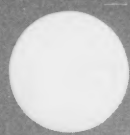
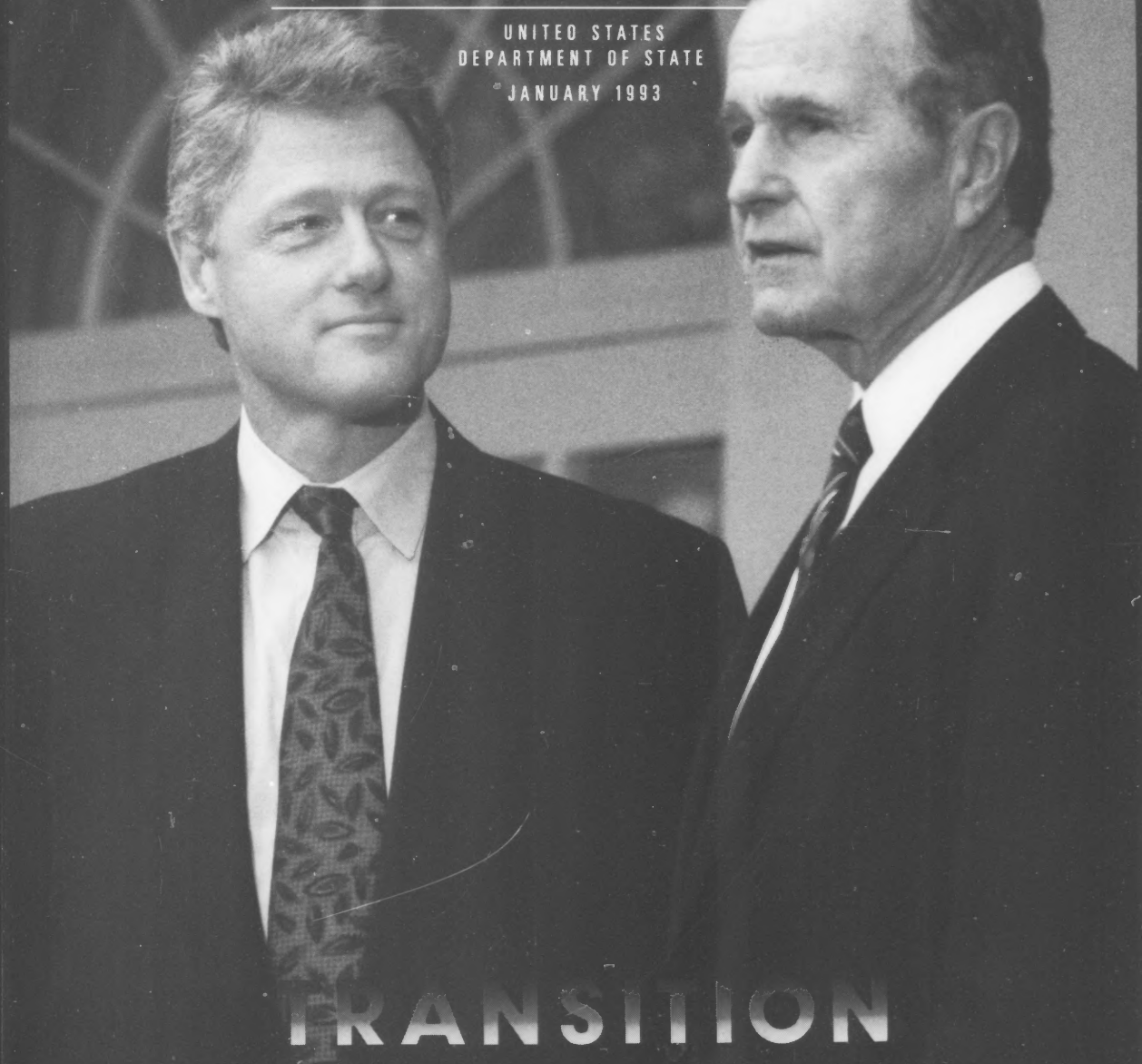


# State



UNITED STATES  
DEPARTMENT OF STATE  
JANUARY 1993



# TRANSITION



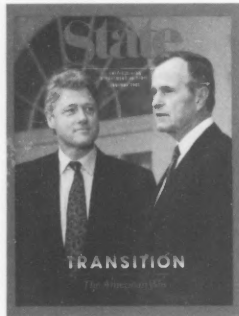
# LETTERS

STATE (ISSN 0278-1859) (formerly the Department of State Newsletter) is published by the U.S. Department of State to acquaint its employees, at home and abroad, with developments that may affect operations or personnel. There are 11 monthly issues (none in August).

Deadline for submitting material is in the first week of each month. Contributions (consisting of general information, feature articles, poems, photographs, drawings) are welcome. *Double-space*, spelling out job titles, names of offices and programs—*acronyms are not acceptable*. Send contributions to STATE magazine, PER/ER/SMG, SA-6, Room 433, Washington, D.C. 20522-0602. Telephone: (703) 516-1667. Fax: (703) 516-1677. Contributions may also be dropped off in Room 3811 Main State.

