacks on individual diplomats happen in front of their homes. A key security measure is for them to simply look around as they go out of their houses.

On Nov. 19, 1981, Chapman was getting ready to leave his house on the Avenue Deschanel, near the Eiffel Tower, to go to work. It was clear and cool in Paris that morning. Following security rules, he radioed for his car to come around and pick him up.

"The car arrived, I stepped out on the sidewalk as usual, and I looked over the street. Some 50 or 60 feet to the right, standing on the street corner, there was a man with a beard, clearly a Middle Eastern type. He was wearing a black leather jacket and held his hand inside his jacket."

The scene "set off all sorts of bells" in Chapman's mind. But the man looked like he was from "Central Casting for a Grade C movie. I just found it hard to believe," he says, laughing. "I went forward—and he opened fire."

As Chapman ran to hide behind the car, the gunman fired six shots from an automatic weapon—all misses. Crouching on the tarmac behind the embassy car, with bullets whizzing by, Chapman says he wondered to himself: "Why me? It was a feeling of total surprise, shock, kind of irritation."

The gunman left quickly and

soon the area was boiling with French police, in and out of uniform. Eight witnesses to the attack each gave a different description of the foiled assassin, and he was never found. The group that claimed credit for the shooting, the Lebanese Armed Revolutionary Faction, claimed in subse-



Thomas Boyatt

quent months to attack four other U.S. officials abroad, killing two.

As soon as he dusted himself off, Chapman continued with his daily schedule. "I had a luncheon date, a reception, and a dinner, and I went to all three, to show publicly that the American chargé was not cutting and running."

In some countries, terrorists see U.S. diplomats as fair game in local wars. Under those circumstances, an ambassador may find himself immured under virtual house arrest.

Tom Boyatt, a burly career ambassador who is now on leave of absence while working for an international trading firm, said recently that his career had been "long, and very violent."

In his years of service he dodged bullets while crossing between Greek and Turkish lines in Cyprus and once risked his life to save an injured fellow passenger on a hijacked plane

that was about to blow up.

"When I was ambassador in Colombia, we never went anywhere without four or five bodyguards armed with submachine guns and a follow car," he said. "We used to get death threats all the time in the mail and by phone. We called it five-cent terrorism," an evaluation based on the price of Colombian postage stamps at the time.

Boyatt, who is the father of five, said it's "one thing for a terrorist group to say 'We're going to get you, Mr. Ambassador!' It's another thing when they threaten a 2-year-old child." For the first three years of his son Alexander's life, the Boyatts couldn't take him for a stroll around the block because of the threat of assassination.

"Ten of my friends in the Foreign Service have been killed," Boyatt said, and he ticked off the names and places: "Curt Moore and Cleo Noel in Khartoum. Roger Davies, the American ambassador in Nicosia, Cyprus. Ron Waring and Ambassador Frank Meloy in Beirut. John Gordon Mein in Guatemala. Spike Dubs in Kabul. Ray Hunt in Rome just this year. Dennis Keogh in Namibia." Boyatt paused at nine names. "I may have missed somebody—which is horrifying in itself."

With no way to eliminate the terrorist threat, and little prospect that it will diminish, the State Department is thrown back on defensive measures. Embassies are fortified and diplomats ride in armored cars. Intelligence information is called into play to predict attacks, and foreign service officers are constantly reminded to be on guard.

All State Department employees assigned overseas now must take a one-day course called "Coping with Violence." Conducted in a nondescript office building in Rosslyn, the course covers ordinary threats—fire, crime, earthquakes, floods, as well as the special problems of terrorism. In the antiterrorism segment of the

course, the diplomats are taught to recognize bombs, deal with telephone death threats and behave well as hostages. One course handbook that describes such dangers and how to avoid them ends wanly, "May your tour of duty be a safe and rewarding one."

The diplomats may leave the course somewhat fatigued by the tedious and almost paranoid precautions urged by security officers, but they will probably remember what they have been told when it counts. According to Brooks McClure, a tall and scholarly former diplomat who has lectured on antiterrorist tactics and who now counsels businessmen about terrorism for a living: "One doesn't 'remember' classroom advice usually. It's a curious thing. If you give a lecture on the subject and you say, 'In these circumstances you do thus and so,' and then give a test afterward, say two hours later, you might find that they've absorbed maybe half of what you've said. But under stress, these lessons are remembered."

Ignoring or forgetting the advice can be risky or fatal. Consider the cases of Navy Lt. Cdr. Albert Schaufelberger III and Army Brig. Gen. James L. Dozier.

Schaufelberger, a naval attaché who will go down in history as the first American adviser to die in El Salvador, was killed because he violated a cardinal rule of the counterterrorist handbooks, says one State Department official: He failed to vary his daily routine. Schaufelberger was shot four times in the head May 25, 1983, while he sat in his car outside the University of Central America in San Salvador. He was waiting to see his girlfriend, as he did regularly at the same time and place. His assailants were able to plan their attack at leisure, safe in the knowledge that he would hold true to his predictable pattern. He was wearing three guns when he was shot, but he had rolled down the bulletproof window of his car because the air

conditioner was broken.

Dozier fell prey to a different lapse, according to the State Department official. The general's kidnaping in December 1981 by the Italian Red Brigades was a result of his unfamiliarity with the culture of the country in which he was stationed. He opened the door of his apartment in the early evening to an uninvited plumber, who turned out to be a kidnapper.

Dozier was a model hostage, confounding his captors at every opportunity during the 42 days he was held. But the incident never would have happened if he had known that Italian plumbers are a rare and elusive breed who never make unscheduled house calls, especially at night.

Sometimes, though, no amount of training will help. Steve Pattison, for example, was shot by mistake in Beirut in 1981. Pattison, a lanky 31-year-old Texan who has been a diplomat for five years, described his wounding in a conversation at the dining room table of his well-appointed Adams-Morgan apartment.

On April 20, 1981, Pattison was relaxing in his Beirut apartment overlooking the limpid Mediterranean. "There was fighting back and forth across the Green Line ... I had just



Stephen Pattison

finished talking to a friend of mine on the phone. We had planned to meet to play bridge ... All of a sudden there

were two loud explosions and I saw the door fly apart. There was a flash of light and smoke. Then I felt instant pain in my groin, and fell back against the door. It was quite a bit of pain." When the shooting stopped, Pattison said, he "hopped down three flights of stairs, screaming for someone to come get me."

He had been hit by an armor-piercing round from a Soviet-designed "Dushka," a large-caliber automatic weapon typically mounted on the back of a truck. The bullet, which he displayed while he told his story, is as large as a man's thumb.

Taken to the busy emergency room at the American University Hospital in Beirut, Pattison was placed in a room next to one in which two Syrian soldiers were dying. The hospital neighborhood was shelled repeatedly during Pattison's week-long stay, a fact whose irony he had ample time to reflect on: "Wouldn't it be just appropriate for me to have gone through this trauma, and to land in this hospital room, and to have a shell fall on me?..."

Even so, Pattison said, he enjoyed his stay in Beirut. "The people are wonderful, it's physically a very beautiful country, and I enjoyed my work... But after the incident where I was shot, loud noises would upset me. [They] still upset me, because all I heard was this very loud noise."

If diplomacy is such a dangerous job, why do people do it? It can't be the money. Junior diplomats earn as little as \$20,000 a year. The most serious career officer in the most important post earns a maximum of \$72,600, a figure that many of them could better in private business. There is a premium for hardship posts of up to 25 percent of the base pay.

The danger factor isn't driving diplomats away either. The turnover rate in the diplomatic service is holding steady at a modest five percent. Pattison speaks of the *esprit de corps*. "You know you are doing a difficult job, and you've been through a rigorous process to get in. There's the in-

tangible pleasure of being able to do something that a lot of people want to do, which is live and work overseas."

Chapman sees a more ephemeral reason: "It's all illusion: the illusion that by your efforts, you can make a difference. The ultimate challenge of foreign service is that you have the illusion of participating in something that's bigger than your own life."

It must be a powerful illusion, because prospects are clamoring to get in. More than 16,000 candidates applied to take the entrance exam last year, though only about 150 will get the job.

One young woman who plans to take the exam is Caroline Healey, Class of '86 at the Georgetown University School of Foreign Service. Sitting at a table in the student pub recently, Healey, a perky and freckled 20-year-old, discounted the danger as a factor in weighing a career as a diplomat:

"When you're talking about terrorism and the field of diplomacy, I don't think it's too heavy of an issue in people's minds. If it were, they wouldn't be in the field of foreign service."



George Lannon

Once the recruits get in, many of them specifically volunteer for the danger zones. The consummate volunteer must be George Lannon, a senior consular officer who has worked

in El Salvador, Lebanon and Grenada during the October 1983 invasion. A tall, bearlike man, Lannon sees life in violent posts as a release from the tedium of routine consular business:

"It can get pretty boring if you're just sitting in Mexico City cranking out a lot of work," he said recently. "...I think violent posts are real sleepers in many ways. I lived very well in El Salvador. In Beirut I had a huge apartment. I thought Beirut was the most fascinating post in the world."

"The danger itself is intriguing: 'Life is—you live it,' Lannon said. 'Maybe you're living on the edge so you live it to the fullest. It's very exhilarating.' And he has developed habits to keep alive.

"I was always very aware of my surroundings. The way you stay alive is you watch what you're doing—is there anything strange here? Like when I was in Beirut. If you don't see any women and children in the street, get off the street." Understandably, Lannon shares Pattison's reaction to loud noises: "Backfires make me jump sometimes."

Lannon may be exceptional, but U.S. diplomats seldom are deterred by the threat of violence. Ambassador David Newsom, director of the Institute for the Study of Diplomacy at Georgetown University, says that the mid-career officers he teaches have other things on their minds.

"I've been impressed with the degree to which the danger factor does not seem to be a high element in the decision people make to stay in the service or not."

The ability of so many U.S. diplomats to distance themselves from the personal threat of violence may be a product of another habit of mind that they characteristically cultivate. Diplomacy is a business in which war, or the threat of war, is seldom far from the surface of discussion, but it is referred to elliptically, almost euphemistically, lest the vision of wholesale death overwhelm the fragile fantasy of policy that is in-

tended to threaten war without bringing it about. So it may be as well in the case of the diplomats' personal war, in which they are the targets.

Pattison says the threat of violence has not affected his desire to go places where "there might necessarily be some difficulties." He can blandly refer to the danger of death as

CARACAS, Venezuela—Ambassador George W. Landau presents the Purple Heart to Marine security guard Larry W. Gill for wounds he received while assigned to Beirut.

"a difficulty," a part of the job, a banal fact that can be submerged in the humdrum stream of other daily facts so that life can go on.

"You learn to live with it," says Boyatt.

One message the plaques in the State Department lobby deliver is that you *can't* always live with it.

The last name on the second plaque, its gold paint brighter than most others, is that of Dennis Keogh, who died on April 15 in a terrorist explosion in Namibia.

Four other names were added to

the plaque at the same time as his.

Next May 3 at least four more names will be added below Keogh's, including those of Michael Wagner and Kenneth Welch, two military attachés killed in the September Beirut embassy bombing, and Charles Hegna and William Stanford, two AID officials shot to death on a hijacked airplane in Tehran in December. That will leave 14 spaces on the second plaque. Plans are already being made for a third one. ■

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Education and Training

Schedule of courses at Foreign Service Institute

Program	Mar.	Apr.	May	Length of course
Area studies				
Africa, Sub-Sahara	—	22	—	2 weeks
East Asia	—	22	—	2 weeks
Latin America	—	22	—	2 weeks
Near East and North Africa	—	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	—	22	—	2 weeks
Center for the Study of Foreign Affairs				
Women and development (global issues)	To be arranged			1 day
Language and advanced area courses				
French	11	8	6	20 weeks
German	11	—	6	20 weeks
Italian	11	—	6	20 weeks
Portuguese	11	—	6	24 weeks
Spanish	11	8	6	20 weeks
Familiarization and short-term (FAST) courses				
French (metrop.)	11	8	6	10 weeks
French (sub-Sah.)	11	8	6	10 weeks
German	11	—	6	10 weeks
Indonesian/Malay	—	—	6	6 weeks
Italian	11	—	6	10 weeks
Portuguese (L.A.)	11	—	6	10 weeks
Portuguese (Eur.)	11	—	6	10 weeks
Russian	—	—	6	6 weeks
Serbo-Croatian	—	—	6	6 weeks
Spanish (L.A.)	11	8	6	10 weeks
Spanish (Eur.)	11	8	6	10 weeks
Thai	—	—	6	6 weeks
Turkish	—	—	6	6 weeks
Overseas Briefing Center				
Family workshop (American studies)	4	8	—	2 weeks
English teaching seminar	—	—	6	1 week
Career planning	26	—	—	4 days
Community skills seminar	—	—	28	4 days
Going overseas (Sat.) (Wed. evenings)	23	27	—	1 day
Re-entry (Mon.)	20	—	29	1 day
25	—	—	1 day	
Mid-level officer				
Professional development program	4	—	—	20 weeks
Administrative training				
*Administrative Core	25	22	20	3 weeks
General services operations	18	15	13	3 weeks
Personnel operations	18	15	—	2 weeks
Budget and financial management	18	15	20	6 weeks
**Coping with violence abroad	4,18	1,15,29	6,13, 20,28	1 day
Consular training				
ConGenRoslyn basic consular course	Continuous enrollment			24 days
Immigration law and visa operations	*Correspondence course			

*Prerequisite before taking GSO, PER and B&F.

**This course used to be available on a walk-in basis. You must now register.

—(Continued on next page)

FSI offers self-paced typing, steno course

The Communications and Clerical Skills Division at the Foreign Service Institute is offering a self-paced typewriting and stenography course, January 8–March 8, at the Office Skills Development Center in Room 5707, State Annex 15. Monitored by instructors, the 9-week course requires at least two hours of laboratory work, four days a week.

The course is open to all employees who need these office skills. For more information, call the Institute at 235-8765, 235-9404, or contact your bureau training officer. □

25th Bookfair seeks books, records, stamps

The Association of American Foreign Service Women has issued an urgent appeal for books, records, stamps, objets d'art and posters for the 25th annual Bookfair, slated to be held in October.

"While old man winter keeps us indoors, use your housebound time to box some unwanted books and drop them by the bookroom," said Dorothy Penner, of the Bookfair. "Or, if you've just finished that latest mystery novel during lunch and you don't want to cart it home, drop it in one of the many bookbins located throughout the Department. If you prefer a pick-up of books, we can arrange that, too."

For information, call Joan McGinley, bookroom supervisor, at 223-5796. □

Deadline is February 15 for grants, scholarships

Financial aid grants and merit award scholarships for the academic year 1985–86 are available through the American Foreign Service Association and the American Association of Foreign Service Women, for dependent children of career Foreign Service personnel. Membership in either association is not required.

The merit awards, based on academic excellence, are for students graduating from high school in 1985. The financial aid grants, for undergraduate full-time study in the United States, are based on need.

The application deadline is February 15. For more information contact the Foreign Service Association's Scholarship Programs Administrator, 2101 E Street N.W., Washington, D.C. 20037, (202) 338-4046. ■

Money quiz

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

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

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

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

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

A—You get the higher rate.

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

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

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

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

—(Continued from preceding page)

Program	Mar.	Apr.	May	Length of course
Nationality law and consular procedure Overseas citizens services				*Correspondence course *Correspondence course *See Airgram A-660 (dated 7/17/84).
Economic and commercial training				
Information systems managers training (participants assigned by A/ISO)	11	—	—	4 weeks
Executive development				
Advanced television workshop*	21	—	—	3 days
Supervisory studies seminar *By invitation only.	—	14	—	5 days
Political training				
Foreign affairs interdepartmental seminar	18	—	20	2 weeks
Analytic reporting skills	4	—	—	2 weeks
Executive-congressional relations	—	1	—	1 week
Orientation				
Orientation for Foreign Service officers	6	—	1	6½ weeks
Orientation for Department officers	—	15	—	1½ days
Orientation for Foreign Service personnel	—	15	—	1 week
Departmental clerical orientation	4	15	13	7 days
Foreign Service secretarial training				
Foreign Service secretarial training	11	—	6	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
Executive EEO Seminar	—	26	—	1 day
English and communication skills	—	—	.6	40 hours
Secretarial skills				
Management skills seminar for secretaries	25	—	22	3 days off-site
Clerical skills				
Stenography laboratory (advanced)	Schedule arranged	—	—	Individual
Workshop for speed and accuracy	—	15	—	4 weeks
Workshop for speed and accuracy	—	15	—	40 hours
Managing words (word processing training)	To be arranged	—	—	4 weeks
Departmental correspondence (telegrams, airmgrams, 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.
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 ■

The U.S. savings bond program is vital to the sound management of America's financial obligations. Bonds are a crucial factor in the noninflationary administration of the national debt, and they contribute in no small measure to the overall sta-

bility of the dollar. The success of the U.S. Payroll Savings campaign is essential to our nation; some 60% of the total savings bonds purchased are bought through the Payroll Savings Plan by employees who have decided to "Take Stock in America."

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.

TO BUY BOOKSHELVES today is a very costly business, so why don't you have some excitement and make your own? It really is very easy and you don't need to be a carpenter. The design illustrated is a Swedish design, which you can build to suit your own needs. You can put it in your salon, or in your children's bedroom, and it will look very attractive. To build it yourself will cost a fraction of what it would cost ready-made in a shop.

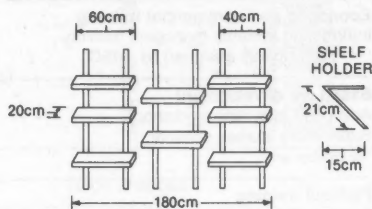
In this article I will describe how to build the illustrated unit. However, you can make the adjustments to the number of shelves needed, how long and how high you want the unit, etc.

Book-shelf unit

First of all you will need some tools. These are an electric drill with a 5mm drill wood bit, 8mm drill bit (for going into the wall), hammer, screw driver, small saw and a spirit level.

Now, you need to go and buy the wood. I suggest that you go to your local carpentry workshop and ask the carpenter to cut the wood exactly for you. He will probably do it on the spot. The materials I am using for this unit are the cheapest but will do the job adequately. You, of course, can order better quality if you want to. For this unit I would order: 8 boards of chipboard (sebeat) with veneer, 60cm x 20cm x 1.8cm thick; and 6 lengths of oren wood, 2m x 4cm x 2.5cm. You will also require beading, 1.8cm wide x 1 cm thick; enough to edge all your shelves (as you don't want to see raw chip-board on the front and sides). Make sure the wood that you buy looks nice and is smooth. Now you have all the wood needed. You will need shelf brackets

made. This you can also order from someone who makes iron security bars. These should not cost very much. You will need a "V"-shaped bracket as shown, the top 15cm and angled 45 degrees, which should



measure 21cm I would need 16 for the unit and the thickness needed should be 5mm round. The only other materials needed are 4-inch screws, sandpaper, wall plugs, white plastic glue, 2cm nails without the heads and stain, lacquer or paint, depending on how you want to finish the unit. Of course, you will also need a paint brush and turpentine.

Now everything is ready, so I'm going to start to build. First, I'll take the 2m x 4cm x 2.5cm lengths of wood for the uprights; the width will be 4cm and depth 2.5cm. Draw a line down the middle of each length so that you have 2cm on either side. Then measure 15cm from the top and drill a straight hole through the wood; then down another 15cm and drill another hole, but this time angle it down 45 degrees. Repeat this procedure right down the length of the wood. Do this on all the lengths and make sure it is done exactly to measurement; otherwise, your shelves will not be straight. Now take the shelves and the beading. Cut the beading for the side of the shelves first and stick them on with glue. Hammer in a couple of nails, after you've done the sides. Cut beading for the fronts and stick them. (If you want to be adventurous, you could cut the beadings 45 degrees for the corners, but if you're not sure, don't try.) Now that you have your uprights and shelves ready, sand down, with sandpaper no. 2.

Then either paint, stain or laquer them, whichever you want.

Everything is now ready for you to put up the unit. Take the uprights and drill three more holes in each one, 10cm from the top and 10cm from the bottom, and one in the middle of the wood. Decide on how you want your uprights to go. For this unit, I would screw them to the wall, 40cm apart. Line up the first one, vertical and straight, checking with your spirit level that it is straight, and mark the wall through the holes in the uprights with a nail or something. Having done that, take your drill and drill the 3 holes, using your 8 mm. drill bit for the wall (masonry bit), and put in an 8mm wall plug. Now, screw on the uprights. Do this for all of them. As I mentioned before, I would do them all 40cm apart. After they are all screwed securely face-end to the wall, you can arrange how you want your shelves.

Now you have a lovely wall book-shelf unit that you built yourself! □

How does one put up pictures without bringing down half the wall? Well, I suggest you buy the picture hooks designed in such a way as not to crack the wall when knocking in the nails. However, if you are using nails, put some cellotape on the wall first, then knock the nail into the wall. After you have done this, don't be lazy and leave the cellotape on the wall—peel it off as in time the tape could mold itself to the wall and when you want to repaint, it is difficult to get it off.

Putting up pictures

Yes, I know, your walls are starting to go black and fungus has started to grow. This happens every year in the winter. However, when it dries out in the summer, you slap on a bit of paint and wait for the next winter for it to happen again. Why not fix it once and for all? Most damp problems are caused by ill-fitting



YAOUNDE, Cameroon—Delores Johnson receives appreciation certificate from Ambassador Myles R. R. Frechette for her as-

sistance to evacuees from Embassy Beirut, when she and her husband, communications officer Thurlow Johnson, right, were

at the embassy in Nicosia.

window frames. Usually the walls facing west receive the worst of the weather.