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Editor Sanford Watzman  
Assistant editor Barbara Quirk  
Staff assistant Kim Banks □



President Bush and Bill Clinton, victor in the November election, meet at the White House to arrange for still another peaceful transfer of power on January 20. Mr. Clinton's choice for Secretary of State had not been announced as this publication went to press. (White House photo by Susan Biddle)

## Child care center

WASHINGTON

DEAR EDITOR:

Over three years ago, I completed a survey questionnaire on the possibility of the need for a child care center for the Department. It is my understanding that there was sufficient interest for such a center from the employees, and a committee was convened to study the feasibility and location.

In an age of working mothers and single-parent families, the demand for safe, reliable child care is critical. Most federal agencies have met the need by providing on-site day care for the children of employees.

This past July, the American Association of University Women recognized the Central Intelligence Agency for its efforts to establish a successful and popular child care center for its employees. The center serves about 100 children, from infants to pre-schoolers.

For the majority of working mothers in our country, there is no better solution than to integrate work and family. The cost of not providing child-care benefits results in real dollar losses to State, such as absenteeism, tardiness and increased stress levels for parents.

I question why the committee to study a child care center for the Department has yet to inform its employees on what efforts have been made. If this committee can obtain the full cooperation of management at the higher echelons in the Department, it will begin to assist our deserving families in obtaining this much-needed service. Such a priority will put us "in good" with the new President-elect, Bill Clinton, who advocates family priorities for all Americans.

Sincerely,  
DONNA RAY TAYLOR  
Grants specialist

Bureau of Diplomatic Security  
*The Bureau of Administration replies:*  
*"The Department's child care center has been designed and fully funded as part of the Columbia Plaza (SA-1) renovation project. Congress has finally approved this project, and we are waiting for the U.S. General Services Administration's construction schedule before releasing further details on the center."* □

## We know, we know ...

SANTA BARBARA, CALIF.

DEAR EDITOR:

Ever since I was appointed American vice consul in Mazatlán in 1936, I have been telling people that the correct spelling is *consul*, not *counsel*, *council*, etc. As I moved on to be consul in Seville and finally consul general in Rotterdam, I carried on my efforts.

Recently, when the Spanish consul general in Los Angeles visited Santa Barbara, our local newspaper referred to him as the *counsel* general. Likewise I have seen people described as a *consular* of embassy.

Now I am surprised to find that even STATE has made such an error in the obituary of Garret Ackerson (November issue).

Sincerely yours,  
ROBERT E. WILSON  
Consul general (retired)

WASHINGTON

DEAR EDITOR:

My Colombian houseguest got a kick out of seeing the name of his capital city—Bogota—misspelled "Bogata" on the cover of the December issue. I promised him that we'd work on it.

Merry Christmas,  
RICHARD DOUGLAS  
U.S. mission to the  
Organization of American States □

## Thanks, says Miami

MIAMI, FLA.

DEAR EDITOR:

We of the Miami Passport Agency wish to thank all the readers of STATE magazine who participated in any of the relief and fund-raising efforts on behalf of Department employees affected by Hurricane Andrew.

There were offers of help; some of our work was rerouted; there were supplies sent to help us; and money and prayers from so many sources, that STATE seems one of the best vehicles to let people know we received your gifts and we appreciate the thoughtful concern which motivated you to send us help.

The efforts extended by all the employees of the Bureau of Consular

—(Continued on Page 41)

# State

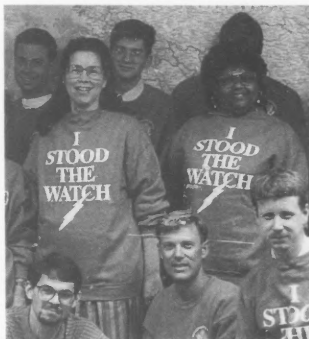
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# HONORS & AWARDS

## Reporting award winner: W. Lewis Amselem, posted in Guatemala

W. Lewis Amselem, political-military officer in Guatemala City, is the winner of the latest Director General's Award for Reporting. He will receive \$5,000 and a certificate signed by acting Secretary Lawrence Eagleburger.

Bill McCahill, consul general in Quebec, has been named runner-up. Twenty others were nominated:

Thomas Dowling, Ulaanbaatar; Donald Gatto, Lagos; George A. Glass, Berlin; James H. Glenn, Caracas; Dennis Halpin, Seoul; Ravic Huso, Kuala Lumpur; Don-



Mr. Amselem



Mr. McCahill

ald Jameson, Rangoon; Gordon M. Jones, Brasilia; Stephen Klemp, Bonn; Hugo Llorens, San Salvador; Ann M. Low,

Mexico City; Niels Marquardt, Paris; Roger Meese, Brazzaville; Christopher Murray, Brussels; Michael McKinley, London; Francis J. Ricciardone, Amman; Eric W. Running, Bangkok; Douglas R. Smith, Sofia; James Swigert, Belgrade; and Ronald Trigg, Johannesburg.