So here's what to do. With a screwdriver, scrape out stones and dirt from around the window frames, on the outside between the wood and the wall. Make sure that the wood or wall is not damp, so do it on a nice warm day. Then, with a material called Chemiplast fill the gap between the frame and the wall and smooth it out with your fingers, making sure that you have no little holes and it is sealed properly. Then check that the water drainage holes are clear, and that there are no cracks in the frame base. If there are, fill them. I use the same material if the cracks are only small. This should solve the damp problem in most cases.

The material Chemiplast comes in two types of dispensers. One is a tube to press with your fingers, like toothpaste; the other is a hard tube where you need to buy a special dispenser to push out the material. The cost of Chemiplast changes from shop to shop. However, it is not expensive. You can also use it for going

around sinks and bathtubs, so it is a useful thing to have around the house. ■

Cairo employees' reunion

A reunion of employees assigned to Cairo between 1963 and 1967 is being planned over the July 4th weekend in Dallas. For more information, contact Jere and Dian (Miedema) Hatfield, 6231 Hayes Dr., Norcross, Ga. 30093, or Terry and Kathy

(Franey) Gingerich, 111 Coral Way, Upland, Cal. 91786. □

Good writing

The jacuzzi at the ambassador's residence is temporarily at rest. As soon as spare parts arrived for the pump, it will start to gurgle again. Hopefully all will be well in two weeks.—*Fron Quito Quitus*, newsletter of the U.S. embassy in Ecuador. □

RETIREMENT



LAD

"It's that time of year again. Personnel is trying to fill hardship posts!"

LIBRARY

Ask Dr. Dustin



Q.

WASHINGTON

Seems in recent weeks all I've heard about are older friends or parents of friends who have broken hips. Since I'll be retiring soon, is there any way I can prevent brittle bones?

A.

Osteoporosis is a disease in older people in which the bones become weak through demineralization. The disease occurs in later life and more commonly in women after menopause. This, of course, makes these folks more vulnerable to fractures when they fall or injure themselves.

Our current recommendation is to do anything possible to enhance bone mineralization. Regular exercise throughout life is important. Two servings a day from milk group foods should provide adequate calcium for you. Milk group foods include milk, cheese or yogurt. If you have a milk intolerance or are not a milk drinker, calcium supplements are recommended. There are certain medical conditions which preclude the use of calcium supplements, however. These include kidney stone formation, parathyroid gland disorders, and certain intestinal conditions. I encourage you to continue the exercise program you are on (with modifications as the years advance) and to initiate calcium supplements after you discuss this with your family doctor. Do not wait until menopause to begin a prevention program. Both the exercise and the enhanced calcium diet intake should be a part of your life style before the end of the third decade.

Q.

AFRICA

Can you draw per diem when you are in annual leave status?

A.

I presume you're talking about per diem in conjunction with a medical

evacuation. Yes, you can draw per diem in other than sick leave status. The matter of what type of leave your timekeeper charges should be sorted out by you and your personnel officer at post. Per diem is authorized according to travel regulations promulgated to all federal agencies. You don't receive per diem when you are hospitalized, of course, but while you are undergoing treatment and until your medical clearance is reinstated (if you are medically evacuated to the United States) you should be eligible for per diem in conjunction with medical evacuation travel orders.

Q.

WASHINGTON

Is it safe to take antibiotics during pregnancy?

A.

Everything that you eat or drink affects your fetus through the placenta, the thick wall of tissue through which the baby's nourishment comes from the mother's blood stream. Some things quickly pass through the placenta to the baby (such as alcohol and many medications). There are some sulfa drugs which if taken late in pregnancy can disturb the baby's liver function. A certain antibiotic called tetracycline may cause discoloration of the baby's permanent teeth and affect bone growth. Other antibiotics may cause damage to the fetus. Most birth defects occur during the first 12 weeks of pregnancy when a baby's extremities, internal organs, and brain are being developed. Some antibiotics taken later on in a pregnancy can cause no damage at all. You should not carelessly take any leftover antibiotic that might be available in your medicine cabinet for a cold or any other symptom. If you have an acute, severe infection, the physician who is caring for you will carefully evaluate your clinical status, the duration of your pregnancy, as well as the risks and benefits of specific antibiotics.

Q.

AFRICA

We were advised in orientation to carry the cheapest medical insurance policy possible when we are overseas and now we find that it does not meet our needs. Is there any recourse for us?

A.

Cost is only one of many deciding factors you should consider when selecting a health insurance carrier. If there are specific medical, dental or mental health needs for you or your family members, these are also considerations that should influence your final decision. The personnel folks as well as we in the medical field should not influence you in any way. This is a personal choice you make based on your family's medical status and your own personal financial situation. If you find that your current policy does not cover significant health care expenses, during the next open season or when you transfer, you will be able to select an alternative health insurance carrier. I urge you to review the materials very carefully, compare benefits and then make your final decision.

Q.

EUROPE

Since I'm taking a water pill for my high blood pressure, my doctor says I have to eat foods extra high in potassium. Besides bananas and orange juice, what other foods have potassium?

A.

The use of some diuretics does cause a depletion of potassium from your natural body stores. Replacement through diet is preferable to taking cumbersome potassium supplement medications. The difficulty in selection potassium-rich foods is this: many sources are in processed foods which are, unfortunately, high in so-

dium or salt precisely what you are trying to avoid if you have hypertension. Other sources of potassium are high in calories, something else you might be monitoring. Here are some good potassium sources other than bananas and oranges: dried fruits (apricots, figs, etc.), melons, grapefruit; green vegetables such as broccoli, sprouts, collards, spinach; most nuts; avocados; most fish, including shellfish; and such foods as peanut butter, molasses, instant coffee, wheat germ, yams, and low-calorie, delectable parsley! So, if you have a basically good well-balanced diet including meats, cereals, fruits, fruit juices and vegetables, you will be obtaining good sources of potassium.

Q.

WASHINGTON

The eight-year rule has finally caught up with us and we're going overseas. I was surprised to find we didn't need a smallpox revaccination. Obviously a policy change, why?

A.

Almost eight years ago the World Health Organization declared the world free of smallpox. Smallpox vaccination is no longer required for international travel and, in fact, is now contraindicated medically. The risk of side effects from the vaccine far exceeds any possible benefit for Foreign Service personnel since the disease has been eradicated. Unfortunately, yellow fever, hepatitis, rabies, typhoid, polio, diphtheria, tetanus and other diseases have not been eliminated throughout the world. So, other immunizations are still recommended for overseas travel. Be certain to check with our Health Unit personnel before departure to begin necessary immunizations you and your family might need. Malaria also remains a major public health problem around the world; be certain to check with our Health Unit personnel before departure to obtain the neces-

sary anti-malarials you all might need at your next post.

Q.

SOUTHEAST ASIA

New travel regulations finally allow medevacs for regular dental problems, instead of just dental emergencies, as in the past. From this post, we go to a city an hour away by air. Is per diem authorized when we get there?

A.

Yes, the new dental travel regulations were implemented on October 1. They allow medical evacuation travel for "required dental care." Per diem is allowed during the actual course of travel as well as for one day at the city where care is provided. Dental travel for "required" care is authorized only for situations which require prompt attention and which cannot be deferred until rest and recuperation, home leave or the like. □

Alcohol Awareness Program

So your husband (wife) is an alcoholic ...

The following article, published by the Kentucky Bar Association in their monthly "Kentucky Bench and Bar," has universal application. The professions may vary, but the pain is the same, as is the solution.

We appeared to be the ideal couple—attractive, intelligent and well-educated. He was a successful lawyer, I had my own professional career. We were seen together at the "right" places, and with all the "right" people, living the "perfect" life—at least so it seemed to those who did not know us very well. What our acquaintances (we had few real friends) did not know was that both of us were suffering from a fatal disease: Alcoholism.

He had the drinking problem. He was a daily drinker. He would have one, maybe two drinks at lunch and "work" until 5:30 or 11:30. He had

his "few" by the time he came home. Although I rarely drank, I was just as affected by alcoholism as was he.

As the disease progressed he became abusive, verbally and physically. I was convinced that if I made more money, did more laundry, kept the house cleaner, lost more weight, cooked better meals, spent less money and smiled more often he would stop drinking, stop abusing and be a good husband. In my illness, I believed that I was at fault, that he hit me because I did something to cause it. I was convinced that if he had any will power, I could control his drinking. I argued, begged, threatened and cried. He made promises, but kept on drinking. I became more intent on stopping him, but he still drank. Neither of us knew we were dealing with a progressive illness.

I could not talk to his friends about his drinking; they would not believe me. My friends suggested equal disbelief. I was too embarrassed (read: *sick*) to call a lawyer. Besides, I still believed he was acting this way because of me.

Our public life began to slip. I stopped going to social functions. I began to cover-up for him. When his law firm, clients or waiting judges would call me at 10:00 a.m. to find out where he was, I made excuses for him. When he was arrested for disorderly conduct or drunk driving, I arranged to have him released. When he bounced checks, I covered them. When our children needed him, I made more excuses for him. Simply stated, when he was in trouble, I tried to "fix" things. This enabled him to continue his destructive drinking.

Feelings of loneliness and fear were pervasive. The center of my world was an alcoholic and everything revolved around him. I checked his mood before deciding how I felt. I chose my friends, clothes, food and attitudes according to who and what he liked. I became negative, frightened, unhappy and lonely. My chil-

dren, career and whole life suffered.

Somehow, I found help. I found Al-Anon. I found there people who were willing to share their experiences, strength and hope. In Al-Anon, I found people who were willing to listen, believe and understand because they had been through the same thing. I found a way of life that allowed serenity even while living with an active alcoholic. I learned that he was suffering from a disease. I learned that I was suffering from the same disease.

Al-Anon did not sober him up; it did help heal my wounds and give me back my sanity and self respect. I met other men and women from our neighborhood. They were doctors, lawyers, chief executive officers of major corporations, members of Junior League, ministers, accountants, elected officials, philanthropists, educators and/or their spouses. I also met out-of-work, poverty-level welfare recipients, ex-cons and/or their spouses. All had the same problem: someone they loved or cared for was an alcoholic. I heard their stories. All of them were astonishingly similar. The alcoholic had become the center of their life and the attempt to control and protect kept them in a squirrel cage from which there appeared to be no exit. I began to accept the fact that I was incapable of changing *his* life. The only person I could change was me.

It took a while, but even while living with the active alcoholic I began to enjoy myself. I made new friends. I even stopped hating *him*, once I accepted alcoholism as a disease. I stopped hating the alcoholic, just as I would not hate a diabetic or a person stricken by cancer. My life became more manageable. My career began to progress instead of stagnate. My home life became tolerable. My relationship with God became close.

He still drank heavily; he continued to be verbally abusive, but he also began to show a grudging respect. Instead of planning his funeral or where I could stick the ice pick to

cause the most pain, I learned about myself. He was no longer the focal point of my life; he was merely a part of my life.

His drinking finally caught up with him. The pain he experienced was terrible, but for the first time I did not try to protect him. I only told him about the help he could receive from AA.

It was not until his life became unmanageable that he could find recovery with AA. It worked both ways. I found Al-Anon first because I hit my bottom first. When I stopped protecting, enabling and "helping" I began to get well.

We who are married to alcoholic attorneys are not different than those who are married to other alcoholics. We are not alone. We need not be lonely. We are in need of as much help as the alcoholic. By helping ourselves we stop the merry-go-round on which we live. By accepting the fact that we have no control over another's behavior we gain control over our own lives. By seeking help for ourselves, by communicating to other people and to our higher power, we lift the burden we have placed on our shoulders.

We are not the "perfect couple" now and will not be. We have stopped trying to put on a face for the public. Neither of us have been "cured." We are recovering one day at a time from the ravages of the disease. I am active in Al-Anon, he in AA. We are becoming two married individuals who respect each other. I try not to enable, control; he tries not to drink.

We will probably not "live happily ever after," but I have more peace and serenity than I ever thought possible. Today I feel good about myself, my career and my life. Thank God for Al-Anon, AA and people who care enough to help others treat our family's disease of alcoholism.

If you think you have a problem with alcohol, get in touch with the Alcohol Awareness Program, Department of State, Washington, D.C.,

(202) 632-1843 or 632-8804. Department regulations prescribe that all contacts with the program be handled on a medically-confidential basis. There will be no record of this matter in your personnel file; your promotions and assignment possibilities will in no way be jeopardized. □

Doctor Dustin's health hints Experts offer suicide warning signs

Noting their strong concern about the recent increases in teenage and child suicide throughout the nation, the American Academy of Child Psychiatry and the American Psychiatric Association have issued the following information.

According to the two organizations, the warning signs of adolescents who may try to kill themselves include many of the typical indications of the illness of depression, including:

Noticeable change in eating and sleeping habits.

Withdrawal from friends and family and from regular activities.

Persistent boredom.

A decline in the quality of school work.

Violent or rebellious activity.

Running away.

Drug and alcohol use.

Unusual neglect of personal appearance.

Difficulty concentrating.

Radical personality change.

Complaints about physical symptoms, often related to emotions, such as a stomachache, feeling of fatigue, or headache.

A teenager who is planning to commit suicide may also:

Give verbal hints with statements such as "I won't be a problem for you much longer," "Nothing matters," or "It's no use."

Put his affairs in order by giving away possessions, cleaning his room, or throwing things away.

Becoming suddenly cheerful after a period of depression.

The two organizations urged parents, siblings, friends or teachers who notice any of the above warning signs to try to discuss them with the child or teenager and seek professional help for that person if there is reason for concern. ■



MONTREAL, Canada—After 32 years' service, *Mary Skoczko* receives retirement award from consul general *William D. Morgan*.



LUXEMBOURG—Ambassador *John E. Dolibois* presents awards to staff members at his residence. Back row, from left: *Robert Feller, Paul A. Wheat, Maggy Laplume,*

Claude Michels. Front row, from left: *Julien Florin, Claude Testacuzzi, Ambassador Dolibois, Pasquale Buffone, Mrs. Dolibois and Darrel F. Skinner.*



ACCRA, Ghana—Ambassador *Robert E. Fritts*, center, dances at the swearing-in of a new group of Peace Corps volunteers. Joining in is *Barima Okyere Darkwa II*,

chief of Akrofufuo, in the eastern region of Ghana, who provided his village as a training site for the Peace Corps volunteers. At left is *Arthur Rodger*, Peace Corps trainer,

and at right, holding sceptor, is the chief's linguist and spokesman.

Grievance Actions

Board extends time-in-class 1 year

(G-072(3))—The grievant filed a complaint with his agency contesting his scheduled selection out. He maintained: (1) He was placed on overcomplement status for an inordinate amount of time; (2) He had received no evaluations for two consecutive years prior to his selection out; (3) A favorable evaluation was not placed in his file; (4) An evaluation placed in the file contained inaccurate and falsely prejudicial information; and (5) his agency had not carried out a previous grievance settlement. As redress, he asked that his suspension for selection out be suspended and all references to it be expunged; that he be granted an extension of two years in class; that he be given an overseas assignment; and he receive a retroactive promotion.

The agency in giving him partial relief set aside his selection out because of the two evaluations being missing from his file and ordered all references to the recommendation be expunged. The agency also extended his time in class one year (based on its being only partially responsible for the missing evaluations and that grievant shared a part of this responsibility) and ordered the favorable evaluation be placed in his file.

Following his appeal to the board, the grievant was again recommended for selection out. At his request, the board suspended his selection out until it could reach a decision; however, the board dealt only with the appeal as it had been originally presented and not with the latest selection out determination. The board found insufficient reason to remove the alleged prejudicial evaluation. In regard to the complaint of retention and inordinately long time in an overcomplement status, the board found it did not have the authority to intervene in the assignment process under the circumstances described in his case. In considering the request for a retroactive promotion, the board stated that the grievant had

not persuasively shown that administrative errors were a substantive factor in his nonpromotion.

Regarding the two evaluations that were absent from his file, the board found that he could not be held responsible for their omission. Therefore, the board granted him a second year extension of time in class. The remainder of the grievance was denied. □

Grievant loses on issue of discrimination

(G-128(3))—The officer had filed a discrimination complaint under the Civil Rights Act (EEO), asking to have expunged from the record two evaluation reports which he claimed were inaccurate, erroneous and falsely prejudicial. A short time later he filed a grievance with the board to protest the evaluation reports and asked the board to order prescriptive relief inasmuch as his time-limited appointment was about to expire and he had been denied tenure. The board did not direct prescriptive relief. It did, however, accept jurisdiction in the matter of the evaluation reports, unaware at the time that the officer had previously initiated his EEO complaint. When his appointment expired, the officer was separated from the agency.

The agency filed a motion with the board to have the grievance dismissed. It contended that the Foreign

Service Act prohibits filing of a grievance if the matter of the grievance has already been made the subject of a request for relief under another provision of law. The grievant asserted that the EEO complaint contained issues different from those in the grievance. He asked the board to resolve the grievance.

The board determined that the EEO complaint was essentially the same in terms of the evaluation reports and the relief requested as the grievance, and ruled that because the EEO preceded the grievance, the latter had to be dismissed. □

Evaluation report is not 'prejudicial,' board finds

(G-002(3))—The officer had previously served at the post in a substantive position; and when he switched occupational specialties the post invited him to return as head of an executive section. During the early months of the second tour he encountered a quasi-official problem which occupied much of his time. At the end of the rating period, his performance evaluation report cited that problem as having caused him to be distracted from his priority work and to have contributed to strained relations with his subordinates, colleagues and the rating officer himself. The report also noted that once the problem was resolved the officer's performance improved markedly and he "... began to perform at a superior level." The officer protested the evaluation report as inaccurate, erroneous and falsely prejudicial. He contended that the report was skillfully written to highlight negative statements about him, practically insuring the overall report would contribute to his being passed over for promotion.

In rebutting the statements of the report the officer did not deny the rating officer's allegations concerning his performance. He maintains that the overall report is out of balance because it emphasizes negative aspects of his performance when, in fact, many of those aspects were not en-

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 as it was received by the board. Headlines are by the STATE editorial staff.

tirely of his making. He further claimed that insufficient weight was given to the adverse factors he had to contend with at the post and that greater weight should have been given to his improvements in his performance. The board found that the rating officer had indeed balanced his rating. Improvements were documented, sustained good performance was highlighted; and, while the overall report might have been less severe, there is insufficient evidence to support a finding that the report is falsely prejudicial. Thus, the grievance was denied. □

Grievant did not prove institute is biased

(G-133(3))—The grievant, who had been accorded an R-3 rating in his foreign language reading test, filed a grievance after receiving an S-2 in his post-administered oral exam and not qualifying for incentive pay. He alleged that the institute was "biased and incompetent" in its rating of language exams of those who had foreign language study elsewhere.

As redress, he requested: (1) a verification procedure to eliminate bias in FSI ratings; (2) use of raters or rating institutions not involved in language training of Foreign Service personnel; (3) language proficiency exams be based only on tapes without reference to other factors; (4) written comments to be given each examinee following his/her examination; (5) storage of tapes until determined employee desires review; (6) an S-3 rating in his oral exam; and (7) compensation for step increases and 10% language pay from the month he was examined.

The grievant maintained that in many conversations with country nationals he had never been misunderstood and that his language instructors estimated his oral ability to be at least at the S-3 level. He decried the FSI's erasure of his tape despite his requests through post language officers for a copy; he did not consider a

retest because he wished to ascertain the basis of his low grade first.

The board observed that regulations designated FSI as the official testing unit for determining eligibility for language incentive payments. It found the grievant failed to demonstrate that FSI was biased and incompetent and had not complied with standards and policies set forth in the regulations in grading his oral examination. There was no indication that FSI was aware of the grievant's dissatisfaction with the exam or his request for a copy of the tape and comments within the four-week period of field-administered tests are normally kept. Moreover, the Board observed that FSI would have retested the grievant if he had so requested. The grievance was denied. □

Officer gets partial travel reimbursement

(G-111(3))—The grievant contended that he should be reimbursed for additional costs incurred when he and his dependent traveled first class for segments of his official trip to his new post. They were en route by auto to a city from which they would embark when the dependent became ill. Immediate surgery at their first destination was recommended by the attending physician. When the agency failed to respond promptly to the physician's urgent request for authorization for the dependent to travel first class to that point, the grievant purchased a first class ticket. He continued alone by car.

Following surgery, the grievant requested the agency to authorize first class travel to the post for both of them. He argued he was urgently needed there and his dependent, who was recuperating, could not be left alone in the embarkation city. His request was denied, but hoping to gain authorization later, he converted the tourist tickets to first class.

When he followed up his request from the post, he was told the agency had contacted the attending physicians at the place of surgery and they

did not consider first class travel necessary. Further appeals to other agency elements were turned down because no rationale—medical, legal, and/or regulatory—could be found to justify his use of first class air travel.

The board observed that the grievant was aware of the agency's refusal when he exchanged the air tickets following the surgery and that the denial had been largely based on the failure of the attending physicians when contacted to recommend first class travel.

On the other hand, the physician, who first diagnosed the illness, recommended first class air travel to the place of surgery and grievant's request based on this recommendation for authorization to the agency went unanswered. The board, therefore, ordered the agency to reimburse the grievant for out-of-pocket expense when he upgraded one tourist ticket to first class for the trip to the embarkation city. The remainder of the grievance was denied. ■

Solution to Dialectic No. 29

(See January Issue)

[Milan] Kundera: [The] Unbearable Lightness [of Being]

"Kitsch causes two tears to flow in quick succession. The first tear says how nice to see children running on the grass. The second tear says how nice to be moved together with all mankind by children running on the grass. It is the second tear that makes kitsch kitsch."

A. Kirschwasser	N. Attic Wit
B. Unshaven	O. Buttermilk
C. Nodded Off	P. Lemons
D. Daiquiri	Q. Egg White
E. Entracte	R. Loch Ness Monster
F. Ricochet	S. Irish Whisky
G. Anisette	T. Guinness
H. Utrecht	U. Hatchet
I. Not Too Sick	V. Tick Tock
J. Bandstand	W. News
K. Esnes	X. Ethnology
L. Accents	Y. Sloe Gin
M. Rosh Hashanah	Z. Sherry

Current Publications

State Department's 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) 632-6576-6.

President Reagan

"Rededication to the Cause of Human Rights," ceremony commemorating Bill of Rights Day, Human Rights Day and Week, Washington, D.C., December 10, 1984 (Current Policy No. 643).

Secretary Shultz

"The Ethics of Power," convocation of Yeshiva University, New York, December 9, 1984 (Current Policy No. 642).

"Democracy and the Path to Economic Growth," 8th annual Conference on Trade, Investment and Development in the Caribbean Basin, Miami, December 6, 1984 (Current Policy No. 641).

Arms Control

"The Stockholm Conference: A Report on the First Year," Ambassador James E. Goodby, U.S. representative to the Conference on Disarmament in Europe, L'Institut des Relations Internationales, Paris, December 3, 1984 (Current Policy No. 639).

Europe

"Reflections on East-West Relations," Arthur F. Burns, ambassador to the Federal Republic of Germany, Chamber of Industry and Commerce, West Berlin, November 27, 1984 (Current Policy No. 637).

Inter-American affairs

"Latin America: The Struggle to Restore Economic Growth," Deputy Secretary of State Kenneth W. Dam, Dallas World Affairs Council, Dallas, December 5, 1984 (Current Policy No. 640).

"The Role of Investment in Latin America's Economic Future," Ambassador J. William Middendorf II, U.S. permanent representative to the Organization of American States, Torcuato di Tella Institute of Argentina, Buenos Aires, November 19, 1984 (Current Policy No. 638).

International economics

"The Medium-Term Outlook for the World Economy," Richard T. McCormack, assistant secretary for economic and business affairs, Austrian Society for Foreign Policy and International Relations, Vienna, November 22, 1984 (Current Policy No. 644).

Near East and South Asia

"South Asia and U.S. Foreign Policy," Michael H. Armacost, under secretary for political affairs, Philadelphia World Affairs Council, Philadelphia, December 12, 1984 (Current Policy No. 645).

"Afghanistan: Five Years of Occupation," Bureau of Intelligence and Research, Department of State, December 1984 (Special Report No. 120).

"Afghan Resistance and Soviet Occupation: A 5-Year Summary," Bureau of Intelligence and Research, Department of State, December 1984 (Special Report No. 118).

Gist

Human rights in Afghanistan (12/84).
U.S. relations with Saudi Arabia (12/84).
U.S.-Soviet relations (12/84).
U.S. trade policy (12/84).

Background Notes

Cyprus (10/84).
Israel (10/84).
Lebanon (9/84).
Surinam (10/84).
Vatican City (11/84).
Index (12/84). □

New 'Current Documents' volume is released

The Department has released "American Foreign Policy: Current Documents, 1981." It is the most recent volume in an ongoing Department documentary series.

Like earlier volumes in the series, this book presents official public expressions of policy that best set forth the goals and objectives of U.S. foreign policy. Included are the texts of major official messages, addresses, statements, interviews, press conferences and briefings, reports, and communications by the White House, the Department of State, and other Federal agencies or officials involved in the foreign policy process. The volume contains 1,444 pages arranged chronologically within 15 geographic and topical chapters, and includes a list of documents, editorial annotations, maps, a list of abbreviations, and an index.

The volume presents the major statements by President Reagan, the Secretary of

State, and other government leaders setting forth the most important general principles and objectives of American foreign policy in 1981. Major statements are also included on national security policy, arms control, foreign economic policy, the role of the United States in the United Nations, the approach to human rights around the world, the concern with refugees, and the law of the sea conference. The volume also presents major statements of U.S. policy on the major regional and bilateral aspects of American foreign relations in 1981.

This volume is the most recent in a documentary series begun in 1950. After an interruption following the publication of an annual volume for 1967, the series was resumed in 1983 with the publication of "American Foreign Policy Basic documents, 1977-80." This volume for the events of 1981 is a revival of the earlier annual volumes. Volumes for 1982 and 1983 have been prepared and will be printed and published as soon as possible in 1985. A volume for 1984 is underway now, and it is the Department's intention to publish that volume in 1985. Thereafter each annual volume will be published in the year after the events. Separate volumes for the years 1969-1972 and 1973-1976 are also being planned for future publication.

"American Foreign Policy: Current Documents, 1981" was prepared in the Office of the Historian, Bureau of Public Affairs. Copies may be purchased for \$28.00 (domestic postpaid) from the Superintendent of Documents, U.S. Government Printing Office (Department of State Publication No. 9384; GPO Stock No. 044-000-020-14-9). Checks or money orders should be made out to the Superintendent of Documents.

For information, contact David S. Patterson, (202) 632-7773, or Paul Claussen, (202) 632-9477 ■

Correction

STATE (January) reported that three mortar shells landed inside the embassy compound in Lima, causing slight damage to three embassy vehicles. The incident occurred in Lisbon, not Lima.

Transfer Tremors by ebp

I was almost transferred to SOUTH AFRICA, but since I retired URBAN development takes up my time and I didn't want to go back on active duty.

I was almost transferred to the USSR, but while studying the life of LENIN GRADually decided to try for something else.

I was almost transferred to MASERU, but while SO THOughtful a choice was good, it didn't appeal to me.

DEPARTMENT OF STATE SALARY CHART 1985

RATES EFFECTIVE January 6, 1985

Authorized by Executive Order 12496

Executive Schedule/Chief of Mission	
EX-I	\$86,200
EX-II/COM-I	\$75,100
EX-III/COM-II	\$73,600
EX-IV/COM-III	\$72,300
EX-V/COM-IV	\$68,700

Senior Foreign Service/Senior Executive Service	
FE/ES-1	\$61,296
FE/ES-4	\$68,700
FE/ES-2	\$63,764
FE/ES-5	\$70,500
FE/ES-3	\$66,232
FE/ES-6	\$72,300

CATEGORY AND GRADE	STEP RATES WITHIN GRADE OR CLASS (DOLLARS)													
	1	2	3	4	5	6	7	8	9	10	11	12	13	14
GS 18	84,157*	74,197*	76,590*	78,983*	81,376*	71,511*	73,554*	75,597*	77,640*					
17	71,804*	63,339	65,382	67,425	69,468*	60,972	62,714	64,456	66,198	67,940				
16	61,296	53,830	55,445	57,108	58,821	60,586	62,404	64,276	66,204	67,940				
15	52,262	45,911	47,392	48,873	50,354	51,835	53,316	54,797	56,278	57,759				
14	44,348	38,852	40,105	41,358	42,611	43,864	45,117	46,370	47,623	48,876				
13	37,599	35,344	36,405	37,497	38,622	39,780	40,974	42,203	43,469	44,773				
12	34,315	31,619	32,673	33,727	34,781	35,835	36,889	37,943	38,997	40,051				
11	27,806	28,640	29,499	30,384	31,296	32,235	33,202	34,198	35,224	36,281				
10	26,381	27,260	28,139	29,018	29,897	30,776	31,655	32,534	33,413	34,292				
9	24,011	24,811	25,611	26,411	27,211	28,011	28,811	29,611	30,411	31,211				
8	22,531	23,207	23,903	24,620	25,359	26,120	26,903	27,710	28,542	29,398				
7	21,804	22,531	23,258	23,985	24,712	25,439	26,166	26,893	27,620	28,347				
6	20,142	20,746	21,369	22,010	22,670	23,350	24,051	24,772	25,515	26,281				
5	19,740	20,398	21,056	21,714	22,372	23,030	23,688	24,346	25,004	25,662				
4	18,006	18,546	19,103	19,676	20,266	20,874	21,500	22,145	22,809	23,494				
3	17,824	18,418	19,012	19,606	20,200	20,794	21,388	21,982	22,576	23,170				
2	16,040	16,575	17,110	17,645	18,180	18,715	19,250	19,797	20,391	21,003				
1	14,390	14,870	15,350	15,830	16,310	16,790	17,270	17,750	18,230	18,710				
1	12,862	13,291	13,720	14,149	14,578	15,007	15,436	15,865	16,294	16,723				
2	11,458	11,840	12,222	12,604	12,986	13,368	13,750	14,132	14,514	14,896				
3	10,501	10,750	11,097	11,393	11,521	11,860	12,199	12,538	12,877	13,216				
4	9,339	9,650	9,961	10,271	10,582	10,764	11,071	11,380	11,693	12,006				

* The rate of basic pay payable to employees at these rates is limited to the rate payable for level V of the Executive Schedule, which is \$68,700.

Personnel: Civil Service

Promotions

GG-6

Burgos, Mercedes M., U.S. Mission to the United Nations

GM-13

Murray, James C., Public Affairs, Office of Public Communication

GM-14

Byrnes, Robert S., Office of the Comptroller, Budget and Planning

Ellis, Rose M., Office of Accounting

GS-3

Arroyo, Lisa M., Passport Agency, Los Angeles

Brown, Jerry, Passport Agency, Los Angeles

Jones, Sharron L., Bureau of Personnel, Office of Performance Evaluation

Pozon, Melita A., Passport Agency, Los Angeles

Rodriguez, Kenneth J., Passport Agency, Los Angeles

Stokes, Sandra L., Passport Agency, Los Angeles

Thomas, Sonday Ann, Passport Agency, Los Angeles

Wheless, Robert S., Passport Agency, Los Angeles

GS-4

Alexander, Donna Smith, Passport Services

Allen, Sharon Lee, Office of Protocol

Banks, Hazel Mae, Passport Services

Berger, Lisa Marie, Office of the Under Secretary for Management

Ewals, Michelle A., Medical Services

Gravitt, Gladys Lee, Passport Agency, Washington

Johnson, Mary E., Passport Agency, Washington

McCafferty, Robln M., Bureau of Personnel, Office of Foreign Service Career Development and Assignments

GS-5

Brown, Velda Mae, Passport

Services

Cobb, Essle, Passport Services

Cotter, Kathleen Ann, Office of Security

Dantzler, Alfreda, Passport Services

Fridlinger, Tracy H., Foreign Service Institute

Giles, Daphne S., Bureau of Personnel, Office of Civil Service Career Development and Assignments

Headspeth, Alvin M., Bureau of Personnel, Office of Management

Johnson, Vivlan Yvette, Economic and Business Affairs, International Finance and Development

Lewis, Gilbert W., Passport Services

Persons, Karen R., Passport Agency, Houston

Richardson, Muriel D., Passport Services

Warner, Doris Jean, Passport Services

Wilkinson, Kathleen P., Economic and Business Affairs, International Finance and Development

Winters, Peter Joseph, Information Systems Security

Wright, Johanna M., Office of the Executive Secretariat

Zoetis, Phyllis Ann, Foreign Service Institute

GS-6

Alford, Carolyn Sue, Foreign Affairs Information Management Center

Carrlco, Dana M., Office of Security

Driscoll, Sheena R., Office of the Comptroller, Budget and Planning

Morgan, Merle V., Inter-American Affairs, Office of the U.S. Representative to the Organization of American States

Rollins, Shearita Marie, Inter-American Affairs, Office of the U.S. Representative to the Organization of American States

Starns, Joy M., Office of the Under Secretary for Management, Executive Office

GS-7

Clark, Debra, Oceans and International Environmental and Scientific Affairs, Office of Cooperative Science and Technology Programs

Crammer, Lynn E., Information Systems Office, User Support Services Staff

Diou, Robert A., Foreign Affairs Information Management Center

Freeman, Yvonne W., Passport Agency, Washington

Jackson, Brenda D., Office for Combatting Terrorism

Miles, Sauadra E., Passport Agency, Washington

Mullen, Bernard Alan, Office of Communications, Communications Center

Phelps, Jane G., Foreign Service Institute

Ross, Thelma C., Passport Agency, Washington

Ruffin, Delois L., Foreign Affairs Information Management Center

Thomas, Tanya M., Economic and Business Affairs, Office of Food Policy and Programs

Washington, Gary J., Foreign Affairs Information Management Center

Wheeler, Diane M., Office of Security

GS-8

Johnson, Cynthia A., Medical Services

Murrell, Lena G., Office of the Inspector General

Woodard, Jewel D., Passport Services

GS-9

Abram, Alfred, Passport Agency, Houston

Anderson, Leah M., Passport Agency, Los Angeles

Berry, Belinda Ann, Passport Agency, Los Angeles

English, Mattie, Office of Accounting

Goodale, Lisa J., Office of the Comptroller, Budget and Planning

Halston, Thomas Kevin, Passport Services

Hambrick, Barbara K., Office of the Coordinator for Public Diplomacy for Latin America and the Caribbean

Lotz, Sharon Ruth, Public Affairs, Office of Public Communication

Maust, Mary C., Foreign Affairs Information Management Center

McBrayer, Regina C., Foreign Affairs Information Management Center

McCaffrey, Diana A., Public Affairs, Office of Public Communication

Pego, Allice A., Passport Agency, Los Angeles

Ross, Mary K., Passport Agency, Los Angeles

Sweet, Patricia Diane, Bureau of Administration, Financial Management Division

GS-11

Bader, Maureen U., Inter-American Affairs, Office of the U.S. Representative to the Organization of American States

Massie, Charles L., Washington Finance Center

Persons, Michael H., Passport Agency, Philadelphia

Stone, Mary Susan, Inter-American Affairs

Street, Clarence E., Foreign Affairs Information Management Center

GS-12

Calhoun, Jeanne H., Foreign Affairs Information Management Center

Croak, Carolyn Anne, Foreign Affairs Information Management Center

Silva, Michael A., Passport Agency, San Francisco

Zylman, Jon G., Office of the Assistant Legal Adviser, Treaty Affairs

GS-13

Dauer, Elaine Jo, Information Systems Office, Systems Design and Programming Division

Handley Jr., Frank Gray, International Organization

Affairs, Office of Technical Specialized Agencies
Johnson, Herbert W., Office of Facilities Management and Administrative Services
McCarthy, Karen L., Refugee Programs
Moore, Julia A., European and Canadian Affairs
Natale, Richard J., Office of Supply, Transportation and Procurement
Propp, Kenneth R., Office of the Assistant Legal Adviser, Consular Affairs
Safford, Mark A., Bureau of Administration

GS-14

Alvarez, Jose E., Office of the Assistant Legal Adviser, International Claims
Chang, Vlvlan S., Office of Facilities Management and Administrative Services
Clark, Susan C., Office of the Counselor
Markoff, Michele G., Politico-Military Affairs, Office of Strategic Nuclear Policy
Reynolds III, John B., Office of the Assistant Legal Adviser, Nuclear Affairs
Robinson, Harlan D., Intelligence and Research, Office of Analysis for Western Africa

XS-8

Liverpool, Gregory B., Foreign Affairs Information Management Center □

Appointments

Adkins, Angela M., Passport Agency, Los Angeles
Alexander, Carlos Duane, Passport Services
Almaraz, Marla L., Passport Agency, Houston
Anderson, Gerald E., Passport Agency, Los Angeles
Anderson, Kimberly I., Passport Agency, Los Angeles
Armentrout, Teresa Leah, Pre-Assignment Center
Austin, Edward J., Passport

Agency, New York
Baer, Diane L., Bureau of Personnel, Office of Employee Relations
Baleston, Cecella M., Passport Agency, New York
Bayer, William, Passport Agency, Boston
Beekman, Regina D., Foreign Service Institute
Blaah, Marian Elizabeth, Office of Central American Affairs
Blair, Lorna A., Passport Agency, Los Angeles
Bley, Paul Raymond, Bureau of Personnel, Office of Management
Bolds, Brian E., Passport Agency, Los Angeles
Brackens, Patricia Ann, Passport Agency, San Francisco
Bragg, Felicia, Passport Services
Bravo, Idalla, Passport Agency, New York
Brice Jr., Charles Earl, Diplomatic Pouch and Courier Services
Brown, Luana E., Passport Agency, Philadelphia
Brown, Robln M., Bureau of Personnel, Office of Performance Evaluation
Brown, Vanessa Maureen, Visa Services
Cain, Vernelle Ford, Bureau of Personnel, Office of Employee Relations
Calhoun, Jerry, Office of Security
Campbell, John E., Office of Management Operations
Carson, Shawn, Foreign Affairs Information Management Center
Childs, Cynthia Louise, Passport Agency, Philadelphia
Chu, Robert Y., Office of the Legal Adviser
Church, Stephanle Braun, Near Eastern and South Asian Affairs
Coates, Leon D., Bureau of Personnel, Office of Management
Compton, Michael Scott, Passport Services
Conway, Dorothy M., Office of Communications,

Maintenance and Logistics Division
Costolanski, Anne S., Bureau of Personnel
Coxson, Robln Roy, Foreign Service Institute
Crisostomo, Yolanda M., Passport Agency, Seattle
Cristofaro, Kathleen Ann, Passport Agency, Philadelphia
Cruddus, Anne Catherine, Passport Agency, Miami
Daniels, William F., Passport Agency, Los Angeles
Davis, Jeffrey Mead, Public Affairs
Davis, Tommie W., Passport Agency, Seattle
De La Garza, Alexander, Bureau of Personnel, Office of Position and Pay Management
Devoe, Russell David, Diplomatic Pouch and Courier Services
Donaldson, Norma Denise, Passport Agency, Philadelphia
Drugan, Paul Michael, Passport Agency, Boston
Dubose Jr., Ernest, Passport Services
Duffy, Colleen Marie, Office of the Comptroller, Financial Operations
Duffy, Kathleen Mary, Office of Foreign Buildings
Elkins Jr., Roy Cecil, Diplomatic Pouch and Courier Services
Ervin, Marina D., Passport Agency, Los Angeles
Exton Jr., Fred, Classification/Declassification Center
Fajardo, Ana C., Passport Agency, Miami
Felman, Deborah A., European and Canadian Affairs
Finlayson, Arnold Robert, European and Canadian Affairs
Ford, Donna M., Passport Agency, Miami
Foster, Rodney Craig, Passport Services
Fujimoto, Emi, Passport Agency, Los Angeles
Galicia, Lillian R., Passport Agency, Los Angeles

Garrett, William Elmer, Passport Agency, Miami
Gary, Lorraine P., Passport Agency, Philadelphia
Giglo, Kathryn Elleen, Congressional Relations
Gomez, Maria Allicia, Passport Services
Green, M. Kay, Pre-Assignment Center
Hall, Gertrude D., Office of Supply, Transportation and Procurement
Harris, David L., Diplomatic Pouch and Courier Services
Hartigan, Kelly M., Passport Agency, Boston
Hartland, Heather Anne, Diplomatic Pouch and Courier Services
Harvey, Tiffany A., Office of the Executive Secretariat
Heck, Marilyn E., Passport Agency, Los Angeles
Hill, Sarita Diana, Office of Communications
Holguin, Ina Cecilia, International Narcotics Matters
Holzman, Lorraine P., Passport Agency, Los Angeles
Jackson, Hortensia Sophia, Passport Agency, Miami
Jenkins, Shawn T., Passport Agency, Los Angeles
Jerrels, Tina Marla, Passport Agency, Seattle
Johnson, Cheryl Ann, Passport Agency, Seattle
Johnson, Lorna M., Passport Agency, New York
Jones, Karlus Antonio, Passport Agency, Seattle
Jones, Veronica M., Passport Agency, Houston
Jungfleisch, Joan M., African Affairs
Kelly, David R., Diplomatic Pouch and Courier Services
Kelly, Diane Y., Passport Agency, New York
Kelly, Paula Diane, Passport Services
Kincaid Jr., John B., Office of the Comptroller, Financial Operations
Kinney, Colleen M., Bureau of Administration, Personnel Management Division