The award panel was chaired by James P. Covey, assistant secretary-designate for South Asian affairs. Members were Richard Mueller, a deputy assistant secretary for legislative affairs until recently; and Phyllis Oakley, a deputy assistant secretary for intelligence and research.

### Amselem: 'sharp wit'

Mr. Amselem was nominated by Thomas F. Stroock, ambassador to Guatemala, who wrote: "Mr. Amselem's reporting has been in a class by itself for its detailed and accurate content, incisive analysis and sharp wit. His cables have consistently received kudos from the Department and other agencies for their perceptiveness. Because of his uncommon abilities, he has inevitably been at the center of key issues, making him the embassy's 'reporter of choice.'

"Mr. Amselem was responsible for preparing the 1990 and 1991 human rights reports. This violent society remains in a period of transition. Those with a political ax to grind use human rights accusations against the left or right as a weapon to attack their opponents. Some are quick to accept as fact unconfirmed accusations

which fit their particular prejudices and to dismiss allegations which do not.

"Mr. Amselem was brutally frank and ruthlessly objective in his human rights reporting, letting the chips fall where they may—on the civilian government, guerrillas, army or others—based on the best information he could gather from all sources. His unrelenting efforts earned him grudging respect for his unwillingness to accept claims at face value.

"Mr. Amselem completely revamped the human rights reporting from this embassy, enhancing the Government's credibility in this country and in our own. His insistence on credibility led him to challenge, with the ambassador's approval, efforts by certain quarters in the Department to make his reports into flabby affairs. His cable on the 1991 report to the Department was a classic, getting the bureaucracy to back off. His principled dissent made our human rights report a more respected document, even in the eyes of those who mistrust the Department.

"He never hesitated to go into harm's way to get firsthand information—meeting with contacts living under death threats or making trips by road or helicopter into the most (dangerous) areas. His voluminous and trenchant reporting on political violence, death squads and guerrillas earned him applause from other posts and the Department. One example reported his trip to dig up the remains of a murdered campesino in the hills, under the hostile glare of armed civil patrollers

## Portrait of a 'character'

BY THOMAS M. TONKIN

*The author, on being informed that his colleague had won the coveted Director General's Award for Reporting, was moved to pen this piece about him. W. Lewis Amselem reported to Mr. Tonkin (who is now deputy chief of mission in Dublin) when Mr. Tonkin was political counselor in Guatemala, 1988-91.*

**I**N ADDITION to W. Lewis Amselem's impressive intellectual qualities, he's a "character" in the old Foreign Service tradition.

My own career spans five decades, from the '50s to the '90s, and I've seen the Service become homogenized as its more eccentric members retired and were replaced with mainstream individuals.

But Lewis is a throw-back. He smokes horrible cigars. He collects handguns of every imaginable caliber. He is married to a fiery Basque who is a better shot than Lewis himself, or any of the ambassador's bodyguards.

His office is stacked high with the latest books on foreign policy, war, peace, revolution and current events, which he reads in some hypothetical "spare time." Many of these are piled on some three or four framed honor awards which he always intends to hang on his office wall, but he keeps changing offices.

He completed his four-year tour in Guatemala without remembering to have cards printed. He rises at 6 a.m. to wear out the stairmaster machine at the Camino Real health club, where fitness buffs crowd around in awe to watch him break his own record for repetitions.

He can swap stories with the most hidebound neo-fascist, then drink beer with unwashed persons who know far too much about guerrillas.

He has a sense of humor. He can joke about himself. He deserves the director general's award.

A reporting officer's collection techniques are usually determined by the nature of his or her posting.

Lewis himself says that a Foreign Service officer eventually assumes the characteristics of the society to which

suspected of doing the deed."

"He has covered the widest range of topics of any officer here. He has been responsible for reporting on peace negotiations between the Serrano government and leftist guerrillas, which is of key importance to the U.S. Government. His reports, based on contacts within the government's negotiating team, an independent commission for national reconciliation and with a guerrilla leader defector, have given Washington decision-makers an up-to-the-minute insider's view.

"Mr. Amselem has also been an astute observer of the political dynamics of this fractious society. His reports on the interplay of political institutions and personalities have presented Washington a fascinating insight on how decisions are made and power is exercised. As political-military officer, he has been at the center of the controversy over the suspension of U.S. military assistance to Guatemala because of its human rights record. His well-reasoned and principled recommendations have been invaluable as the Department continues to grapple with proper mix of carrot and stick."

## McCahill: salon-keeper

Mr. McCahill was nominated by Edward N. Ney, ambassador to Canada, who wrote: "The critical issue facing Canada since my arrival nearly three years ago, and one that is coming to a crunch, is

very simple—and dangerous: will the country stay united or break apart over Quebec's longstanding and mounting demands for recognition as a distinct entity? A country which has been a most useful ally and member of the Group of Seven would plunge into a rancorous divorce, making it much less able to play its present international role. Our friendly neighbor, whose very stability made it seem boring, would be a much less stable place."