PERSONNEL: CIVIL SERVICE

- Laine, Andrew J.**, Office of Communications, Maintenance and Logistics Division
- Lange, Jean A.**, Office of Foreign Service National Personnel
- Lee, Maria Helena**, Foreign Service Institute
- Lindsay, Jacqueline A.**, Oceans and International Environmental and Scientific Affairs
- Livingston Jr., Ronald J.**, Diplomatic Pouch and Courier Services
- Lockhart, Cathy R.**, Passport Agency, Los Angeles
- Lundy, Charles A.**, Office of the Executive Secretariat
- MacManus, Carol K.**, Passport Agency, Boston
- Markey, Elizabeth Helen**, Information Systems Security
- Marquez, Angel L.**, Passport Agency, New York
- Marquez, Diane**, Passport Agency, Los Angeles
- Martin Jr., Miller B.**, Passport Agency, Los Angeles
- Martin, Deborah Ann**, Passport Agency, Philadelphia
- Masters, Bernard H.**, Diplomatic Pouch and Courier Services
- Masterson, Lendora M.**, Foreign Service Institute
- McDaniel, Angela L.**, Office of Foreign Service National Personnel
- McManus, John F.**, Office of the Comptroller, Financial Operations
- Meade, Kathleen Vivian**, Pre-Assignment Center
- Milligan, Jean Marie**, Passport Services
- Mills, Michael Lee**, Diplomatic Pouch and Courier Services
- Moland, Alga**, Passport Agency, Los Angeles
- Moore, Leshia A.**, Passport Agency, Los Angeles
- Morley, James H.**, Passport Agency, Chicago
- Morrow, Christina Noelle**, Refugee Programs
- Mozell, Pamela B.**, Passport Agency, San Francisco
- Mulford, Elizabeth Anne**, Passport Agency, Boston
- Murphy, Sharon**, U.S. Mission to the United Nations
- Neal, Daryl Ernest**, Passport Services
- Nelson, Anthony W.**, Passport Services
- Nelson, Gloria J.**, Foreign Service Institute
- Newhall, Shelley Anne**, Passport Agency, Boston
- Nickens, Rosita R.**, Passport Agency, Philadelphia
- Odum, Rodney C.**, Passport Agency, Los Angeles
- Pagano, Sherry Lee**, Passport Agency, Los Angeles
- Parker Jr., Ravon**, Passport Agency, New York
- Parker, Jean**, Passport Agency, Philadelphia
- Parker, Kim S.**, Passport Agency, Los Angeles
- Peal, Shawn L.**, Passport Agency, Seattle
- Perl, Alan**, Passport Services
- Perry, Gloriesteen G.**, Passport Agency, Chicago
- Pines, Penny Denise**, Passport Agency, Seattle
- Plummer, Gary L.**, Office of Supply, Transportation and Procurement
- Powell, Valerie**, Passport Agency, Philadelphia
- Proctor, Thomas E.**, Office of Security
- Pugh, Melanie**, Office of the Legal Adviser
- Rizzo, Linda A.**, Passport Services
- Robert, Cassandra B.**, Passport Agency, Los Angeles
- Rosetti, Pamela**, Economic and Business Affairs, Office of International Trade
- Rowan, Thomas P.**, Foreign Affairs Information Management Center
- Saadoun, Mohamad K.**, Passport Agency, Miami
- Scott, Lisa T.**, Office of Security
- Scudder, Diana Elizabeth**, Office for Combatting Terrorism
- Sellers, Leola Mae**, Medical Services
- Shapir, Dafna**, Foreign Service Institute
- Sheehan, Christine Marie**, Passport Agency, Boston
- Shen, Irene F.**, Passport Agency, Seattle
- Shiroishi, Jeffrey T.**, Passport Agency, Los Angeles
- Singh, Lakhram B.**, Passport Agency, New York
- Singleton, Shauna T.**, Passport Services
- Slamowitz, Mitchell Gary**, Passport Services
- Slattery, Joan Marie**, U.S. Mission to the United Nations
- Slott, Julie Anne**, Family Liaison Office
- Smathers, Betty Jo**, Office of Security
- Smith, Suzette**, Passport Agency, Philadelphia
- Solomon, Daniel E.**, Passport Services
- Sullivan, John J.**, Passport Agency, Philadelphia
- Thomas, Diane Elizabeth**, Passport Agency, Philadelphia
- Truhart, Michelle Beatrice**, Pre-Assignment Center
- Utz, Tina L.**, European and Canadian Affairs
- Walch, Sharon M.**, U.S. Mission to the United Nations
- Wallace, Regina Marie**, Near Eastern and South Asian Affairs
- Warnecki, Mark Corwin**, Bureau of Personnel, Office of Management
- Washington, Paula M.**, Medical Services
- Weist, Elizabeth Luisa**, Office of Supply, Transportation and Procurement
- Weston, Lisa Ann**, Passport Agency, Los Angeles
- White, Deidre Denise**, Pre-Assignment Center
- Whitehurst, Roy S.**, Diplomatic Pouch and Courier Services
- Wilson, Chenise A.**, Pre-Assignment Center
- Woodward, Elizabeth Hughes**, Consular Affairs
- Yuspeh, Sheldon**, Bureau of Personnel
- Zawadzki, John J.**, Passport Agency, Los Angeles □

Reassignments

- Barino, Diane Marie**, Office of Accounting to Foreign Service Institute
- Brutten, Lori Beth**, Bureau of Personnel, Office of Management to Office of Management Operations
- Clarke, Margo A.**, Near Eastern and South Asian Affairs to International Organization Affairs, Office of UN System Budgets
- Clements, Janice S.**, Bureau of Administration, Personnel Management Division to Inter-American Affairs
- Deitchman, Kathryn Ann**, Oceans and International Environmental and Scientific Affairs, Office of Cooperative Science and Technology Program to European and Canadian Affairs
- Fasulo, Annette J.**, Pre-Assignment Center to Bureau of Personnel, Office of Recruitment, Examination and Employment
- Faucett, Terra E.**, Office of Communications to Office of Management Operations
- Hendon, Nicole N.**, Bureau of Administration to Information Systems Security
- Hill, Teryl Lynn**, Pre-Assignment Center to Congressional Relations
- Jacob, Joan M.**, Near Eastern and South Asian Affairs, Multinational Force and Observers to Office of the Under Secretary for Management, Executive Office
- Krisher-Kirby, Margaret A.**, Office of Fiscal Operations to Inter-American Affairs, Office of Southern Cone Affairs
- Lotocki, Mary Lynn**, Inter-American Affairs to Office of Foreign Service National Personnel
- Mavritte, Donna Maria**, Passport Services to Bureau of Personnel, Office of Performance
-

Evaluation
Morton, John H., Office of the Executive Secretariat, Operations Center to Office of Security
Stricker, Carol L., Office of Supply, Transportation and Procurement to Office of Facilities Management and Administrative Services
Tyckoski, James E., International Narcotics Matters to Office of Supply, Transportation and Procurement □

Resignations

Baker, Sonya Dannette, East Asian and Pacific Affairs
Bali, Patricia A., Foreign Service Institute
Baxter, Jenell Y., Passport Agency, Philadelphia
Birmele, Patricia M., Passport Agency, Philadelphia
Biswas, Gwendolyn G., Passport Agency, Philadelphia
Bonar Jr., James Sloan, Passport Services
Bryant, John W., Office of Fiscal Operations
Burke, John J., Passport Agency, San Francisco
Carter, Katherine Y., Passport Agency, New Orleans
Coles, Candace Laurant, Office of the Assistant Legal Adviser, Management
Collins, Constance R., Passport Agency, Los Angeles
Collins, Martha Elizabeth, Passport Services
Compton, Michael Scott, Consular Affairs, Overseas Citizens Services
Cook, D. Lucille, European and Canadian Affairs
Cooper, Theima Elizabeth, Passport Agency, Washington
Copes, Charlayne, Passport Agency, Philadelphia
Cosby, Monique D., Passport Agency, Washington
Cowsert, Sharon B., Passport Agency, Washington
Cox, Tammy Ann, Economic and Business Affairs, International Finance and

Development
Crozzoli, Glna M., Visa Services, Office of Field Support and Liaison
Delly, Barbara Ellen, Consular Affairs
Dykes, Andrea A., Passport Agency, Philadelphia
Edwards, Marguerite E., Passport Agency, Washington
Estloko, Leny Mulligan, Passport Agency, Los Angeles
Everette, Ernesta M., Passport Services
Ford, Karen Marie, Passport Agency, Houston
Gallucci, Robert Louis, Politico-Military Affairs, Office of Regional Security Affairs
Gilbert, Iris J., Office of Counter Terrorism and Emergency Planning
Gonzalez, Maritza A., Passport Agency, Miami
Gudgeon, Kim Scott, Office of the Assistant Legal Adviser, Inter-American Affairs
Gunn, Mary Catherine, Visa Services, Office of Field Support and Liaison
Gustafson, David M., Economic and Business Affairs, Office of Energy Consumer-Country Affairs
Hannah, Norman Britton, Classification/Declassification Center
Hill, Sarita Diana, Visa Services, Office of Field Support and Liaison
Hopkins, Kim, Passport Agency, Chicago
Howard, Robin Alecla, Passport Agency, Miami
Johnson, Patricia, Passport Agency, San Francisco
Jones, Penilla, Passport Agency, Boston
Leonard, Stephen P., Passport Agency, Boston
Levine, Joyce R., Passport Agency, Houston
Lindsay, Susan E., Passport Services
Lynch, Margaret H., Office of Security

Matthews, Shawn Maurice, Office of Fiscal Operations
McCann, Eileen C., Passport Agency, Boston
Melton, Rosalyn Y., Passport Agency, Washington
Mercado, Marisoi, Passport Agency, Seattle
Miller, Ariene M., Passport Agency, New York
Murphy, Pamela, Passport Agency, Chicago
Murray, Alice L., Foreign Affairs Information Management Center
Musch, Melissa S., Visa Services, Office of Field Support and Liaison
Outland, Beverly I., Passport Agency, Chicago
Quissem, Nancy A., Passport Agency, Los Angeles
Reinburg, Mary Katherine, Consular Affairs
Revis, Melanie D., Passport Agency, Houston
Ross, Sherilyn A., Passport Agency, Los Angeles
Rouse, Patricia Lee, Office of Supply, Transportation and Procurement
Russeil, Regina, Passport Agency, Houston
Sampson, Donna Suzette, Passport Services
Schilling, Marie-Therese, Foreign Service Institute
Shields, Joanne E., Passport Services
Smith, Gwendolyn T., Passport Agency, Miami
Stuckey, Jeanette, Passport Agency, Miami
Taylor, Michael A., Passport Agency, Boston
Thompson, Denise, Passport Agency, New York
Tufele, Soonalote S., Passport Agency, Los Angeles
Turner, Jason, Passport

No probate for U.S. bonds

If the owner of U.S. savings bonds dies, and there is a surviving coowner or beneficiary named on the bonds, the bonds do not become part of the estate for probate purposes. Subject to estate or in-

heritance taxes, if any, they become the sole absolute property of the survivor.
Sign up for the Payroll Savings Plan. Just specify an amount to be set aside from each paycheck to buy U.S. savings bonds, and earn the new market-based interest.

Retirements

Dade, Helen G., Visa Services, Office of Public and Diplomatic Liaison
Hiscox, Aneas R., Passport Agency, Seattle □

Ethics rules

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. □

Health benefits

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. ■

Personnel: Foreign Service

Appointments

Asbell, Rhoda C., Kuala Lumpur

Beddow, David A., Rio de Janeiro

Bielenberg, Lynn T., Mexico

Billman, Cindy Kay, Stockholm

Buske, Maria-Antonietta,

San Jose
Clee, Ingrid I., Guadalajara

Coates, Joyce E., Moscow

Corrigan, Constance M., U.S. Mission Geneva

Cullens, Eileen, La Paz

Daniel, Patty A., Tokyo

Dick, Dennis M., Office of Communications, Mainte-

nance and Logistics Division

Dietrich, Margaret L., Dhahran

Dollar, Carolyn J., Abu Dhabi

Dutton, Marcia S., Kampala

Feldman, Roberta A., Pretoria

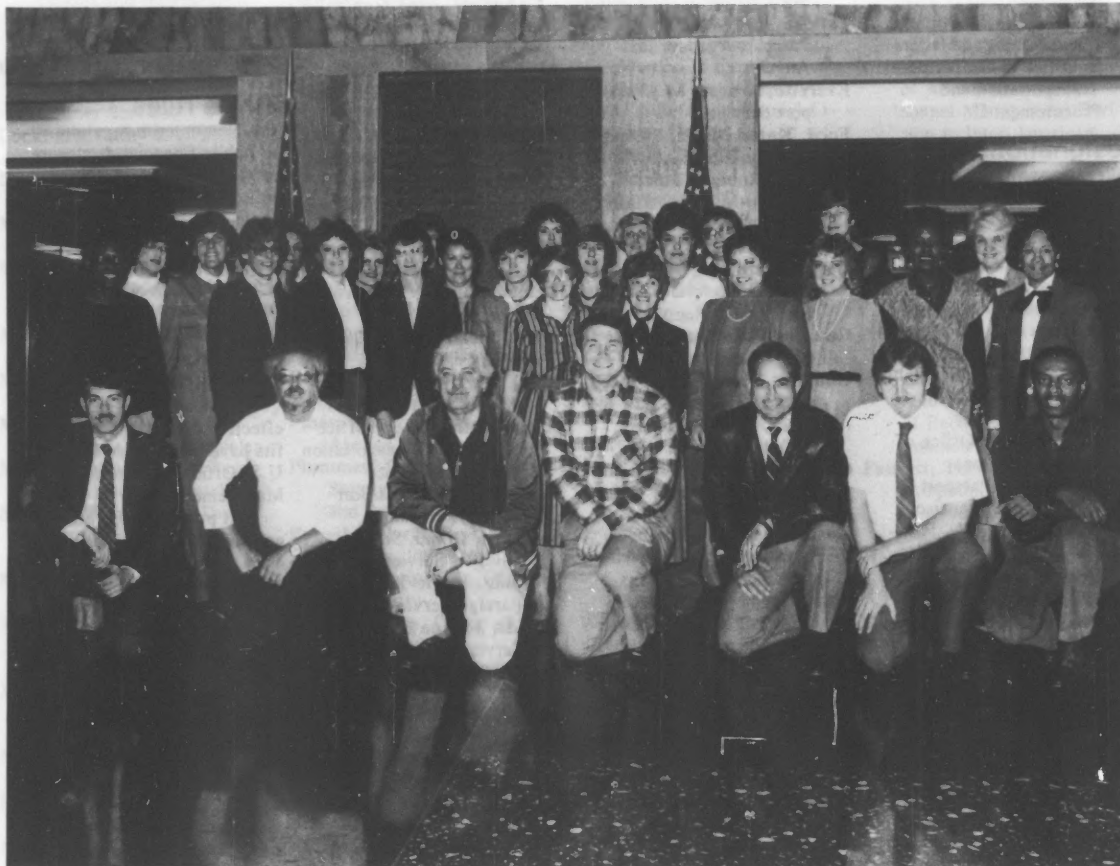
Gaber, Mary S., Berlin
Greenwald, Lilliana M., Mexico

Hayes Jr., John F., Bogota

Hoganson, Barbara F., Montevideo

Jackson, Linda L., Tokyo

Jacob, Dale W., Office of Communications, Mainte-



FOREIGN SERVICE INSTITUTE—The Communications and Clerical Skills Division recently graduated the following newly hired employees from its October 1984 Foreign Service secretarial training class. The secretaries asked newly hired communicators to join them in the photo session before they embarked on their first assignments: First row, kneeling, from left Robert W. King (Athens), David L. Garno (Colombo), Jerome D. Patterson (Rome), Paul R. Vinnola (Asuncion), Arthur L.

Pollick (Sanaa), Robert Hensley (Istanbul), Lucelous Betts Jr. (Kuwait). Second row, Theresa J. Simmington (Accra), Patricia Elias (Hamilton), Nancie Ames (Hong Kong), Brenda J. Scarbrough (Abidjan), Joan Douma (Geneva), Margarete A. Mayer (Guangzhou), Suzanne W. O'Gara (Madrid), Flora S. Greenan (Santiago), Heide H. Rowe (Paris), Rachel I. Landgraff (San Salvador), Catherine A. Lee (Monrovia), Dr. Jessie Colson (coordinator). Third row, Kathryn

Balestracci (Paris), Natalie Farago (Mexico City), D. Marie Taylor (Rome), Nora J. Bill (Brussels), Valorie N. Williams (Reykjavik), Sue Anne Flynn (Lagos), Elma C. Ondrey (Paramaribo), Wilma Jene Smith (Damascus), Gloria Laguna (Bogota), Beverly Melani (deputy coordinator), Kathleen A. Hayes (Brasilia), Ann R. Balach (U.S. mission to the European Communities, Brussels). Absent: Christine A. Shoemaker (Moscow), Ralph Palmer (Bamako). (Photo by Tom Bash)

- nance and Logistics Division
- Kalbfleisch, Patricia L.**, Paris
- Martinez, Patricia**, Managua
- Mast, Alice Jeane**, Pretoria
- Minnich, Bettie A.**, Bogota
- Muniz, Patrick**, Monrovia
- Pfeifer, Leslie Anne**, Brasilia
- Porter, Eidon Leroy**, Abu Dhabi
- Roberts, Elizabeth A.**, Suva
- Rueda, Maria Magdalena**, Buenos Aires
- Saizar, Paula M.**, Santo Domingo
- Schmidt Jr., Fred A.**, Brazzaville
- Schultz, Howard R.**, Jerusalem
- Smith, Verna Josephine**, Muscat
- Spakauskas, Marta**, Nassau
- Spitsbury, Gail D.**, Georgetown
- Stutz, Stella P.**, Bonn □
- Transfers**
- Adesso, Elena G.**, Inter-American Affairs to Foreign Service Grievance Board
- Arnold, Elizabeth M.**, Consular Affairs to Visa Services, Office of Public and Diplomatic Liaison
- Baden, Barbara J.**, Germany to European and Canadian Affairs
- Barnes, Geoffrey H.**, Turkey to European and Canadian Affairs
- Betts, David A.**, Canada to Bureau of Personnel
- Bibus, Mary Ann**, Near Eastern and South Asian Affairs to Office of Communications
- Bigier, Alan O.**, Lebanon to Near Eastern and South Asian Affairs
- Brown, Ralph T.**, Office of Communications to Beijing
- Brown, Truman E.**, Special Programs and Liaison Staff to Office of Supply, Transportation and Procurement
- Browne, Marjorie N.**, Canada to European and Canadian Affairs
- Brunner II, Charles R.**, Greece to New Delhi
- Brunner, Alice A.**, Office of Communications to New Delhi
- Burns, Ronald J.**, Japan to Warsaw
- Cameron, Patricia A.**, Training Complement to Ciudad Juarez
- Carey, Glenn William**, Philippines to Naples
- Chidester, Richard Jon**, La Paz to Mexico
- Christoff, Jean H.**, Training Complement to Economic and Business Affairs
- Cline, Michael K.**, Inter-American Affairs to Foreign Service Institute, Language Training
- Crum, Michael J.**, Sri Lanka to Office of Communications
- Davidson, Joni L.**, Visa Services to Leningrad
- Dean, Robert Scott**, Saudi Arabia to Intelligence and Research, Office of Politico-Military Analysis
- Duemling, Robert W.**, Inter-American Affairs to Office of Management Operations
- Duhart, George A.**, Dominican Republic to Office of Communications
- Dunbar, Richard C.**, Foreign Service Institute, Language Training to Bangkok
- Dunham, Mary F.**, Turkey to European and Canadian Affairs
- Durkin, Kenneth M.**, Training Complement to Guayaquil
- Giraldi, Phillip M.**, Germany to European and Canadian Affairs
- Graham, Nancy L.**, Gabon to Algiers
- Gust, Sandra Jean**, Poland to Quito
- Handyside, Holsey G.**, Bureau of Administration to Office of Management Operations
- Henderson, Ethei M.**, Japan to East Asian and Pacific Affairs
- Henley, Phillip W.**, Italy to Maputo
- Herkert, Richard J.**, Benin to Rome
- Hickson, Durwood**, African Affairs to Foreign Service Institute
- Hill, Patty L.**, Citizens Emergency Center to Consular Affairs
- Hughes, Robert G.**, India to Office of Communications
- Jabbour, Pierre H.**, Office of Management Operations to Office of Foreign Buildings
- Keefe Jr., John F.**, Somalia to African Affairs
- Keegan, David Joseph**, Jamaica to Foreign Service Institute, Language Training
- Keegan, Patricia King**, Somalia to Port Louis
- Kirkpatrick, Alexander T.**, Saudi Arabia to Intelligence and Research, Current Intelligence Staff
- Kovich, Michael J.**, Dominican Republic to African Affairs
- Kriebei, P. Wesley**, African Affairs to Office of Management Operations
- Lapham, Scott**, Liberia to Bujumbura
- Latimer, Alan B.**, Foreign Service Institute to Visa Services, Office of Field Support and Liaison
- Law, Charles William**, Hong Kong to East Asian and Pacific Affairs
- Lebourgeois, Julien**, Training Complement to Special Domestic Assignments Program
- Lechnir, Dorothy M.**, Malaysia to East Asian and Pacific Affairs
- Masterman, Frances L.**, Cuba to United States Information Agency
- McCurry, George R.**, Morocco to Islamabad
- Meehan, Francis J.**, Bureau of Personnel to Office of Management Operations
- Melani, Beverly Jean**, Italy to Foreign Service Institute
- Melone Jr., Harry R.**, Commerce Department to Bureau of Personnel
- Merson, Harry C.**, European and Canadian Affairs to London
- Mitchell Jr., Herbert T.**, Dominican Republic to Inter-American Affairs
- Molina Jr., Ernesto L.**, Training Complement to Santo Domingo
- Morrow, Olin W.**, Special Programs and Liaison Staff to Bureau of Personnel
- Muroaka, Harold M.**, Belgium to Kuwait
- Ness, Donald Ray**, Inter-American Affairs to Consular Affairs
- Olson Jr., Richard G.**, Mexico to Kampala
- Ostrander, Nancy**, Office of the Inspector General to Assignment Inter-Governmental Personnel Act
- Paimier Jr., Stephen E.**, Office of Human Rights to Office of Management Operations
- Paolini, Deborah M.**, United Kingdom to Riyadh
- Peck, Robert A.**, European and Canadian Affairs to Near Eastern and South Asian Affairs
- Pettersen, Donald K.**, Bureau of Personnel to Office of Management Operations
- Phillips, James D.**, International Organization Affairs to Casablanca
- Porter Jr., Robert C.**, Laos to East Asian and Pacific Affairs
- Powell, Nancy J.**, Near Eastern and South Asian Affairs to Refugee Programs
- Pratt, Genevieve J.**, Intelligence and Research to Mogadishu
- Pruitt, Charles L.**, Office of Security to Foreign Service Institute, Language Training
- Reynolds, Charles M.**, United Kingdom to Bangkok
- Richardson, Bonnie J.**, Economic and Business Af-

fairs to San Salvador
Richardson, Donald M., Inter-American Affairs to San Salvador
Roberts, Douglas K., Indonesia to Office of Security
Sacchet, Edward Michael, France to Special Domestic Assignments Program
Schenk, Mary Ann, Egypt to Foreign Service Institute, University Training
Sellers, Peter S., Pakistan to Near Eastern and South Asian Affairs
Sheridan Sr., John J., India to Near Eastern and South Asian Affairs
Spirnak, Madelyn E., Public Affairs, Office of Public Programs to Economic and Business Affairs
Twombly, Donald J., African Affairs to Douala
Valk, Lois Annette, Office of the Inspector General to Naha
Vandivier, Maryellen E., Near Eastern and South Asian Affairs to Office of Protocol
Walker Jr., Edward S., Office of the Deputy Secretary to London
Wazer, M. Patricia, Lebanon to Near Eastern and South Asian Affairs
Wilson, Jerry Preston, Arms Control and Disarmament Agency to Foreign Service Institute, Language Training
Wooster, Elizabeth B., India to Riyadh
Youngpeter, Thomas J., Benin to Rio de Janeiro □

Resignations
Bonilla-Newman, Victor J., Office of the Under Secretary for Political Affairs
Bryson, Brent D., Office of Security
Lapointe, Joan M., Sanaa
Lee II, Edward Leo, Panama
Lopez, Efrain, Port-of-Spain
Miller, Gregory David, Economic and Business Affairs, Office of Energy Consumer-Country Affairs

Perlman, Steven E., Hong Kong
Radford, Gerald D., Office of Security
Rohn, Douglas Cari, Office of Caribbean Affairs
Romero, Cynthia E., Near Eastern and South Asian Affairs □

Retirements

Alexander, Mary L., Paris
Barone, Eivira T., London
Berckman, Gypsie C., Bureau of Personnel, Office of Recruitment, Examination and Employment
Boudreau, William J., Politico-Military Affairs
Brunetti, Arthur H., Kinshasa
Dial, Gladys I., Wellington
Fessler, Margaret L., Beijing
Gaffey Jr., Joseph E., London
Groot, Kathryn J., Bureau of Personnel, Office of Foreign Service Career Development and Assignments
Herrick, Veronica G., Harare
McDonnell, Mary E., Brussels
Schweigel, Virginia S., Near Eastern and South Asian Affairs
Skeryo, Margaret, Port-of-Spain
Stephan Jr., Ralph W., Special Domestic Assignments Program
Williams, Beverly C., Accra □

Meritorious step increases

The following employees were recommended by the 1984 selection boards for meritorious step increases.

Members of the Foreign Service should address any questions about the merit pay increases to the bureau executive office which provides administrative support for their office or post.

Acquavella, Joseph F.
Adams, Bruce S.
Adams, John H.
Adesso, Elena G.
Adle, Marian R.
Alderman, J. Mikel

Alexander, Mary L.
Algire, Wayne W.
Allen, Thomas F.
Alley, James J.
Ailsbury, Thomas C.
Alter, Bernard G.
Anders, Robert G.
Anderson Jr., Ollie P.
Anderson, Glenn A.
Andrews, Mary E.
Atkins, Marshall F.
Avalos, Henry
Awantang, Mary E.
Bagnal, John E.
Bainbridge, John R.
Baque, William R.
Barone, Eivira T.
Bart, Anthony
Bartfield, Barbara E.
Barwick, Chester P.
Battaglia, Phillip V.
Baur, Thomas C.
Bayard II, Carlton
Beadle, Susan C.
Beckner, Michael W.
Beckwith, Barbara
Bebnke, Paul E.
Bell, Larry N.
Bellamy, William M.
Beisito, Barbara E.
Bender, Bonita Lynne
Bender, Geraldine M.
Benedict, Robert A.
Bennett, John E.
Berenson, Alan W.
Bermingham, James F.
Bielinski Jr., Stanley
Bimmerle, Diann M.
Blackburn, Lawrence S.
Blackmon, Joyce C.
Blount, Guy
Blystone, James J.
Bobick, Elizabeth A.
Bodine, Barbara
Bova, Michele M.
Bowie, Barbara
Bradrick, Maxine J.
Brandt, Frederick C.
Brecht, Jonathan P.
Brooks, Judith A.
Brooks, Vanessa C.
Browning, Michael J.
Buckler, Steven R.
Buckley, Margaret M.
Budelt, James A.
Burakow, Nicholas
Burke Jr., William J.
Burleigh, Albert P.
Burley, L. Audrey
Burlison, Marilyn
Burns III, Matthew J.
Busick, John W.
Buss, Nancy R.
Cabanillas, Mary S.
Cabrai, Doris E.
Calist, Calisto
Carpenter, Paul S.

Carter, Jacqueline F.
Carter, Susan S.
Casperino, Ada M.
Casse III, Marshall
Ceila, Micaela A.
Charbonnier, Geraldine B.
Chester, Geraldine G.
Christopher, James M.
Clawson, Daisy Lou
Cline, Mary E.
Collier, Charlotte A.
Coyne, Patricia M.
Cramer, Jeannene J.
Croddy Jr., Arnold J.
Crosber, Frederick K.
Cuadrado III, Joseph
Cull, Robert D.
Curry, Mary Louise
Curtain, Marlene L.
Daugherty, Craig H.
Davis, Gwendolyn
Denito, Gary T.
Devlin, Joseph M.
Dietz, Claudette Lou
Donovan, James R.
Dorfeld, Charles W.
Dorr, Robert F.
Dotson, William A.
Downes, Jack C.
Duane Jr., Paul A.
Dumas, Sheila P.
Dunn, Lynda C.
Durbin, John F.
Elfert, John Robert
Eisenman, Helen M.
Eisner, Adolph H.
Ellice Jr., Douglas V.
Endecott, Michael D.
Engelken, Stephen C.
Erickson, L. John
Erney, Kenneth
Evans, Catherine H.
Evans, Michael R.
Everbart, Christine
Farley, Thomas M.
Feeley, Mary T.
Ferguson, Kenneth D.
Fitzgerald, Margaret
Fleming, Elizabeth
Fleming, William D.
Flynn, Audrey
Flynn, Peter S.
Ford, Janet A.
Fountain, Timothy W.
Frank, Bonnie Ann
Frank, Ralph
Frasure, Robert C.
Fuseiler Jr., Burley P.
Gadzinski, Peter S.
Gamber, Nancy E.
Gaston, Elizabeth M.
Gaynor, Barbara A.
Geisel, Harold W.
Gentry, Doyle E.
Gewecke, Thomas Howard
Glassman, Jon D.
Godard, Ronald D.

Gonzales, Alfred
Gowling, Alan V.
Grace, Linda Ann
Graham, Nancy L.
Grassie, John E.
Gray, William R.
Gregorio, F. Peter
Gregory, Joan E.
Griffin, James
Griffiths, G. Gene
Grigg III, Ernest C.
Grimes, M. Dixie
Groening, Eva J.
Gutierrez, Lino
Hackett, Anne M.
Haines, George
Hallett, Jeffrey D.
Hamilton Jr., Hugh G.
Hamilton, John R.
Hammond, Robert E.
Hampton, Denis M.
Hanks, J. Wayne
Hanser, Kathleen M.
Hardebeck, Marvin C.
Harrick, Barbara Jo
Hartgen, Judith A.
Hartnett Jr., Lawrence A.
Hatala, Stella
Hays, Donald S.
Hayward, Martha
Hazelton, Joan M.
Heerlein, E. Arlyne
Heimgartner, Maryann
Herspring, Dale Roy
Hight, Loretta
Hill, Christopher
Hogan, Alice C.
Hollin, Mary B.
Holmes, Alice J.
Hoitz, Nancy Jo
Homme, Robert Onan
Hoover, Donald T.
Hoover, Gerald R.
Horn, Doris
Howard, Linda S.
Huddle, Edith Q.
Huddleston, Vicki
Itoh, William H.
Jackson, Charlotte
Janus, E. Eileen
Johnson Jr., Leon M.
Johnson, Joel B.
Johnson, Sandor A.
Johnson, Susan R.
Johnston, Jill
Johnston, Tess
Jones, Ralph T.
Jornlin, Phillip E.
Junod, Gloria A.
Kaklikian, Harry Z.
Kearns, Kevin L.
Kennedy Jr., Marshall J.
Kepler, Jean M.
Keur, Cornelius M.
Keyser, Donald W.
Kilgore, Gloria J.
Klm, Eva S.

King, Maria Jesus
Kirkpatrick, Ronald K.
Kiuru, Aili M.
Korltko, Andrew W.
Kosinski, Susan H.
Lahale, Roger W.
Lane, George H.
Lannon, James W.
Lara, Ishmael
Larson, Alan P.
Larson, Terry A.
Leahy, W. P.
Leclair Jr., Russell
Lindsey, Terri G.
Lomanno, Frank J.
Lombardi, Joan A.
Love, Ruth
Luketch, Dorothy A.
Lupo Jr., John T.
Lykens, Anne
Lynch, Christopher
Magee, Dorothy L.
Maguire, Charles
Mahler, Kristina E.
Maiott, John R.
Malpass, Betsy June
Manganiello, Frank J.
Mann, Dolores J.
Mann, Steven R.
Marlano, Nicholas G.
Martinez, Pedro
Mason-Witt, Linda M.
Matthews, Carl B.
Maxwell, Barbara H.
McCanlies, Wanda
McGuire-Rugh, Karen A.
McKee, Craig W.
McKee, Nancy A.
McKeown, Mary Ann
McLean, Martin
Metrinko, Michael J.
Miis, Carol
Ming, Lili
Moffitt, William A.
Montgomery, Ann C.
Moore, Pamela Helen
Moore, Shirley R.
Morford, Richard A.
Morin, Annabelle C.
Morris, Margaret T.
Morris, Robert E.
Morris, Virginia
Mulhall, Patricia
Murphy, Dennis P.
Murphy, Thomas J.
Murray, Anne V.
Myers, Martin H.
Nescl, Franklin J.
Niemann, Leona
Nottingham, Roger C.
O'Brien, Evelyn M.
O'Brien, Geraldine H.
O'Brien, Karen L.
O'Brien, Robert P.
O'Donnell, Rosemary
O'Rourke Jr., William H.
Ochiltree, Thomas H.

Ogden, Geoffrey
Ojamaa, Elokai
Oiton, Regina D.
Overmyer, Allen R.
Palva, Robert G.
Palmer, Georgla M.
Parent, Kenneth W.
Parsons, Donald K.
Peashock, David J.
Perlow, Howard T.
Peters, Mary Ann
Petersen, Ramona
Petitjean, Gwen
Petrosky, Anita
Phillips, Virginia D.
Pierce, Roger Dwayne
Pifer, Steven K.
Potter, Marian
Preston, Anne
Pritchard, Gary C.
Rackley, Woody B.
Rangei, Barbara J.
Rankin, Haywood
Raspolic, Elizabeth
Ravnholt, Astrid M.
Redles, Catherine
Reilly, James J.
Rek, Donald C.
Reyes, William D.
Rigshy, Gladys O.
Riley, John P.
Rimas, Algirdas J.
Rinke, Juile E.
Roberts, Diana B.
Roberts, Douglas K.
Roberts, Judith A.
Rohinson, Charles A.
Rodgers, Marla A.
Rodriguez, Roberto
Roehuck Jr., Wilbert
Rose, Carol Lynn
Rudolph, William A.
Ryan, Mary K.
Saalfrank, Louise C.
Sachs, Dannelle
Sampas, Dorothy M.
Sandberg, Dennis A.
Sasaki, Grace K.
Schatz, Gary D.
Schaumburg, Bernd W.
Schloss, Donna Lee
Schneider, Elizabeth A.
Schoonover, Brenda B.
Schroeder, Beverly A.
Schulz, Jeanne Lee
Schwertfeger, Dorothy G.
Sheets, Richard A.
Simpson, Daniel H.
Sirablan, Doris A.
Skidan, Oleg
Skinner, Frank W.
Slutz, Pamela J.
Smith, Catherine M.
Smith, Earl Garren
Snyder, Betty K.
Solomon, Caryn Marie
Soucy, Eugene R.

Stafford III, Joseph D.
Stanton, William A.
Stella, Peter
Stephan, Charles E.
Straub, W. David
Suchan, Gregory M.
Sura, George
Swafford, John M.
Swoyer, Jean
Tarrant, James R.
Taylor, Betty C.
Taylor, Lawrence Palmer
Taylor, Luther
Telford Jr., Sidney T.
Tennant, S. Louise
Thomas, Alvin C.
Thomas, Kay M.
Tummlina, Frank
Valk, Lols Annette
Vandivier, James R.
Vazquez, Nereida M.
Vlergutz, Jack S.
Vonnegut, Helene A.
Wagner, Cheryl Ann
Wagner, David A.
Walsh, James Donald
Wauchope, Linda
Wehh, Robert B.
White Jr., Robert W.
White, Jane E.
White, Pearile A.
Williams Jr., A. Joseph
Williams, Ann
Williams, Dennis L.
Williams, James Alan
Williams, Wallace Ray
Wilson, Mary F.
Winter, Dolores I.
Wisecarver, Dolores L.
Witt, John E.
Woellert, Donald
Wolansky, Dona M.
Woodard, Nellie
Woodruff, Larry L.
Woolwine, Walter J.
Wright, Rebecca
Yarvin, Herhert
Young, Johnny
Young, Virginia C.
Zaellit, Lucille
Zuber, Helen A. □

Contributions for charity

Final regulations on solicitation of Federal civilian and uniformed services personnel for contributions to private voluntary organizations have been issued by the U. S. Office of Personnel Management. These regulations provide a system for administering the annual charitable solicitation campaigns conducted by Federal personnel in their workplaces and set forth ground rules under which charitable or-

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ganizations may receive contributions from Federal personnel through the Combined Federal Campaign. The text is available in the Office of Civil Service Career Development and Assignments, Room 2429. □

Wage supervisors

Final regulations on supervisors under the Prevailing Rate System has been issued by the U.S. Office of Personnel Management. The WS-19 linkage point in the pay formula for supervisory wage employees will be raised from GS-14/2 to GS-14/3. This change, to be accompanied by the upgrading by one grade of

all properly graded general foremen, will commence beginning the first day of the first pay period on or after July 28, 1984. The text is available in the Office of Civil Service Career Development and Assignments, Room 2429. □

Hourly rates of pay

Final regulations on the computation of hourly rates of pay for members of the Senior Executive Service 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. ■

Paying for college with U.S. bonds

Under the Internal Revenue Code, up to \$1,000 in unearned income may be accumulated without a tax liability. Assuming that they have no other unearned income, each of your children could own bonds earning up to \$1,000 interest per year without taxation.

Or when cashing bonds for college expense, no tax is due if the child's income and interest on bonds cashed each year are less than the exemption.

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

There's never a gamble with U.S. savings bonds. Just a good deal for you and your country.

Installment saving beats installment buying. Join the Payroll Savings Plan for U.S. savings bonds.

Installment saving beats installment buying. Join the Payroll Savings Plan for U.S. savings bonds. Buy "stock" in America!



PARIS, France—Alfred Dubois, center, retired from the Payroll Section of the Regional Administrative Management Center after 37 years of service. His colleagues, from left, back row, are: Dine Mohamed,

Edmond Beziat, Jacques Wulkman, Jean Luc Pomaranski, Maggie Pomerleau, Laura Pitchford, David Mraz, Charles C. Baquet, Gracie Barnes. Middle row: Arlette Robert, Monique Adam, Mr. Dubois, Nellie Zana,

Estelle Bellot, Colette Cochart, Claudie Mathieu. Kneeling: Muriel Valenduc and Jean Claude Hill.

Bureau Notes

The Seventh Floor

Office of the Secretary

On December 11, enroute to Brussels to head the U.S. delegation to the fall NATO ministerial meeting, SECRETARY SHULTZ held bilateral discussions with British Foreign Secretary Sir GEOFFREY HOWE in Chevening, England. Before returning to the U.S., December 15, the Secretary traveled to Ludwigshafen, West Germany, to meet with West German Chancellor HELMUT KOHL. Accompanying the Secretary were Mrs. SHULTZ, CHARLES HILL, executive assistant to the Secretary; JOYCE NESMITH, staff assistant, Office of the Secretary; MICHAEL BUTLER and KAREN CLARK, special assistants to the Secretary; ELIZABETH GASTON, administrative assistant, Office of the Secretary; KATHLEEN MILNE, secretary, Office of the Secretary; GEORGE TWOHIE, executive director, Executive Secretariat; JONATHAN BENTON, staff offi-

cer, Executive Secretariat, and SAADIA SARKIS, secretarial assistant, Executive Secretariat.

On January 2 Mr. Shultz participated in the President's meeting with Japanese Prime Minister NAKASONE in Los Angeles. Accompanying the Secretary were CHARLES HILL; KAREN CLARK; KATHLEEN MILNE; ANGUS SIMMONS, staff officer, Executive Secretariat, and DIANE STUART, secretarial assistant, Executive Secretariat . . . On January 5-9, the Secretary traveled to Geneva for discussions on arms control with Soviet Foreign Minister ANDREI GROMYKO. Traveling with Secretary Shultz were CHARLES HILL; JOYCE NESMITH; KAREN CLARK; ROBERT CLARKE, special assistant to the Secretary; KATHLEEN MILNE; GEORGE TWOHIE; MICHELE BOVA, director, Executive Secretariat; GÉRALD ANDERSON and JAMES BEAN, staff officers, Executive Secretariat; MILDRED ENGRAM and JACALYN

STEIN, secretarial assistants, Executive Secretariat . . . JONATHAN BENTON has joined the Secretary's immediate staff as a special assistant, replacing MICHAEL BUTLER. □

Operations Center

On December 12 the Operations Center celebrated the completion of its office renovation. Former directors of the office and past employees toured the Watch, Task Force areas and offices . . . Director JAMES COLLINS thanked Operations Center employees for their patience, ability to adapt, and durability during the construction period . . . Operations officer CAROL THOMPSON departed January 10 to go to the Executive Secretariat staff . . . Deputy director W. ROBERT PEARSON left for his new assignment as deputy executive secretary at the National Security Council, January 11. WAYNE GRIFFITH, a senior watch officer, is the new deputy director. □



SEVENTH FLOOR—Past and present directors of the Operations Center gather at opening of the new center. Front row: Marie Connolly, who has served as assist-

ant to the directors since 1961, the Op Center's first year. Second row, from left: James Collins, Ambassador Francis Meehan, John Brogan, William Rope, Am-

bassador Theodore Achilles. Third row: Bruce Lancaster, Samuel Frye, James Ealum.



SEVENTH FLOOR—Operations Center staff on the new Watch. In front of console, right to left: Tracy Frazier, Richard Cormier, Gene Cretz, Alec Mally. Seated: Ellen Shippy. Standing, left to

right: James Collins, Sheldon Krebs, Cassius Johnson, Brian Kelsey, Jeffrey Horkey, David Sherrill, Marie Connolly, Bruce Strathearn, Brian Woo, David Pearce, Hank Stocker, Janet Bogue, Steven

Coffman, Robert Ayling, Marilyn O'Brien, John Finnegan, Wayne Griffith, Susan Dehoney, Kathleen Reddy, Robert Pearson, Mary Swanson, Richard Slowik, Laura Barnes, Noel Pinckard.

Under Secretary for Political Affairs

Under Secretary MICHAEL H. ARMACOST delivered an address on U.S. foreign policy and South Asia before the Philadelphia World Affairs Council in Philadelphia, December 12. He was accompanied by JOHN CAMPBELL, staff assistant ... On January 7 WILLIAM COURTNEY, special assistant, spoke on the Soviet Union and arms control to the seminar for new members of the 99th Congress, in Williamsburg, Va. The seminar was organized by the American Enterprise Institute, the Brookings Institution and the Congressional Research Service. □

Under Secretary for Economic Affairs

Under Secretary ALLEN WALLIS traveled to London, December 7, for consultations with British officials, and to Frankfurt, West Germany, for meetings, December 8-9, in preparation for the upcoming Bonn economic summit. The under secretary was in Paris to head the U.S. delegation to the December 9-10 meeting of the executive committee in special session, Organization for Economic Cooperation and Development. On December 11-13 Mr. Wallis led a seminar for economic counselors from U.S. embassies in Europe, and held bilateral consultations in Bonn with various German officials. Mr. Wallis then traveled to Brussels to join SEC-

RETARY SHULTZ for the December 14 U.S.-European Communities consultations. He was accompanied on the Paris, Bonn and Brussels legs of his trip by ALAN LARSON, executive assistant.