Against this background, the ambassador credited Mr. McCahill with turning his townhouse into a salon for Quebec's political leaders, and observed: "Senior officials, including ministers, the leader of the opposition and the acting premier, come by, often at their request. Drawing

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## *'McCahill routinely predicted trends'*

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on his outstanding sources, Mr. McCahill has routinely predicted trends before they were evident to most.

"Tasked with managing a two-officer post which includes ship visits and other time-consuming activities, Bill has produced reporting extraordinary in its quantity and quality. His reports have never just covered what has happened. They always put the events and information in context and then use the information to make predictions. Bill has repeatedly

covered the full political spectrum of government and opposition figures, as well as influential media figures and (others) who run Quebec.

"In 'Bourassa's Biggest Gamble,' Bill analyzed Quebec's governing liberal party which, 15 months later, governs Quebec's dealings with the rest of Canada over constitutional reform. Quoting 18 leaders in the government and opposition, Bill described why the premier risks losing the battle to prevent Quebec from separating from Canada. In one cable, Bill wove together the themes and dangers in Quebec's political agenda which still hold true today.

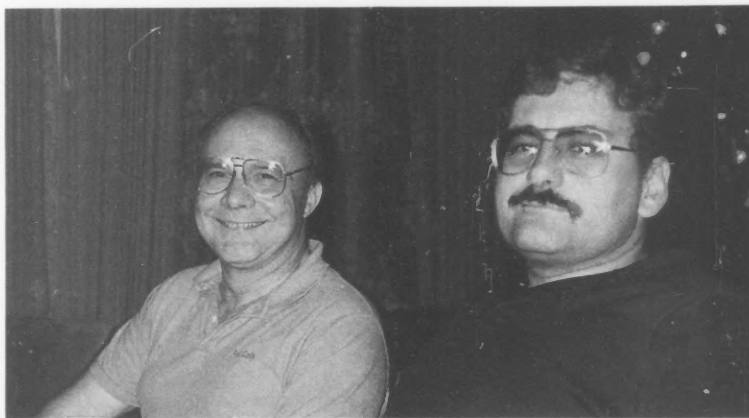
"He has sent a stream of pertinent and timely cables on economic as well as political issues that are honed to emphasize U.S. interests. A good example is 'Quebec and American Trade Realities,' which dissected the implications of a U.S. countervailing duty procedure against a Quebec company, and then recommended a strategy to deal with the problem. In its annual assessment of reporting from Canada, the Department praised this cable because it 'underscored political misunderstanding of U.S. trade policies and recommended preemptive measures to prevent trade disputes from enlarging.'

"Again and again, we have found Bill's cables to encompass all the factors bearing on a subject—political, economic, cultural and historical. And, most mercifully in this age of information overload, they shine with rare elegance, grace and wit." □

he is assigned. Guatemala, in Lewis' case, is a highly volatile, exciting, sometimes violent society, and his collection and reporting quickly acquired those very qualities.

The "what" that Lewis did—produce excellent reporting—is secondary in my mind to the environment in which he accomplished it and the impact he had on the human rights community in the United States. Anyone involved in human rights in Guatemala, unfortunately, is at serious physical risk. Lewis traveled to dangerous parts of the interior with the country's deputy human rights ombudsman, Cesar Alvarez Guadamuz. He was himself a target who had come close to death on several occasions.

—(Continued on next page)



The author, left, with W. Lewis Amselem.

## New deputy chief of mission award goes to Rackmales in Belgrade

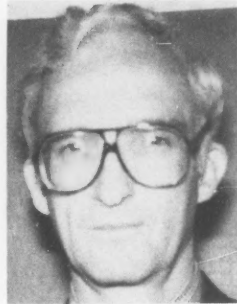
Robert Rackmales of Embassy Belgrade is the first winner of the Baker-Wilkins Award for Excellence in the Direction and Management of Overseas Missions. The award will be given annually to a deputy chief of mission who demonstrates unusual proficiency and the capacity to serve as chargé. It's named for former Secretary Baker and Howard Wilkins, a former ambassador to The Hague, who has donated funding for the award. Mr. Rackmales will receive \$2,000 and a certificate signed by acting Secretary Lawrence Eagleburger.

Russell Beall of Panama City and A. Elizabeth Jones of Islamabad were named runners-up. Seven deputy chiefs of mission earned honorable mention—James F. Collins, Moscow; Wesley W. Egan, Cairo; William R. Gaines, Brazzaville; Marc I. Grossman, Ankara; Howard F. Jeter, Windhoek; Mark R. Parris, Tel Aviv; and George F. Ward, Bonn.

Eighteen others were nominated: Steven J. Coffey, Algiers; David N. Green-



Mr. Rackmales



Mr. Beall



Ms. Jones

lee, Santiago; John Hall, Toronto; Dennis K. Hays, Georgetown; John Holzman, Accra; Robert O. Homme, San Jose; Michael Klosson, Stockholm; Donald J. McConnell, Brussels; R. V. Perina, Vienna; Mary Ann Peters, Sofia; David N. Rochelle, Rabat; Clarke H. Rogers, Geneva; Robert Service, Brasilia; Peter Serwer, Rome; Allen Sessoms, Mexico City; George A. Trail III, Lagos; Lacy A. Wright Jr., Kingston; and John M. Yates, Kinshasa.

The award committee was chaired by H. Allen Holmes, the ambassador-at-large for burden-sharing. Panel members were Parker W. Borg, a former deputy assistant secretary for international narcotics matters; George Moose, diplomat-in-residence

at Howard; Mary A. Ryan, a deputy assistant secretary for European and Canadian affairs; and William D. Montgomery, an executive assistant to the acting Secretary.

### Rackmales: 'full-time crisis manager'

Mr. Rackmales was nominated by Warren Zimmermann, former ambassador to Yugoslavia, now director of the Bureau for Refugee Programs. The envoy wrote: "In Robert Rackmales' three years as deputy chief of mission, he has guided the embassy through a policy quagmire and has overseen a drawdown of Foreign

—(Continued from previous page)

The Rivkin reporting award probably doesn't mention "physical courage," but Lewis demonstrated that in abun-

### *'Helping dig up bodies under the glare of those who killed them ...'*

dance in his desire to go to almost any length to get first-hand, accurate information.

Helping dig up bodies under the hostile glare of those who killed and buried them is certainly an initiative he took that was well beyond the call of duty. Lewis did that.

His impact on the human rights community cannot ever be overestimated.

He was vilified by some in the Department for boat-rocking. He left the chips fall where they would on guerrillas and military alike. In the process, he alienated supporters of both sides, with their narrow political agendas. When bureaucrats would "tenderize" his hard-hitting, accurate representation of the human right situation, he would counterattack with "nastygrams" resetting the record straight.

He went out of his way (not always wisely, in my opinion) to set straight those in Americas' Watch and Amnesty International who put forth what he believed to be unsubstantiated claims.

I am convinced that Lewis, together with Ambassador Thomas F. Stroock and his management team, reversed the congressional staff's mistrust of Embassy Guatemala's human rights position and, by so doing, nudged the rest of the inter-America affairs bureau toward

a more accurate and useful reporting stance on this topic.

That, I'm persuaded, is his most important contribution.

The unjustified vilification Lewis received from a broadcast network's clumsy attempt to report on a human rights abuse case placed him at some personal risk and did temporary harm to his reputation.

It made him a player, as opposed to an observer, but it didn't cool his ardor for the truth, nor dampen his willingness to go out again into a dangerous world for facts.

Lewis also reported extensively on the Guatemalan peace process and military relations. These topics, while not as attention-grabbing, cover the solutions to the problems of human rights violations in Guatemala. Once again he exhibited the same tenacious, aggressive tactics in acquiring and disseminating information. □

Service national employees followed by evacuations among our American centers and the consulate in Zagreb. He was largely responsible for the embassy receiving—before the war—the inspector general's rating as one of the six best-managed missions in the world. And when the fighting began, he became a full-time crisis manager.

"In September of last year, I was called back to Washington for consultations on the increasingly bloody conflict in Croatia. While I was gone, the Yugoslav national army began a series of feints culminating in actual attacks on Zagreb. Bob ordered a gathering of U.S. citizens for a convoy out of Croatia, accompanied by the senior consular officer, and instructed the staff to destroy all classified material, clear the money from safes and move their operations to Slovenia temporarily. It was an inspired series of decisions, keeping the staff in-country and avoiding the bureaucratic problem of an actual evacuation. By (being) close to Zagreb, they could keep in contact with the Croatian leadership and, by remaining in the consular district, they were able to protect U.S. citizens and keep some functions operational."

Mr. Rackmales was lauded for what the ambassador called an "ability to link all elements of the mission" to accomplish goals. "Working through U.S.I.A., the science office and the economic section, Bob put together an assistance package which covered the areas most critical to reform," Mr. Zimmermann said. "The effort required coordination among many agencies at post and in Washington, and its smooth implementation showed both his grasp of economic policy and his (ability) to drive a sluggish bureaucracy."

Mr. Rackmales was praised, too, for bolstering morale. "Bob has a range of employees he deals with as reviewing officer and as a mentor," Mr. Zimmermann said.

"He adjusts his approach to each, according to need. Several employees have made it a point to tell me how effective an educator he has been. Moreover, he has been a focal point for the American community in Belgrade, as battered as it has become. His strong emphasis on the human side and his unstinting commitment of time to people's problems have—incredibly—improved morale in this period of crisis."