DAVID SLOAN, special assistant to the under secretary, was in London, December 10-12, to discuss European natural gas issues with various energy officials. Special Assistant ELLIOTT HURWITZ was a member of the U.S. delegation to an economic experts meeting, held January 8-10 in Moscow, under the provisions of the U.S.-Soviet long term economic, industrial and technical agreement. □

Office of Public Diplomacy, Latin America and the Caribbean

Ambassador OTTO REICH briefed a group of 150 women legislators from around the United States here, November 29 ... On December 14, deputy coordinator JOHN BLACKEN discussed Central American policy in a seminar at the Air War College at Maxwell Air Force Base in Alabama ... JOHN SCAFE accompanied a group of public affairs officers from European posts to Central America in early December. The tour ended with a series of briefings in the Department, December 14 ... In late November, Colonel LAWRENCE TRACY traveled to Louisville, Ky., for a debate sponsored by

Christ Church. He also addressed the YMCA Senior UN Assembly in Lexington, Ky. In December, Colonel Tracy participated in a discussion of Central America on Boston public television station WGBH. □

Office of Protocol

On December 10 chief of protocol SELWA ROOSEVELT, escorted to the President for the presentation of credentials the ambassadors of Haiti, Tanzania, El Salvador, Yemen, Bangladesh, Bahrain and Egypt. Assisting at the White House ceremony were deputy chief of protocol TIMOTHY TOWELL, assistant chiefs DOUGLAS HARWOOD and REBECCA BOYD, and CATHERINE GERARDI, JOY COHEN, EDNA SHERRILL, CHRISTINE HATHAWAY, LAWRENCE DUNHAM, RICHARD MASSEY, PATRICK DALY, RICHARD GOOKIN and LYNNE MILLER.

JAMES MANNING was the protocol officer in charge of the state visit of the president of Venezuela. Mrs. Roosevelt escorted the president during his stay in Washington. Traveling with the official party to San Francisco were Mr. Towell, MARY MASSERINI, JAMES PAYNE and LINDA WHEELER. Assistant chief CATHERINE MURDOCK was in charge of the official working visit of President SEYNI KOUNTCHE of Niger, assisted by LINDA

MYSLIWY. Private visits to Washington were made by the prime minister of the United Kingdom, and the foreign ministers of Panama and Costa Rica.

Mrs. Roosevelt presided at the swearing-in ceremony of **HERBERT STEIN** as a member of the President's Economic Policy Advisory Board. Mr. Harwood swore-in **PETER SCOTT BRIDGES** as U.S. ambassador to the Somali Democratic Republic . . . Ms. Boyd, assisted by **PAMELA GARDNER**, **MARY KAY PASKUS**, **GEORGIA BOOTH**, **KIM MIDDLETON**, **CAROL SOMERVILLE** and **PAM MALOLEY**, organized the dinner hosted by **VICE PRESIDENT BUSH** and **MRS. BUSH** in honor of the president of the Republic of Niger; the luncheon hosted by **SECRETARY SHULTZ** and **MRS. SHULTZ** in honor of the president of Venezuela; the luncheon by the Secretary in honor of the foreign minister of the Republic of Panama; and the reception for the ambassador of Egypt.

On December 17 a ceremony was held at Blair House to honor **LUCILLE SMITH**, **LOUISE WARD** and **RUTH LEWIS** on their retirement after 16 years, 14 years, and 13 years, respectively, in service at Blair House, the President's Guest House . . . **CHENOBIA CALHOUN** and **KIM JOHNSON** joined the Accreditation Section of the Diplomatic Consular Liaison Division, and **RANDELL BUMGARDNER** joined the Embassy Services Section. □

Administration and Security

Office of Communications

The following personnel were in the office on OC consultation recently: **DAVID WAGNER**, Guatemala; **HERBERT CHALEFF**, Asuncion; **HAROLD MUROAKA**, Kuwait; **DAVID T. JACKS**, Geneva; **JOSEPH J. PACIORKA**, Brussels; **JOHN KRAMER**, Bucharest; **AUDREY SCHENCK**, Amman; **ROBERT RIGBY**, Paris; **RICHARD V. BLAKELY**, Kinshasa; and **JOHN GIBBA**, Department.

Completing courses in the communications training division were **BRADLEY DUFF**, Bonn; **GARY MANCINELLI**, Brussels; **KAY E. McCARTY**, Tokyo; **THOMAS PHALEN**, Bonn; **CHARLES REYNOLDS**, Bangkok; **ROBERT RIGBY**, Paris; **KIBBY STOLL**, Paris; **JOHN WHITRIDGE**, Cairo; **MURIEL FALWAY**, Lusaka; **RICHARD HERKERT**, Rome; **BILLY J. HILL**, Geneva; **PATRICIA ELIAS**, Hamilton; **LOUIS VALK**, LESLIE BASSETT, Durban; **DIANA MATTHEWS**, Communications Center Division; **MARGARETE MAYER**, Guangzhou; **ELMA CONDREY**, Paramaribo; **RUTH TEAGUE**, Montreal; **WALTER JOHNSON**, Diplomatic Pouch Division; **CARL GIAMPIETRO**,



LUXEMBOURG—*Alvin Thomas*, communications program officer, is presented the \$5,000 Communicators Award for 1984 by Ambassador *John E. Dolibois*, right.

Islamabad; **PHILLIP HENLEY**, Maputo; **ALAN YECK**, Libreville, **LUCÉLOUS BETTS**, Kuwait; **DAVID GARNO**, Colombo; **ROBERT HENSLEY**, Istanbul; **ROBERT KING**, Nicosia; **RALPH PALMER**, Bamako; **JEROME PATTERSON**, Rome; **ARTHUR POLLICK**, Sanaa; **THERESA SIMMINGTOM**, Accra, **PAUL VINNOLA**, Asuncion; **KEVIN BRADSHAW**, Maseru; **OTIS PERRY**, Communications Center Division; **AUDREY SCHENCK**, Ammon; **HERBERT CHALEFF**, Asuncion; **DAVID JOHNSTON**, Havana; **JON JENSEN**, Istanbul; **LAWRENCE KRAUSE**, Santo Domingo; and **ASIE GOSSETT**, The Hague. □

Office of Security

WILLIAM DECOURCY, chief of the protective liaison staff, accompanied deputy assistant secretary **DAVID FIELDS**, and Assistant Secretary **ROBERT E. LAMB** to a hearing before a Senate subcommittee chaired by Senator Specter, January 8 . . . Members of the Special Agent Class XXV returned to Washington from the Federal Law Enforcement Training Center in Glynn, Ga. They completed their training January 31. **MARY GRIGGS** of the Education and Training Staff has been named class coordinator for the next Special Agent Class of 48 agents that will commence this month. . . New agent applicants are being interviewed by Board of Examiner panels in five major cities for the Special Agent class that will commence in June . . . The Dignitary Protection Division has provided protective details for the following dignitaries: Marielista Delegation of Cuba; Foreign Minister Denktash/Turkish Cyprus;

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Minister Sharon of Israel; and Foreign Minister Abe of Japan. Dignitary Protection continues to explore the utilization of cellular phones in its protective operations, and plans to evaluate a system for its Washington fleet of vehicles in the near future. Protective security escorts were provided to the diplomatic corps during the Presidential inauguration and parade by the Dignitary Protection Division ... The Secretary's protective detail traveled to New York, Europe, California and Geneva. The detail is currently using eight temporary agents on a permanent basis to meet their staffing requirements ... WALT HUSCLOWITZ of the New York Field Office presented a 2-day seminar on protective security to U.S. marshals serving in New York ... Other New York Field Office special agents are serving on 60-day temporary protective assignments: BILL LEE in Bogota, FRED BYRON in Beirut and KEN KAYATIN in Rome ... The Department recently concluded an agreement with the U.S. Marine Corps to increase the number of Marines assigned to the Marine Security Guard program. As a result, a number of new Marine Security Guard detachments will be opening around the world ... LOUIS MIZELL, of the Threat Analysis Group, has developed a terrorism awareness program that will be presented to embassy staff, dependents, local military, local law enforcement and government contracts, and U.S. business persons in South American and Mideast countries. The program will include information on terrorist tactics, deceptive techniques, ruses, disguises, and methods of operation, as well as recent terrorist trends and targets. The briefing Program began last month and will continue for several months. □

Office of Commissary and Recreation Affairs

RAVI SIKAND, director, Office of Commissary and Recreation Affairs, recently returned from a trip to several East European countries, including Hungary, Romania and The Soviet Union. He provided the associations with suggestions to help solve pertinent management and financial problems. □

Office of Allowances

From November 3-24 two members of the Allowances Staff, GRETCHEN L. KOENIG and DOROTHY ANNE DEL-AHANTY, traveled to Frankfurt, Heidelberg and Stuttgart, Germany; Warsaw, Poland; Moscow and Leningrad, U.S.S.R.; and Helsinki, Finland, to review allowance matters. □

Foreign Affairs Information Management Center

On Saturday, October 27, eight Publishing Service employees worked overtime to distribute Combined Federal Campaign and open season health insurance material for Personnel. Over 35,000 pieces were distributed. □

Supply, Transportation and Procurement

Members of the Supply Liaison staff attended the recent meeting of the Inter-Agency Committee for the Review of Federal Supply Schedules, sponsored by the General Services Administration. A number of changes appear to be underway in the scheduled program. □

Language Services Division

The employees of the Division set a new record of generosity in the traditional Christmas contribution to Children's Hospital. A

total of \$1,077 was donated to the hospital in lieu of sending Christmas cards to each other.

RUTH CLINE, ELIZABETH LICHTER and CYRIL MUROMCEW represented the Division at a number of events at the Convention of the Modern Language Association in Washington.

Various travel assignments sent division chief HARRY OBST to Germany and Austria; SOPHIA PORSON to Luanda; NEIL SEIDENMAN to Brussels; TED HERRERA and ELIZABETH LICHTER to Tegucigalpa; STEPHANIE VAN REIGERSBERG to New York; and VIVIAN CHANG around the United States with a People's Republic of China navy delegation. Conference reporter FERD KUYATT went to New York, MARIE TAYLOR to Dallas, and MARILYN PLEVIN to Miami, to cover speeches by the Secretary and the Deputy Secretary.

Reviewer WILLEM DANIELS attended a management development seminar in King's Point, Long Island. ALEXIS OBOLENSKY and LORALYN ANDERSEN-PETRIE participated in a seminar on Soviet agriculture ... Chief interpreter DONALD BARNES assisted the President and others during the official visit of Venezuelan President JAIME LUSINCHI. ALEC TOUMAYAN and STEPHANIE VAN REIGERSBERG divided the interpreting chores during the visit of President SEYNI KOUNTCHE. □

Consular Affairs

HARRY L. COBURN, deputy assistant secretary for passport services, attended the Air Transport Association Conference in Victoria, British Columbia, December 5-6. Mr.



RIO DE JANEIRO, Brazil—Participants in a recent consular conference, from left, are: Roy Kajan, Salvador da Bahla; Christine Serrao, Belem; Douglas Neuman, Porto Alegre; Gayle Lopes, Sao Luiz; Joan

Wadelton and Ruth Matthews, Rio de Janeiro; John Caulfield, Brasilia; Alfonso Arenales and Allen Yale, Rio de Janeiro; Joan Clark, assistant secretary, Consular Affairs; Richard Band, Inspector; Amba-

sador Diego Asencio; Kenneth Sackett, Rio de Janeiro; Phyllis Bucsko, Consular Affairs; Wayne Salisbury, Brasilia; James Fish, Manaus; Leslie Rowe, Sao Paulo; and Fred Purdy, Brasilia.



CONSULAR AFFAIRS—Several hundred consular officers and friends of the Consular Officers' Association joined Assistant Secretary *Jocyn Clark* and board members

at the association's first annual membership wine and cheese party in the Dean Acheson Auditorium Annex, November 29. From left: *Karl Danga, Joyce Deshazo,*

Patricia Clark, Antoinette Marwitz, Miss Clark, Jack Markey, Robert Raymer, Dora Trujillo, John Hotchner, Daniel Welter.

Coburn also visited the Boston Passport Agency, December 10 . . . WILLIAM L. CAMP, associate director of operations, visited the Chicago Passport Agency, December 17, to introduce the new regional director, JAMES MORLEY, to the agency staff. Mr. Morley visited the Department on consultations January 7-11 . . . STEWART BIBBS JR., of passport services records services division, was selected as winner of the Department's 1984 Equal Employment Opportunity Award. He and RICHARD McCLEVEY of the Office of Program Support, Passport Services, traveled to St. Paul, Minn. Dec. 5-6, for consultations on optical disc technology.

On December 17, DAVID HOBBS, director, Citizens Emergency Center, chaired a discussion on emergency citizens' services at the Mid-Level Officers course at the Foreign Service Institute. Mr. HOBBS also participated, December 29, in an RKO radio network program on problems encountered by

American citizens traveling overseas . . . Public affairs adviser CINDY J. FOX addressed the mid-level officers course at the Foreign Service Institute January 10.

FRANCIS G. RANDO, chief of the Program Planning and Coordination Office in the Office of Overseas Citizens Services, retired January 3 after nearly 35 years of Government service . . . MARLENE E. SCHWARTZ, chief, Field Coordination Staff, visited the Houston Passport Agency, December 18, to introduce THOMAS A. FARRELL, the new regional director, to the agency staff . . . WILLIAM STRUCK, chief, Visa Office's Post Liaison Division, traveled to Havana for consultations on normalization of immigrant visa processing, December 19-22 . . . ALAN LATIMER, of the Visa Office's Systems Liaison and Procedures Division, traveled to Toronto and Ottawa for follow-up on computer aspects of immigrant visa processing, December 6-11. KENNETH SHIVERS, of the same office, traveled to

Stockholm to assist in the installation and training of the Teletype Replacement Program, December 10-14.

LORRAINE LEWIS attended the seminar for new managers in Princeton, N.J., January 7-18. DANIEL HERMAN attended the visa portion of the consular course at the Foreign Service Institute, November 26-December 10, and JOAN STEWART attended the advanced Wang training course at the institute, January 8-9.

New employees in the bureau included GAIL MEAKER-JOSEPH, Written Inquiries Branch, and JAMES DUNNE, Immigrant Visa Control and Reporting Division, both of the Visa Office. □

Economic and Business Affairs

Assistant Secretary RICHARD T. McCORMACK appeared before the House



ECONOMIC AND BUSINESS AFFAIRS—Assistant Secretary **Richard T. McCormack**, second from right, presents

awards to, from left, **David Wilson**, **Dale Tahtinen**, **Christine Mackell**, **Wesley Scholz**, **David Burns**, **Vonda Noel** and **Mary**

Lou Lark. Unable to be present for the ceremony was **Harvey Winter**. (Photo by **Doris I. Alston**)

Energy and Commerce Subcommittee on Oversight and Investigations, December 7, to testify on export promotion activities by state and local governments. Later that day he attended Under Secretary **W. ALLEN WALLIS'** luncheon in honor of **HELGA STEEG**, director, International Energy Agency of the Organization for Economic Cooperation and Development. He represented the Department at the Overseas Private Investment Corporation Board Meeting, held December 13. On December 17 Mr. McCormack and Ambassador **CHARLES CARLISLE** met with Mr. Wallis and former Treasury Secretary **ROBERT ANDERSON** to discuss the formation of an executive council for foreign diplomats.

On December 19 Mr. McCormack attended the Secretary's reception for the State Department correspondents, held in the National Academy of Science Building.

LARRY THOMPSON, Office of Development Finance, was a member of the U.S.

delegation to the Organization for Economic Cooperation and Development's Export Credit Group and Export Credit Arrangement meetings in Paris, December 6-13.

DALE TAHTINEN, deputy assistant secretary for international trade controls, chaired the U.S. delegation to the Coordinating Committee on Export Control's Paris-based Sub-Committee on Export Controls deliberations on enforcement issues. He was supported from Washington by **MILT DRUCKER** of the Office of East-West Trade **ROBERT PRICE**, director, Office of East-West Trade, took an interagency team to Bonn and Paris for bilateral talks and COCOM discussions on the control of strategic technologies. **BOB CAMPBELL** of the same office led an interagency team to Paris for a successful concluding round of negotiations with our COCOM partners on high-technology microelectronics.

New employees in the bureau are **LAURIE TRACY**, Industrial and Strategic

Materials Division, and **MARY TART**, Aviation Negotiations Division. □

Foreign Service Institute

Ambassador **JOHN W. McDONALD**, Center for the Study of Foreign Affairs, spoke to the Graduate School of Business Administration at New York University in New York, December 18, on conference diplomacy.

PETER BECHTOLD, chairman, Near East/North Africa Area Studies, School of Area Studies, was invited to participate in a conference in Algeria on the 30th anniversary of the struggle for independence. He delivered a paper entitled, "The Effects of Colonialism on Post-Independence Politics" during the observance from November 24-28. From November 13-16, he lectured for USIA at Heidelberg, Tribingen and Osnabruck, Germany, on "U.S. Mideast Policy," "Is-

lamic Fundamentalism," and "Current Issues in the Middle East for the Western Alliance."

A new employee who recently entered on duty at the Institute is LENDORA MASTERSON, in the Registrar's Office . . . The following language and cultural instructors recently entered on duty at the Institute: GLORIA NELSON, Spanish; MARIA H. LEE, Portuguese; and MAY MAY KYI WIN, Burmese □

Human Rights and Humanitarian Affairs

Assistant Secretary ELLIOTT ABRAMS spoke at the 92nd Street Y in New York. He granted interviews to ABC-TV and to the Associated Press . . . GARY MATTHEWS, senior deputy assistant secretary, was in Strasbourg, France, to address members of the European Parliament on U.S. human rights policy. He also spoke to the Parliamentary Human Rights Group of the House of Commons and House of Lords in London. In Washington, Mr. Matthews addressed a meeting of regional directors of B'nai B'rith.

LAURA DIETRICH, deputy assistant secretary for asylum and humanitarian affairs, granted interviews to CBS Morning News; WHO-TV, Des Moines, Io.; and to Newsday, Long Island, New York. □

Inspector General's Office

The semi-annual inspectors' conference was held, January 7-9. During the first two days of the conference, inspectors were engaged in orientation and training to prepare for the reorganized inspection process which will be implemented this year. Senior inspector FRANK CRIGLER, who has led a special team to develop new inspection approaches, directed this training seminar. From now on, there will be three types of reviews performed by the Inspector General's office: post inspections, program inspections and functional audits.

The third day of the conference included a discussion of policy trends, management issues and operational problems. Speakers at the conference included HERMAN J. COHEN, deputy assistant secretary for personnel, who spoke about current personnel problems; HARVEY BUFFALO Jr., deputy assistant secretary for foreign buildings, who discussed major building operations issues; and KAREN D. KING, who briefed the inspectors on the status of personal services contracting overseas. PARKER BORG, principal deputy director, Office of Counter-Terrorism and Emergency Planning; VICTOR DIKEOS, executive secretary, Advisory Panel on Overseas Security; and DAVID C. FIELDS, deputy assistant secretary for security, participated in a round table discussion on worldwide security concerns. □



FOREIGN SERVICE INSTITUTE— Retired ambassador U. Alexis Johnson addresses members and alumni of the Execu-

tive Seminar in National and International Affairs in the first of a series of speaking events.

Intelligence and Research

Office of Analysis for Africa: HARLAN ROBINSON attended a conference on "The Impact on East-West Relations of Developments in Angola, Ethiopia, Mozambique and Zaire," at Monterrey, December 14-15. The conference was jointly sponsored by the Naval Postgraduate School, the University of California at Berkeley, and the Friedrich Ebert Foundation.

Office of Analysis for Western Europe: Director GLENN R. CELLA co-chaired an interagency conference, hosted by the bureau, on "Contemporary Italy," held in the Department, December 10-11. The conference was organized by HARVEY FERGUSON, Italian analyst, and attended by F. HERBERT CAPPS, deputy director; RICHARD THURMAN, chief, Southern Europe Division, and EDWARD VAZQUEZ, analyst.

ALAN MAKOVSKY, analyst, attended a joint session of the Middle East Studies As-

sociation and the Turkish Studies Association, held in San Francisco, November 11 to December 2. He spoke on "Islamic Culture and the Arab-Israeli Conflict" and "Jews of the Islamic World" at the Canadian National Jewish Youth Convention, Montreal, December 27 . . . BOWMAN H. MILLER, analyst spoke on "The West German Perspective" at an interagency conference on Federal Republic of Germany—German Democratic Republic relations, October 31 to November 1. He also spoke on U.S.-West German defense relations to an U.S. Army Reserve 308th Civil Affairs Group in Chicago, before its exercise deployment in January to West Germany, December 2.

Office of The Geographer: GEORGE J. DEMKO, director, participated, as a member of the American Academy of Learned Societies-Soviet Academy of Sciences Commission on the Humanities and the Social Sciences, in the annual U.S./Soviet meeting in New York, January 11-12. He was also appointed a member of the U.S. National Committee (Academy of Sciences) to the International Geographical Union . . . ROBERT W.

BUREAU NOTES

SMITH, chief, international boundary and resource division, consulted on international maritime issues with members of the U.S. mission to the United Nations and with Ambassador Satya N. Nandan, special representative of the Secretary General for the Law of the Sea, at UN headquarters, November 13-16.

Office of Analysis for the Soviet Union and Eastern Europe: MARTHA MAUTNER, deputy director, addressed the Council on Foreign Relations and media outlets in Nashville, Tenn., on US-USSR relations, December 3. She also addressed the World Affairs Councils of Los Angeles and Inland California, March Air Force Base Professional School, Pomona College and several regional media and educational organizations, December 10-11. PAUL GOBLE, analyst, presented a paper on "Soviet Nationality Policy in Afghanistan" to the American Association for the Advancement of Soviet Studies in New York, November 2. He delivered lectures on Soviet nationality problems at the National War College, in Washington, November 20, and the University of California, Berkeley, and Stanford University, December 2-4. ALVIN KAPUSTA, special assistant for Soviet nationalities, lectured on "Managing Nationalities and Religions in a Multi-national State" at the State University of New York, November 15. He also lectured on "How the Soviet Union Manages Nationalities and Religions" at Rutgers University, Newark, N.J., December

3. MORTON SCHWARTZ, analyst, attended the Management Development Seminar, Executive Seminar Center, King's Point, New York, October 22-November 2. FRANK FOLDVARY, analyst, traveled to Hungary and Austria for consultations and meetings with U.S. embassy officials, November 28-December 14. □

Inter-American Affairs

Office of Central American and Panamanian Affairs: PETER SARROS, the bureau's special assistant for public diplomacy, made a presentation on U.S.-Central American policy at Southern Connecticut University at New Haven, December 13, and at the Brazilian-American Chamber of Commerce in New York, December 14. In early January he accompanied a State/AID team to Costa Rica, El Salvador and Honduras, to consult on the President's Central American Initiative.

Regional political affairs officer JOHN R. HAMILTON participated, December 10-11, in the ninth round of talks between HARRY W. SHLAUDEMANN, U.S. special envoy for Central America, and the government of Nicaragua in Manzanillo, Mexico.

Assistant secretary LANGHORNE A. MOTLEY presented secretaries LEE HENDERSON, MARYEDNA GIACOMINI, SANDRA PHELPS, JANET HARRISON, ANTHONY JONES, MARGARET MEL-

CHER, DENISE TROY, BARBARA BARRETT, JILL PAUKERT and CATHERINE PEARSON with a Group Meritorious Award, January 7, in recognition of sustained high-level performance.

STUART LIPPE, deputy director of Caribbean Affairs, traveled to Barbados, from December 17-18, in order to attend a meeting of the Regional Security System. JIM MCHUGH, desk officer for Guyana and Suriname, traveled to Georgetown, Guyana, for embassy consultations the week of January 7. □

SECRETARY SHULTZ headed the U.S. delegation to the 14th Session of the General Assembly of the Organization of American States, held in Brasilia, November 12-17. Participating in the General Assembly were Ambassador J. WILLIAM MIDDENDORF II, permanent representative; JOHN J. CROWLEY JR., deputy permanent representative, and alternate representatives DAVID LUFT, LOWELL R. FLEISCHER, OWEN B. LEE, DONALD E. J. STEWART, MARGARITA RIVA-GEOGHEGAN and BRUCE MALKIN of the U.S. mission to the Organization of American States. Support staff members from the U.S. mission to the Organization of American States included ERIC RUSSI, CAROLE SOLLI, RITA V. CHAMPAGNE and MARY HART. MARY ENNIS, from the Office of the Legal Advisor, also participated as an advisor.

LOWELL R. FLEISCHER, political adviser of the U.S. mission to the Organization



KINGSTON, Jamaica—At an awards ceremony seated, from left are: Lenore Saunders, Arthurine Wallen, Ambassador William A. Hewitt, Pearl Mills and Yvonne

Barnett. Standing, from left: Sammie Jones, Patrick Masters, Beverley Ross-Henry, Eddie Somerville, Tanya Veira, Daniel Lazurka, Marcia Wilson, Kathleen

MacKay, Fitzroy Mattos, G. Patricia Chuck, Fredricka Trapp, Bridget Fong Yee, Paul Solomon, David Rybak, Tridib Mukherjee and Alfred Phillips.



SANTIAGO, Chile—At safe-driving awards ceremony, left to right, back row: Roberto Sanchez, Mauricio Cortés, Isidro

Jara, Camilo Silva, Luciano Alfaro, Hernán Retamales, Ambassador James D. Theberge, Sergio Cofré, Luis Montenegro,

Raúl Higuera, Juan Reyes. Front row: Juan Avendaño, Víctor García, Rubén Villegas, René Lbañez.

of American States, participated in a student-run Model Organization of American States General Assembly at the University of Wisconsin-Parkside, December 7-8.

RICHARD S. THOMPSON, deputy director, Office of Regional Political Programs, November 26-30, attended the executive course at the Defense Institute of Security Assistance Management at Wright-Patterson Air Force Base, Dayton, O. He also participated in the conference of commanders of security assistance offices in the Caribbean, December 3-5, at the headquarters of United States Forces, Caribbean, in Key West, Fla.

INTER-AMERICAN AFFAIRS—At meeting commemorating the fifth centenary of the discovery of America, held in Santo Domingo, Dec. 10-12, from left: Owen B. Lee, Lowell R. Fleischer, Joao Clemente Baena Soares, secretary general of the Organization of American States; Jayne Plank and John J. Crowley Jr.



BUREAU NOTES

MICHAEL SKOL, deputy director, Office of Policy Planning and Coordination, addressed a series of foreign policy conferences: The North Atlantic Treaty Organization's Latin American Experts Meeting in Brussels, October 3-4; the annual Haus Russen International Relations Conference in Hamburg, October 11-12; and the John F. Kennedy School of Government, Harvard, October 17; the Diablo College (California) Forum October 22; the Ethics and Public Policy Center Conference on Liberation Theology in Washington October 31; and the University of Miami Conference on U.S.-Latin American Issues November 27.

RICHARD HEFFERN, policy planning and coordination staff officer, addressed a group of high school social science teachers in Westchester County, New York on November 8 . . . **SUZANNE BUTCHER**, policy planning and coordination staff officer, visited the Dominican Republic, Honduras, Panama and Costa Rica, November 28-December 9, to discuss U.S. assistance to efforts by Central American and Caribbean nations to strengthen the administration of justice.

JOHN J. CROWLEY JR., deputy U.S. representative to the Organization of American States, was head of the U.S. delegation to the First Preparatory Inter-American Conference on the Commemoration of the Fifth Centenary of the Discovery of America, held in Santo Domingo, December 10-12.

LOWELL R. FLEISCHER, political adviser, and **OWEN B. LEE**, international organiza-



RIO DE JANEIRO, Brazil—*Eleanore Grizagoridis*, consular section, receives

Meritorious Honor Award from Ambassador *Diego Ascencio*.



INTER-AMERICAN AFFAIRS—Assistant Secretary *Langhorne A. Motley* presents cash award for outstanding performance to secretary *Bette Lowengrube*, Office of Re-

gional Economic Policy, upon her retirement, January 3. From left: *John Pitts*, *W. Robert Warne*, *Jeffrey Sager*, *Robert Glass*, *Elise Williams*, *Josephine Dunbar* Mr.

Motley, *Bette Lowengrube*, *John Curry*, *Shirley Briscoe*, *Alan Oslick*, *Janina Slattery*, *Robert Benzinger*, *Robert Beckham*, *Sheila Walker*.

tion adviser of the U.S. mission to the Organization of American States, also attended, as did JAYNE PLANK, director of intergovernmental affairs, Bureau of Legislative and Intergovernmental Affairs, and RUTH BERENSON, National Endowment of the Arts. □

International Narcotics Matters

Assistant Secretary JON R. THOMAS, accompanied by program officer ROGER MEECE, visited Mexico, December 17-18, to participate with the Government of Mexico in a quarterly review of the narcotics control program there. Meetings were held with officials of the Mexican attorney general's office and with senior embassy personnel. Mr. Thomas also inspected the site of the recent massive marijuana bust in the state of Chihuahua . . . From Mexico City, Mr. Meece traveled to Belize to review the outcome of the recent national elections and to discuss the prospects of resuming a cannabis eradication program with the new government.

HOWARD GROOM, bureau consultant on narcotics control matters, spent a day in the Bureau, December 13, following his 3-week temporary duty in Quito, where he consulted with embassy and government officials on a new narcotics control program for Ecuador.

Visitors to the bureau included Ambassadors TAMBS from Bogota, CARR from La Paz, McMANAWAY from Port-au-Prince, SMITH from Lagos, AID Director BASSFORD from La Paz, deputy chief of mission TODD STEWART from Kingston, AL BRYANT from Rangoon and Ambassador (ret.) TOUSSAINT, who is scheduled to become director of the Colombo Plan Bureau in Sri Lanka in February. Bolivian planning Minister FERNANDEZ also called on the bureau to discuss the issue of narcotics control.

BOB RICHMOND assumed his duties as director of the Global Support Division in the Program Office in early January. He replaced JAY GRAHAME, who has been reassigned as deputy principal officer in Bombay. □

International Organization Affairs

On December 19, Assistant Secretary GREGORY J. NEWELL announced, in a special press briefing at the Department, that the President had confirmed the decision that the U.S. would resign its membership in the UN Educational, Scientific and Cultural Organization at the end of 1984. Communications and UNESCO Affairs Director LACY A. WRIGHT JR. appeared December 11 on "Late Night America," a nationwide TV call-in show, to explain the Administration's

policy on UNESCO.

BERNARD ENGEL, director, Office of International Economic Policy, was the U.S. representative to the meeting of the Committee on Development Planning of the Economic and Social Commission for Asia and the Pacific in Bangkok, December 17-21.

MICHAEL PAULSON from Merida has transferred to the Office of Technical Specialized Agencies . . . ELLEN BONEPARTH has been assigned to the Office of the U.S. Coordinator for the UN Decade World Conference on Women. . .

JULIA JACOBSON and JOSEPHINE BROWN resigned from the Office of UN Women's Programs and International Commemorations. □

Legal Adviser's Office

The legal adviser, DAVIS R. ROBINSON, traveled to New York on January 10 to participate in discussions of the International Court of Justice case concerning military and paramilitary in and against Nicaragua (Nicaragua v. United States of America). The session was sponsored by the American Society of International Law. PATRICK M. NORTON, assistant legal adviser for East Asian and Pacific Affairs, also participated in the discussions.

DAVID A. COLSON, assistant legal adviser for oceans, international environmental and scientific affairs, participated in South Pacific tuna negotiations, held in Fiji, December 10-14. He traveled to Seattle with JOY YANAGIDA, attorney-adviser, for the final drafting of the U.S.-Canada Pacific Coast salmon treaty, January 14-18 . . . SONJA M. FOGGIE has been selected as the senior treaty analyst in the Office of Treaty Affairs. Recent additions to the bureau staff include attorney-advisers TODD BUCHWALD and RICHARD WOHL; treaty analyst JON ZYLMAN; and secretaries IRMA LATFABADI and HELEN ROBINSON.

Attorney-adviser JAMES HACKNEY resigned from the Department to accept a position with a private law firm. LUCY HUMMER, attorney-adviser, has accepted a reassignment to the Office of the Coordinator for International Communication and Information Policy. □

Management

Management operations

DENNIS KUX, deputy director, Management Operations, accompanied ROBERT C. RIBERA, deputy assistant secretary for communications, on a review of proposed communications and information processing upgrades at Bonn and the U.S. mission to the North Atlantic Treaty Organization, in late November. □

Medical Services

In mid-December, Dr. JOHN BEAHLER accompanied the Secretary's party to London, Brussels and Frankfurt. Early in January, MADELINE FERRARI completed her tour in Bucharest and arrived in Washington to begin her assignment as deputy director of nursing. In early January, ELIZABETH WESOLOSKI consulted in the Office of Medical Services, enroute to Ouagadougou where she was transferred from La Paz. Mrs. KAREN McGUIRE-RUGH was to have departed Upper Volta for Monrovia in late January.

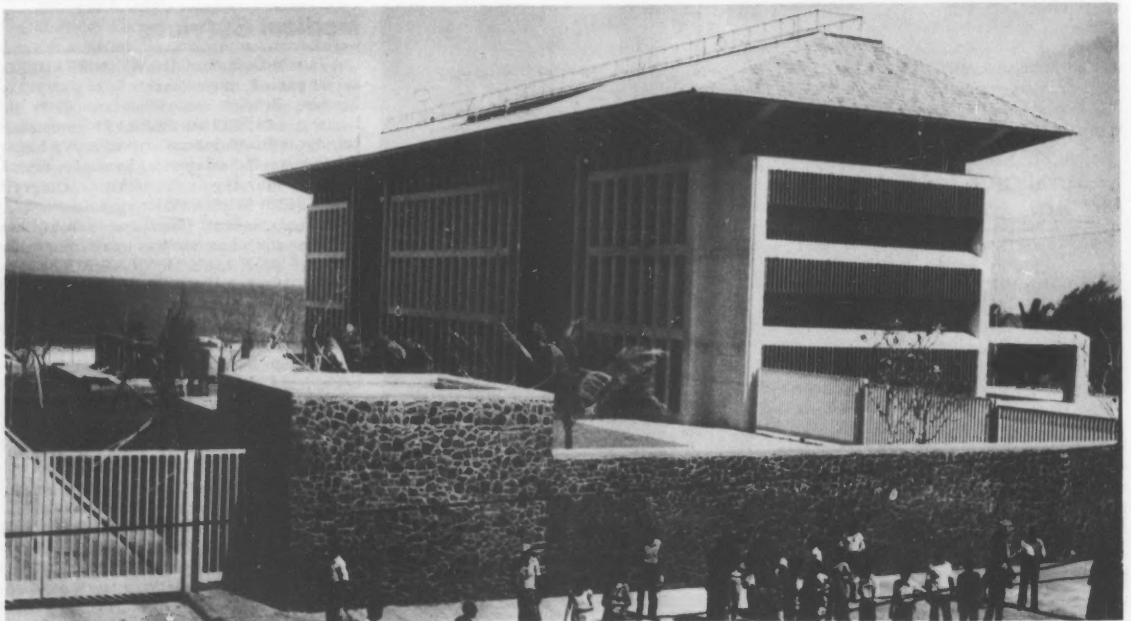
Late in January Mrs. TRABA LITTLE, nee Parks, consulted for a week in the Office of Medical Services before beginning her home leave. She'll return to Rome for two more years in March . . . On January 3 DAISY CLAWSON left Brasilia to begin her long-awaited retirement . . . In late January Dr. EBEN DUSTIN, medical director, departed for Monrovia, Abidjan, Niamey, Bamako, Dakar, Khartoum and Tunis, where he will consult with Foreign Service health care professionals, as well as post personnel . . . In mid-January Dr. BEVERLY OLIPHANT accompanied the Secretary's party to Geneva . . . Also in mid-January, Dr. BURNETT PIXLEY attended the two-week seminar on alcoholism at the Bethesda Naval Medical Center. □

Near Eastern and South Asian Affairs

Deputy assistant secretary ROBERT PECK and Afghanistan desk officer PHYLIS OAKLEY participated in a seminar on "Pakistan, Iran and Afghanistan in Soviet-American Relations," at Villanova University in Pennsylvania, December 7-8. WILLIAM KIRBY, deputy for Middle East negotiations, met with American church leaders in the Department, December 10, to discuss Middle East peace issues. On December 5, special assistant JOHN STEMPEL traveled to New York to discuss the Iran-Iraq war and Gulf security issues with students and faculty at Columbia University. HERBERT HAGERTY, director, Office for Pakistan, Afghanistan and Bangladesh, and JOHN STEMPEL, participated in a South Asian seminar at the University of California, Berkeley, December 8-14.

PETER LYDON, deputy director, Office of Iranian Affairs, and public affairs officer DIANE KELLY met, on December 6, with students participating in American University's Washington Semester Program, to discuss the Iran-Iraq conflict, Afghanistan and general Middle East issues. On December 11, MARK HAMBLEY, deputy director, Office of Arabian Peninsula Affairs, briefed a Baltimore Council on Foreign Relations stu-

BUREAU NOTES



COLOMBO, Sri Lanka—A ceremonial coconut oil lamp is lit at the dedication of the new chancery. From left are Richard Mur-

phy, assistant secretary for Near Eastern and South Asian affairs; Mrs. Murphy, Ambassador John H. Reed, Sri Lankan

President Jayawardene, Mrs. Jayawardene and Mrs. Premadasa, wife of the prime minister of Sri Lanka.



DAMASCUS, Syria—Following the presentation of his credentials to Syrian President Hafiz al-Asad, December 6, Ambassador William L. Eagleton was invited to pose for a photograph with his senior staff.

From left: economic/commercial officer William N. Witting, Defense attaché LTC James C. Ritchey, public affairs officer Albert W. Dalglish, deputy chief of mission April C. Glaspie, Ambassador

Eagleton, President Asad, Foreign Minister Faruq Shara, presidential affairs minister Wahib Fadil, and chief of protocol Misbah Dalati.

dent group on U.S. Middle East policy. WILLIAM STANTON, Lebanon desk officer, met, on December 19 with students from Radnor, Pa., High School, to discuss U.S. policy in the Middle East, with special emphasis on Lebanon.

Ambassador to India HARRY G. BARNES JR. traveled to the United States during the first week of December. Among those consulting in the Department during November and December were Ambassador to Morocco JOSEPH V. REED JR.; Ambassador to Egypt NICHOLAS VELIOTES; Ambassador to Lebanon REGINALD BARTHOLOMEW; Ambassador to Qatar CHARLES DUNBAR; and Ambassador to Tunisia PETER SEBASTIAN. □

Oceans and International Environmental and Scientific Affairs

In a speech to the United States Council for International Business, December 5, in Washington, Assistant Secretary JAMES L. MALONE reviewed the innovative approaches to international environmental problems and cooperation discussed at the November World Industry Conference on Environmental Management in Paris. On December 6 he chaired the semiannual meeting of the Oceans and International Environmental and Scientific Affairs Advisory Committee. He later traveled to New Orleans to ad-



TUNIS—Ambassador Peter Sebastian cuts a ribbon to inaugurate new facilities of the Foreign Service Institute's Arabic Language Field School. At left is Rigmor Spang, wife of school director Cameron Hume.

BUREAU NOTES



NEW DELHI, India—Participants in a procurement/supply workshop, from left, kneeling are: Jack Ferguson, Joseph Kozlowski, Fred Charlton. Middle row:

M.K. Dhanasekaran, G.S. Chauhan, H.S. Bhalla, S.S. Tandan, B.C. Mathur. Back row: Denise Fogle, H.R. Malpass, Sharafat Khan, Lanah Berryhill, S.P.

Sanan, Ravinder Kumar, S.P. Marwah, Byron Walker.

dress the local Metropolitan Safety Council on International Cooperation on the Management of Oceans Dumping, December 13.

Under secretary WILLIAM SCHNEIDER, principal deputy assistant secretary HARRY MARSHALL and other U.S. officials traveled to Seoul and Tokyo in November for consultations regarding science and technology cooperation. During the visit to Seoul, Mr. Marshall also met with the director general of the Korean Fisheries Agency to discuss fishery trade matters.

Of particular importance during the discussions in Japan was the issue of U.S. participation in various aspects of the Japanese space program. In Tokyo Mr. Marshall also met with the deputy legal adviser in the Ministry of Foreign Affairs to discuss various ocean matters, including the upcoming meeting of the Group of Five.

In Thailand and Malaysia Mr. Marshall discussed plans for implementing the U.S.-Thai science and technology program and the Malaysian UN initiative regarding the Antarctic Treaty regime, respectively.

BRUCE ROGERS, Office of the Coordinator of Population Affairs, addressed a Brookings Institution seminar for senior government officials in Williamsburg, Va., world population growth and U.S. population policy and programs.

EDWARD E. WOLFE, deputy assistant secretary for oceans and fisheries affairs, accompanied by LARRY L. SNEAD, director, Office of Fisheries Affairs, JOHN

GISSBERG, regional fisheries attaché in Tokyo, and PHIL WALL of the China Desk, traveled to the People's Republic of China during November 25–December 4 to discuss fishery interests of mutual concern with the People's Republic of China government and industry officials. Although the People's Republic of China discussions were exploratory in nature, it is possible that the two sides may meet this spring with a view toward concluding a formal fishery agreement.

Mr. Wolfe, accompanied by BRIAN S. HALLMAN, Office of Fishery Affairs, and DAVID COLSON, Office of the Legal Adviser, participated in negotiations with 15 Pacific Island states, held in Suva, Fiji, December 12–15. This was the second round of negotiations intended to establish a regional tuna licensing regime for the western Pacific Ocean.

RICHARD ELLIOT BENEDICK, acting deputy assistant secretary for environment, health and natural resources, held consultations in Los Angeles, December 7–8, on environmental research and policy issues with the RAND Corporation and with representatives of West Coast nongovernmental organizations. From December 10–13, he headed the U.S. delegation to the environment Committee of the Organization for Economic Cooperation and Development in Paris, which is in the process of preparing for a quinquennial meeting of ministers in 1985. WILLIAM E. LANDFAIR, Office of Environment and Health, was a member of the delegation. Mr.

Landfair also attended a meeting on hazardous waste management held under the auspices of the U.N. Environment Program in Geneva, December 3–7.

BILL L. LONG, director, Office of Food and Natural Resources, accompanied Dr. WALLACE KORNACK, White House Office of Science and Technology Policy, and WILLIAM MANSFIELD, Environmental Protection Agency, to a special meeting of the Economic Summit Working Group on Technology, Growth and Employment in London, November 30–December 1. The meeting was convened to complete work on a report on environmental research priorities requested by the heads of state at their London summit last May. Mr. Long then traveled to Paris to head the U.S. delegation to the International Coordinating Council for UNESCO's Man and the Biosphere Program, December 3–8. Included on the delegation was Dr. ROGER SOLES, also of the Office of Food and Natural Resources, who serves as executive director of the program. □

Politico-Military Affairs

Lt. General JOHN T. CHAIN JR., director of the bureau, led a U.S. delegation, including representatives from the Bureau of Inter-American Affairs, Department of Defense, International Security Affairs, Joint Chiefs of Staff and U.S. Southern Command, to the first meeting of the U.S.-Honduras Se-

curity Working Group in Honduras, December 19. He was accompanied by deputy assistant secretary THOMAS McNAMARA and RAND BEERS from the Office of International Security Policy . . . General Chain accompanied the Secretary to Geneva for arms control talks with the Soviets, January 7-8.