## Department of Look-Alikes



Buddy Hackett



Donnie Seale

Donnie Seale is a professional architect in the Office of Foreign Buildings Operations, and he has nothing in common with comedian Buddy Hackett—except. Except that they look alike. Except that a line in the Hackett official biography could have been written about Mr. Seale—"a rubber-faced comedian who can quip as well as squint his way to a laugh." Except that they've both been in Florida, where Mr. Seale was born and where Mr. Hackett has played the extended borscht circuit. Have you heard Mr. Seale's latest quip? "No, I've never been to Hollywood, but I'm waiting for this article to be my big break." □

### Beall: coup attempt was his 'finest hour'

Mr. Beall was cited by Deane R. Hinton, ambassador to Panama, who wrote: "David Beall assumed his responsibilities in May 1990, in the chaotic aftermath of 'Operation Just Cause.' He helped rebuild a mission, the skeleton crew of which, along with our courageous Foreign Service national employees, had been intimidated by General Noriega (the Panama strongman) and attacked by rockets the night of the intervention. There was no 'corporate memory,' and the morale of the post was abysmal.

"The government of Panama, led by three men who had no prior experience in government, had the daunting task of overcoming 21 years of military dictatorship, a looted economy and years of dysfunctional relations with the United States. On David's shoulders fell the responsibility of bringing order and direction out of this situation. Starting with

hundreds of temporary-duty employees moving in a largely uncoordinated fashion, he built a competent, motivated staff. Proof of his success is the fact that this year Panama was recognized by the inspector general as one of the four best-managed posts in the world."

Mr. Beall was praised by Mr. Hinton for his role in developing and directing programs to aid Panama's new government, including a "\$460-million economic assistance effort, a training effort to convert a brutal military force into a civilian-controlled police dedicated to the protection of human rights and establishing a cooperative antinarcotics effort. Leading our negotiating team through 14 months of arduous talks, David achieved an agreement permitting our Coast Guard to patrol Panamanian waters. He also distinguished himself by helping attorneys and investigators get what was needed for the successful prosecution of Noriega."

Mr. Beall was lauded for his actions in thwarting a coup attempt. "The night of December 4, 1990, was charged Beall's

finest hour," Mr. Hinton wrote. "Well-armed, disgruntled former members of Noriega's (regime) attempted to overthrow the government, threatening in the process all the gains made by 'Just Cause.' David brought to bear his interpersonal skills and diplomatic expertise by rallying the wavering Panamanian leadership, securing at 3 a.m. Washington's declaration of support for the government and wearing down the rebels with measured applications of U.S. military force. To his credit, the coup collapsed and its perpetrators were arrested. David has since worked with me and the intelligence community to prevent another such occurrence."

### Jones: 'virtuoso performance'

Ms. Jones was nominated by Nicholas Platt, ambassador to Pakistan, who wrote: "Beth Jones' virtuoso performance as manager of the mission began four years ago with Ambassador Arnie Raphael's tragic death, and spanned the extraordinary alarms and excursions in between—five governments, the end of the Cold War, the imposition of an aid cut-off, the Gulf war, evacuation and mission reorganization.

"Her crowning achievement this year was to design and implement a major downsizing, taking into account both the impact of our relations with Pakistan and stern new budget realities. Her cable setting forth the rationale for restructuring the U.S. presence was cited by Under Secretary (John F.W.) Rogers as required reading for other posts. Beth tactfully negotiated reductions with each of the agencies of the country teams, drawing on a track record of collegial management. Day to day, she kept the embassy and constituent posts working together, with results that drew raves from Washington and a hard-boiled inspection team.

"As editor-in-chief of the mission's prodigious output, Beth displayed a clear sense of what was relevant as well as a talent for analytical comment. She spends considerable time with other officers throughout the mission to enhance their written products. She makes a habit of stimulating discussion between offices and agencies. This, with her easy accessibility, ensures a finely-honed product that enhances readers' understanding.

"The leaders of Pakistan, including

the president, prime minister, chief of army staff and leader of the opposition, know her well from frequent stints as chargé and respect her talent and integrity. Her range of contacts and her ability to orchestrate information and influence helps not only the embassy but the constituent elements as well. During the recent hair-raising end-game of the Afghan war, Beth was receiving daily calls from the UN mediator because he was more confident of her ability to pass messages to Afghan leaders in Pakistan than he was with his own staff. As a result, the U.S. government was kept up to the minute on fast-breaking events."

Ms. Jones was also cited for aiding the careers of other officers, and for volunteer efforts in the American community. "She is an acknowledged mentor for our junior and mid-level officers,"

Ms. Jones was also cited for aiding careers and for volunteer efforts in the American community. "She is an acknowledged mentor for our junior and mid-level officers," Mr. Platt wrote. □

### Kinshasa's Steuer wins communicator award: \$5,000

William Steuer of Embassy Kinshasa is this year's winner of the Thomas Morrison Communicator Award. He will receive \$5,000 and a plaque signed by acting Secretary Lawrence Eagleburger.



Mr. Steuer

Twenty-four others were nominated: Luis L. Amaral, U.S. mission to the United Nations; Thomas A. Bell, U.S. mission to Nato; Donald B. Boissonnault, Islamabad; Terry L. Branstner, Moscow; James Butler, Stockholm; Donald J. Connolly, Kaduna; Harry J. Dombi, Istanbul; Bradford W. Ham, Bogota; Alan R. Haydt, Canberra; Thomas J. Hettel, Dar es Salaam; Kenneth L. Hill, La Paz; Stephen A. Holmberg, Office of Information Management; Robert C. Jennings, Belgrade; Robert K. King, Port Moresby; Kenneth W. Mack, Toronto;

Eric Milstead, Abidjan; David C. Neuser, Port-au-Prince; David Nunnally, Abidjan; David L. Patterson, Algiers; Manuel Valdez Jr., Bureau of Personnel; Frederick J. Vinson, Lome; Charles Wills, Office of Information Management; David M. Yeutter, Paris; and Joseph E. Zeman, Panama City.

The award panel was chaired by Warren E. Littrel, a deputy assistant secretary for administration. Members were Kathleen Charles, Bureau of Diplomatic Security; William Kelly, Bureau of Near Eastern Affairs; Sidney Reeves, Office of Information Management; and James Wiley, Bureau of Personnel.

Mr. Steuer was nominated by Melissa Wells, ambassador to Zaire, for his role in maintaining communications at the war-torn post in Kinshasa. Ms. Wells said: "Mr. Steuer was serving as the junior support communications officer in our six-member communications program unit in September 1991 when Zaire's political situation, which had been simmering for some time, boiled over. Units of the military mutinied on September 23 and soon began branching out to surrounding areas. Looting, pillaging and violence became the rule as a good percentage of the civilian population joined in. Because of the danger, departure of all dependents and most mission employees was initiated.

"Mr. Steuer had been on duty when the emergency broke and was the only staffer present for two days in the communications center. He functioned around the clock and turned in a body of work which would have been viewed as phenomenal if it had been the product of the most seasoned operative. Mr. Steuer, however, was only going into the seventh month of his first tour. He made transmissions to the Department and outlying posts by regular means and satellite; assured that we were in communication with our consulate in Lubumbashi, where there were rumblings of a major disturbance; and set about destruction of classified material.

"In the absence of a functional Zairian telephone net, American members of the mission and dependents were participants in the 'beehive' net set up for emergency purposes. Emergency calls were legion. They included requests for armed embassy assistance as looters were coming over the walls of residences, and harried questions on the location and safety of individuals. Mr. Steuer and a



few Foreign Service national radio operators kept the system up 24 hours a day. The service proved invaluable in relaying instructions on safehavens and departure points. Mr. Steuer also activated a dormant communications system with other missions and arranged for routing of pouch and courier traffic to safe areas. By the time two of his colleagues were able to join him in the communications center, the situation was well in hand.

"Due to his expertise and stamina, he was retained as the single staffer, although he was the most junior. Through boundless energy, creativity and tough-mindedness, he ran the office alone for nearly six months before a new position was established. These were six months of intense political activity when communications with the Department had to be maintained almost around the clock." □

## Langan wins \$5,000 Replegle award

Douglas Langan, executive director of the Bureau of European and Canadian Affairs, is the latest winner of the Luther I. Replegle Award for Management Improvement. He will receive \$5,000 and a certificate signed by Secretary Eagleburger.



Mr. Langan

Eight others were nominated: A. Donald Bramante, Rio de Janeiro; Peter S. Flynn, Bureau of Personnel; Harold W. Geisel, Moscow; Donald S. Hays, Bonn; William E. Sutherland, Free-town; Edward H. Wilkinson, Seoul; Andrew J. Winter, Bureau of African Affairs; and Harry E. Young, Rio de Janeiro.

The award panel was chaired by Kathleen Charles, a deputy assistant secretary for diplomatic security. Members were Ian Kivimae, acting deputy director for workforce planning at A.I.D., and Lynn Noah, staff director of the resource management committee at U.S.I.A.

Mr. Langan was nominated by Thomas M. T. Niles, assistant secretary for European and Canadian affairs, for his

role in opening posts in the former Soviet Union. The nomination was cosponsored by four others—Arthur W. Fort, assistant secretary for administration; Richard L. Green, associate comptroller, Bureau of Finance and Management Planning; Sheldon J. Kryz, who was assistant secretary for diplomatic security; and Ruth A. Whiteside, a deputy assistant secretary for personnel.

The nomination said: "Douglas Langan quickly took charge of organizing the teams of American diplomats that would reestablish the first American presence in the Baltics in more than 50 years. The daunting logistical problems of maintaining missions in the isolated Baltic capitals were enormous, as were the pressures generated by tight deadlines established by the President. Thanks to Doug's ingenuity and tireless work, the new embassies opened on time.

"In anticipation of the devolution of power from Moscow to the republics, the European bureau in mid-1991 began consultations with Congress to establish six new consulates in the Soviet Union. Doug Langan shouldered a major share of the responsibility for these consultations. He established credibility with congressional leaders by balancing post openings with the closing of consulates in western Europe and reprogramming other American positions. Largely as a result of his planning, congressional approval of our plans had been achieved by December 1991.