Ambassador SOL POLANSKY, of the Office of Strategic Arms Reduction Talks, and Lieutenant Colonel JOHN GORDON, a division director in Political-Military Affairs, also participated. Immediately following the talks, General CHAIN traveled to Australia and New Zealand, to brief our allies there on developments . . . Deputy assistant secretary ARNOLD KANTER accompanied Secretary Shultz to the North Atlantic Treaty Organization ministerial meetings in early December. This was MR. KANTER'S last trip in his present position; he was leaving to join the RAND Corporation in California in late January. JOHN HAWES will be the new principal deputy in Politico-Military Affairs.

On December 12, deputy assistant secretary BOB DEAN traveled to New York to participate in a review of East-West security issues held by the Arms Control Study Group . . . Deputy assistant secretary TED McNAMARA participated in the December 18 inauguration ceremonies of the new military School of the Americas at Fort Benning, GA. . . . Commander MICHAEL G. AUSTIN, U.S. Navy, retired from active service on January 1. He had worked in the Office of Regional Security Affairs since October 4, 1981 . . . JOSEPH P. SMALDONE, chief of the Arms Licensing Division, Office of Munitions Control, spoke to the National Contract Management Association, Suncoast Chapter, on the major revisions of the International Traffic in Arms Regulations, in Clearwater, Fla., November 15.

DONNA M. WRIGHT joined the staff of the Office of Strategic Technology Affairs, December 18 . . . MONETTE MELANSON, a Presidential Management Intern with the Defense Department, joined the Office of International Security Policy, January 3, for an assignment of several months duration . . . CATHY GIOELI joined the staff in the Office of Near East and South Asian Affairs in January. She is serving as an intern. □

Public Affairs

Office of the Assistant Secretary: BERNARD KALB, assistant secretary for public affairs-designate and Department spokesman, traveled to Los Angeles, Cal. January 1 for the Secretary's meeting with Japanese Foreign Minister ABE and to Geneva, January 5, for the Secretary's meeting with Soviet Foreign Minister GROMYKO. JOHN T. McCARTHY, deputy assistant secretary, traveled to Chicago, December 12, to address the Council on Foreign Relations and

the students and faculty at the University of Chicago and Loyola University on economic diplomacy. While there, he also did a background under with the Chicago Sun Times.

Office of the Historian: Dr. WILLIAM Z. SLANY, the historian, accompanied by Dr. PAUL CLAUSSEN, represented the Department at the annual meeting of the American Historical Association in Chicago, December 27-30. JAMES MILLER presented a paper on "Italian Foreign Policy: The Regional Politics of an Intermediate State," at a Bureau of Intelligence and Research conference in Italy, December 10-11.

Office of Press Relations: On December 17, JACQUELINE STRAUB, DARLENE KIRK and LYNN CRAMMER were presented cash awards by deputy assistant secretary JOHN McCARTHY for their performance at the UN General Assembly in September. ROBIN RENWICK joined this office, December 31, for two weeks during her Christmas break from classes at William and Mary College. Robin is an English major, graduating in the spring. ROBERT LEWIS joined the office, January 7, for nine weeks as a work-study intern. Bob is a political science major at Principia College.

Office of Public Programs: In recognition of special achievement in arranging record numbers of domestic speaking, media, and conference appearances by Department spokespersons during fiscal year 1984, the following members of the Regional Programs Division received the Department's Meritorious Honor Award with cash component, December 17: GLORIA GASTON-SHAPIRO, CONSTANCE DUNAWAY, BARBARA BOLLER, MONICA JANZER, DIANA WESTON, MARJORIE WEISSKOHL, JANE OSTRANDER, EILEEN McCORMICK and RANDEE EXLER . . . To publicize the fifth anniversary of the Soviet invasion of Afghanistan (December 27), members of the Regional Programs and Media/Principals Division arranged 14 direct line editorial interviews and 4 radio and 3 television appearances by Department spokespersons between December 18-19 and December 26-27. Work-study intern NORMAN HABERL, a sophomore at the University of Buffalo majoring in communications, completed a four-month assignment as a public briefings officer in the Washington Programs Division, December 20, and has returned to New York. Office secretaries MICHAEL SIFTER, LINDA KING and CYNTHIA KRUCELYAK participated in two-week details to the UN General Assembly in New York. □

Refugee Programs

MARGARET J. BARNHART, who retired from the Foreign Service after 34 years, received a Superior Honor Award. It was presented by senior deputy assistant secretary

ROBERT L. FUNSETH. The citation reads: "In recognition for her sustained, outstanding performance, in the Bureau of Refugee Programs and for her significant contribution to the successful resettlement of thousands of refugees in their new American homeland. Her achievement has been in the highest and finest traditions of the Foreign Service of the United States of America." A reception was held in her honor January 31. Assistant Secretary JOAN CLARK, Consular Affairs, attended the ceremony.

Given the prospect that thousands of Ethiopian drought victims might cross into Sudan in search of assistance, H.L. DUFOUR WOOLFLEY, director, Office of African Refugee Assistance, and F.A. (TEX) HARRIS, director, Office of Emergency Operations, traveled to the Sudan to help assess the readiness of assistance agencies there to meet a new influx of refugees and drought victims. Mr. Woolfley and Mr. Harris also conferred, in London, Rome and Geneva, with international and private agencies that have operations in the Sudan.

EUNICE S. REDDICK, program officer, Office of African Refugee Assistance, attended a conference of the African Communications Institute and discussed "The African Refugee Issue and the Role of U.S. Media and Government." The bureau's participation on the conference panel was particularly timely because of the increasing media attention to the drought crisis in Africa and its impact on refugees and displaced persons.

Several bureau staff were given certificates of appreciation for their work as members of the American planning team for the Second International Conference on Assistance to Refugees in Africa (ICARA II), held in July 1984. These included deputy assistant secretary ARTHUR E. DEWEY, special assistant ALAN E. VAN EGMOND, international refugee organizations director JAMES P. KELLEY and program officers EUNICE S. REDDICK and MARGARET J. McKELVEY. Two former bureau employees, ROBERT F. GORMAN and CHRISTOPHER E. McCARTHY, also received certificates.

BRUCE A. FLATIN, director, Office of Refugee Admissions and Processing, represented the bureau at the New York negotiations with Cuba on migration affairs, which were concluded with a bilateral agreement of December 14 . . . From December 9-13, JAMES P. KELLEY, director, Office of International Refugee Organizations, attended the third annual refugee law course conducted by the International Institute of Humanitarian Law at San Remo, Italy . . . From November 7-18, ALAN E. VAN EGMOND, special assistant to the deputy assistant secretary for international refugee assistance, traveled to Thailand, Malaysia and Singapore to gather information on the international effort to combat pirate attacks on refugee boats and promote rescue-at-sea. ■

Obituaries

Nelson Illidge, 40, a Spanish language and culture instructor at the Foreign Service Institute since 1982, died at his home in Arlington, Va., on December 13.

Mr. Illidge was born in Barranquilla, Colombia. He served in the Army, 1966-69, and was graduated from George Mason University in 1976. Employed in the Washington area as a tutor and teacher, 1976-81, he also worked for the U.S. Post Office. Survivors include his mother, brother and sister. □

Robert E. Rosselot, 61, a Foreign Service officer who retired in 1979 after serving in Karachi as commercial, political and economic officer, died on December 3 at Suburban Hospital in Bethesda, Md.

Assignments during his 30-year career included Vienna as economic officer and assistant commercial attaché; Kingston as economic officer; Stuttgart as economic and commercial officer; and Calcutta as commercial officer.

Mr. Rosselot was born in New Brunswick, N.J. A graduate of Norwich University, he earned a master's at the University of Vermont. From 1943-46, he served in the Army. Survivors include his wife, a son, three daughters and a brother. Contributions are suggested to the Washington Humane Society, 7319 Georgia Ave. N.W., Washington, D.C. 20012. □

Emma D. Beiswenger, 68, a Foreign Service employee who served in Caracas as a consular officer from 1963 until she retired in 1969, died on December 6. Assignments during her 21-year career included Praha, New Delhi, Seoul, Lima and Rio de Janeiro as a secretary; Athens as an administrative assistant; and Paris as a passport and citizenship clerk. There are no known survivors. □

Harry B. Cook, 64, a budget and fiscal officer who retired in 1977 after an assignment to Manila, died

on December 20. Beginning his career in 1965, he served in Santiago, Quito, Bucharest, Copenhagen and Berlin. From 1970-72, he was assigned to European Affairs. Survivors include his wife, two sons and a daughter. □

Joseph W. Schutz, 72, who served in Tangier as consular general before retiring in 1965, died on December 12.

Mr. Schutz was born in Washington. He was graduated from Rollins College in 1933 and was employed by the Social Security Board, 1936-42. From 1942 until joining the Foreign Service in 1943, he was a curator at the Smithsonian Institution. His assignments as a consular officer were to Valparaiso, Berlin, Bremen, Tenerife, Bern, Kingston, Vera Cruz and Niamey. Survivors include his wife and son. □

Thomas C. M. Robinson, 72, an economic officer who retired in 1962, died on December 6.

Joining State in 1949, he served in Canberra and then Sydney. After a detail to the National War College, he became assistant chief of State's Commodities Division in 1955. In 1958, he was appointed counselor for economic affairs in Karachi.

Mr. Robinson was born in Alberta, Canada, to American parents. A graduate of Monmouth College, he also attended the University of Chicago, University of Missouri and the Department of Agriculture Graduate School. He worked for the Department of Agriculture as a statistician, 1935-40 and 1946-49, and for the Commodity Credit Corporation as an economist, 1940-41. Survivors include his wife. □

Frank R. Garner, 76, a Civil Service employee who retired in 1961, died after a heart attack on December 10 at a hospital in Webster, Mass.

Joining the Department in 1929, he served in the Office of Communications and Office of Security as a

clerk and research assistant.

Mr. Garner was a native of Washington D.C. His wife, Elizabeth Dudley Garner, of P.O. Box 762, 21 Stoughton Ave., Webster, Mass. 01570, also retired from State. Other survivors are a son, eight grandchildren, two great-grandchildren, two brothers and a sister. □

Peter K. Constan, 96, a consular officer whose last assignment was to Genoa in 1954, died on January 2 at George Washington University Hospital.

Joining the Service in 1920, he served in Athens, Zagreb, Belgrade, Manila, Naples and Vienna. From 1951-54, he was detailed to the Economic Cooperation Administration.

Mr. Constan was born in Greece. He received a bachelor's at Olivet College and attended graduate school at Harvard University. Other employment included the Michigan State Labor Department as a special investigator and the Massachusetts Society for the Prevention of Cruelty to Children as a special agent. From 1917-19, he served in the Army. Survivors include his wife. □

Marian Davis, 63, the wife of Arthur H. Davis Jr. who has been ambassador to Paraguay since 1982, was among eight Americans who died on January 1, when a commercial passenger plane that left Asuncion crashed near La Paz, Bolivia. Twenty-nine people were aboard the flight. There were no survivors.

Ms. Davis was born in Chicago. Married to Mr. Davis since 1945, they lived in Chile for 11 years and in Denver, 1956-82. She was active in charitable organizations in Paraguay, especially Las Amigas Norteamericanas. Her special projects included children's homes and orphanages, schools for student nurses and support for day care centers.

Besides her husband, she leaves one son, three daughters, two sisters, one brother and eight grandchildren. Contributions are suggested to the

Marian Davis Memorial Fund for the People of Paraguay, United Bank of Lakewood, 7200 West Alameda Ave., Lakewood, Colo. 80226. □

Patricia Fearon Howarth, 53, the wife of Foreign Service officer Richard H. Howarth, died after a long illness on December 22 at her home in Reston, Va.

Ms. Howarth accompanied her husband on assignments to Rangoon,

Mandalay, Brussels and Hong Kong. She was active in the Rangoon International School and in the establishment of nursery schools in Hong Kong.

Born in Oneida, New York, Ms. Howarth was graduated from Wells College in Aurora, N.Y. In addition to her husband who is now serving in the Bureau of East Asian and Pacific Affairs, she leaves three children, her parents and a brother. The family

suggests contributions to the American Cancer Society. ■

Correction

The last paragraph in the obituary on Andrew T. Cresham (STATE, January) should have read: Born in Chicago, Mr. Cresham was a graduate of DePaul University. He served in the Army, 1943-46. Survivors include a brother. STATE regrets the printing error. □



PALACOV, Czechoslovakia—Ambassador William H. Luers speaks at memorial hon-

oring four American flyers shot down during World War II.

Library Booklist

Terrorism: Part I

An update of a list published in April 1976

General

- CRENSHAW, MARTHA, ed. *Terrorism, legitimacy, and power: the consequences of political violence*. Middletown, CT, Wesleyan Univ. Press, 1982. 162p. HV6431.T48
- DOBSON, CHRISTOPHER. *The terrorists: their weapons, leaders and tactics*. New York, Facts on File, 1979. 283p. HV6431.D62
- ELLIOT, PHILIP. *Televising terrorism: political violence in popular culture*. New York, Scribner, 1984. 160p. On order
- FREEDMAN, LAWRENCE Z., ed. *Perspectives on terrorism*. Wilmington, DE, Scholarly Research, 1983. 254p. On order
- HAN, HENRY H. *Terrorism, political violence, and world order*. Lanham, MD, University Press of America, 1984. On order
- HERMAN, EDWARD S. *The real terror network: terrorism in fact and propaganda*. Boston, South End, 1982. 252p. E840.H45
- STERLING, CLAIRE. *The terror network: the secret war of international terrorism*. New York, Holt, Rinehart, and Winston, 1981. 357p. HV6431.S73
- STOHL, MICHAEL, ed. *The politics of terrorism*. New York, Dekker, 1983. 473p. On order
- WARDLAW, GRANT. *Political terrorism: theory, tactics, and countermeasures*. New York, Cambridge Univ. Press, 1982. 218p. HV6431.W365
- WAUGH, WILLIAM L. *International terrorism: how nations respond to terrorists*. Salisbury, NC, Documentary Publications, 1982. 326p. HV6431.W38
- WOLF, JOHN B. *Fear of fear: a survey of terrorist operations and controls in open societies*. New York, Plenum, 1981. 235p. HV6431.W6
- WOLFGANG, MARVIN E., ed. *International terrorism*. Beverly Hills, CA, Sage, 1982. 206p. H1.A4 V.463
- Special aspects**
- ALEXANDER, YONAH, ed. *Behavioral and quantitative perspectives on terrorism*. New York, Pergamon, 1981. 396p. HV6431.B4
- ALEXANDER, YONAH, et al., eds. *Political terrorism and energy: the threat and response*. New York, Praeger, 1982. 258p. HV6431.P623
- AMERICAN SOCIETY OF INTERNATIONAL LAW. *Legal aspects of international terrorism*. Lexington, MA, Lexington Books, 1978. 690p. JX5420.A46
- BERES, LOUIS R. *Terrorism and global security: the nuclear threat*. Boulder, CO, Westview Press, 1979. 161p. HV6431.B47
- CRELINSTEN, RONALD D. *Terrorism and criminal justice: an international perspective*. Lexington, MA, Lexington Books, 1978. 131p. HV6431.C74
- EICHELMAN, BURR, et al., eds. *Terrorism, interdisciplinary perspectives*. Washington, American Psychiatric Assoc., 1983. 186p. RC569.5.T47T47
- FRIEDLANDER, ROBERT A. *Terror-violence: aspects of social control*. New York, Oceana, 1983. 299p. HV6431.F743 Ref.
- LILLICH, RICHARD B., ed. *Transnational terrorism, conventions and commentary: a compilation of treaties, agreements, and declarations of especial interest to the United States*. Charlottesville, VA, Michie, 1982. 281p. JX5420.T7
- MILLER, ABRAHAM H., ed. *Terrorism, the media, and the law*. Dobbs Ferry, NY, Transnational, 1982. 234p. On order
- RAPOPORT, DAVID C., et al., eds. *The mortality of terrorism: religious and secular justifications*. New York, Pergamon, 1983. 377p. HV6431.M66
- SCHMID, ALEX P. *Violence as communication: insurgent terrorism and the Western news media*. Beverly Hills, CA, Sage, 1982. 296p. HV6431.S35
- Hostages, kidnappings, assassinations**
- ASENCIO, DIEGO. *Our man is inside*. Boston, Little, Brown, 1983. 244p. F2279.A83
- ASTON, CLIVE C. *A contemporary crisis: political hostage-taking and the experience of Western Europe*. Westport, CT, Greenwood, 1982. 217p. HV6431.A85
- BRANCH, TAYLOR. *Labyrinth: the pursuit of the Letelier assassins*. New York, Viking, 1982. 555p. F3101.L47B73
- BUCHELI, FAUSTO. *Hostage! The true story of an American's 47 days of terrorist captivity in Latin America*. Grand Rapids, MI, Zondervan, 1982. 293p. BV4935.B83A33
- CRAMER, CHRIS. *Hostage*. London, J. Clare, 1982. 213p. DA47.9.I55C62
- HENCE, PAUL. *The plot to kill the Pope*. New York, Scribner, 1983. 216p. BX1378.5.H46
- HERZ, MARTIN F., ed. *Diplomats and terrorists: what works, what doesn't: a symposium*. Washington, Georgetown Univ., Inst. for the Study of Diplomacy, 1982. 69p. HV6431.D56
- KATZ, ROBERT. *Days of wrath: the ordeal of Aldo Moro, the kidnapping, the execution, the aftermath*. Garden City, NY, Doubleday, 1980. 326p. DG579.M63 K37
- MILLER, ABRAHAM H. *Terrorism and hostage negotiations*. Boulder, CO, Westview, 1980. 134p. HV6431.M57
- MOOREHEAD, CAROLINE. *Fortune's hostages: a study of kidnapping in the world today*. London, H. Hamilton, 1980. 256p. HV6595.M6
- STERLING, CLAIRE. *The time of the assassins*. New York, Holt, Rinehart and Winston, 1984. 264p. HV8073.S73 (On the assassination attempt on Pope John Paul II.)
- WAGONER, FRED E. *Dragon Rouge: the rescue of hostages in the Congo*. Washington, Naval Defense Univ., 1980. 219p. DT658.22.W33
- Countermeasures and simulations**
- ALEXANDER, YONAH, ed. *Political terrorism and business: the threat and response*. New York, Praeger, 1979. 345p. HV6431.P62
- DOBSON, CHRISTOPHER. *Counterattack: the West's battle against the terrorists*. New York, Facts on File, 1982. 198p. HV6431.D615
- FARRELL, WILLIAM R. *The U.S. Government response to terrorism: in search of an effective strategy*. Boulder, CO, Westview, 1982. 142p. HV6432.F37
- HEWITT, CHRISTOPHER. *The effectiveness of counter-terrorist policies*. Washington, U.S. Dept. of State, 1982. 143p. JX6731.T4H4
- KOBETZ, RICHARD W., et al. *Target terrorism: providing protective services*. Gaithersburg, MD, International Assoc. of Chiefs of Police, 1979. 203p. HV6431.K62
- LIVINGSTONE, NEIL C. *The war against terrorism*. Lexington, MA, Lexington Books, 1982. 291p. HV6431.L58
- MONTANA, PATRICK J. et al., eds. *Managing terrorism: strategies for the corporate executive*. Westport, CT, Quorum Books, 1983. 182p. HV6431.M36
- MOTLEY, JAMES B. *US strategy to counter domestic political terrorism*. Washington, National Defense Univ., 1983. 136p. HV6432.M68
- SCHULTZ, RICHARD H., et al., eds. *Responding to the terrorist threat: security and crisis management*. New York, Pergamon, 1980. 261p. HV6431.R47
- SLOAN, STEPHEN. *Simulating terrorism*. Norman, Univ. of Oklahoma Press, 1981. 158p. HV6431.S56 ■

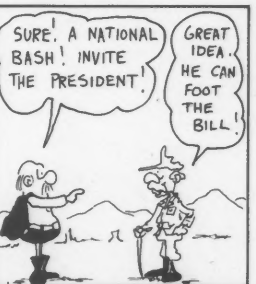
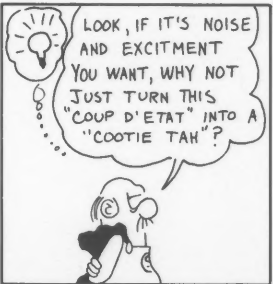
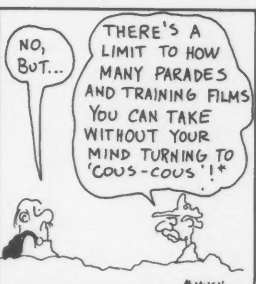
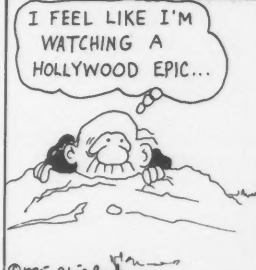
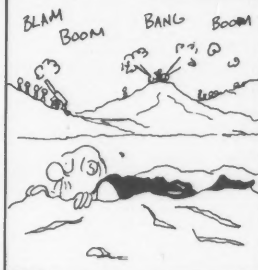
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