"In a speech on Christmas Day (1991) President Bush announced U.S. recognition of the independence of all 12 states of the former Soviet Union. A flurry of diplomatic activity left Doug Langan with the seemingly insurmountable task of opening 10 new posts and upgrading another in little more than 120 days. They are located in a vast area from central Europe to the borders of China and Afghanistan. Many of the new nations were wracked by ethnic conflict and political upheaval, raising concerns for the security of U.S. diplomats. The Department had not budgeted for these post openings, so the job had to be done by reprogramming resources.

"Doug managed to squeeze the necessary resource out of a budget already stretched by expanding requirements, inflation in Europe and exchange rate losses. In addition, he directed the elimination of more than 450 Foreign Service national positions in western

Europe.

"He worked nothing less than a fiscal miracle by opening 15 new embassies for which no funds or positions had been budgeted."

Praising Mr. Langan's role in staffing the new embassies, the nomination continued: "Under his leadership, a worldwide full-court press was put on to find officers and staff members with the required diplomatic and language skills. The effort required breaking or modifying assignments, aggressive use of volunteer cables and tapping each incoming class of junior officers. In addition to assigning long-term personnel, Doug directed a crash effort to staff the posts with temporary-duty personnel until the permanent staff could arrive. Thanks in large measure to him, our posts in the former Soviet Union have now been fully staffed."

Mr. Langan was credited with developing innovative and cost-saving methods to provide supplies to the far-flung posts. "For the western posts, he arranged trucking of supplies from western Europe and Romania," the nomination said. "The toughest nut to crack was supply to posts in the war-torn Caucasus and in remote central Asia. In a 20th-century analogue to the ancient silk road, Doug devised a system for supply of the central Asia posts by air. He negotiated with the Air Force for C-141 support flights at the lowest possible costs. Realizing that even these costs were beyond the Department's means, he persuaded other agencies at our posts to join with the Department in a shared effort to fund the flights."

Mr. Langan was lauded for his efforts to ensure housing for the new staffers and for strengthening security at the posts. "Six of the 12 nations in which embassies were established are either at war or convulsed by internal unrest," the nomination said. "Recognizing the threats that confront many of the embassies, Doug worked urgently with the Bureau of Diplomatic Security and regional military commands to develop emergency and evacuation plans. He organized security surveys by Embassy Moscow at our most vulnerable posts, while working with Diplomatic Security to arrange long-term (security) coverage for them all. He also ensured that each post had emergency communication to maintain contact with the Department." ■

# NEWS H I G H L I G H T S

## Assault on State security officer brings jail term

Hector Leal-Andrino, a Guatemalan national, was sentenced on November 13 to 20 months in prison and three years of supervised probation for the 1991 assault on the former assistant regional security officer in Guatemala, James Bacigalupo.



Mr. Bacigalupo

Mr. Bacigalupo and four Marine security guards were near a local night club when a gang of Guatemalan men attacked them in October that year. Mr. Bacigalupo was struck in the head with a board while assisting the Marines. While lying on the ground, he was repeatedly kicked in the face. Mr. Bacigalupo suffered serious injuries and was evacuated to the United States for treatment and surgery. He has since returned to work as a special agent in the New York Field Office.

The initiation of an investigation and prosecution by the U.S. Attorney's Office for the Southern District of Florida, with the assistance of Diplomatic Security's Miami Field Office and the regional security office in Guatemala City led to Mr. Leal's arrest. He was charged with assaulting an internationally protected person. He pleaded nolo contendere. □

## 2 more Foreign Service nationals vanish in Sudan

Two more Foreign Service national employees at the U.S. mission in Juba, Sudan, are feared to have been killed by Sudan's Islamic fundamentalist government, the embassy has reported.

Chaplin Lako and Dominic Morris, gardeners at the post, disappeared after they were detained by Sudanese forces in late August. Andrew Tombe, the senior Foreign Service national employee in Juba, was executed after he was convicted



Mr. Tombe



Mr. Tally

of treason by a secret military tribunal in September. His assistant, Baudouin Tally, was also arrested and is believed to be dead.

The Sudanese government has provided little information on the employees' fate, despite repeated protests by U.S. Ambassador Donald K. Petterson. □

## President elevates Eagleburger to Secretary of State

Lawrence S. Eagleburger, a career veteran of the Foreign Service, became the United States' 62nd Secretary of State through a recess appointment by President



Secretary Eagleburger

Bush on December 9. Mr. Eagleburger had been acting Secretary since August 23, when then-Secretary James A. Baker returned to the White House as chief of staff and senior counselor to the President. Mr. Eagleburger has been deputy secretary since 1989.

He has held several other senior positions at State, including that of under secretary for political affairs, deputy under secretary for management, assistant secretary for European and Canadian affairs and ambassador to Yugoslavia. He has served as deputy assistant to the President for national security operations and as deputy assistant secretary and acting assistant secretary of defense. □

## Eagleburger says State was in the 'political arena'; he 'resents' it

The controversy resulting from the search of President-elect Clinton's passport file has put State "in the political arena," acting Secretary Lawrence Eagleburger said—"the one place it should never be."

Appearing with inspector general Sherman M. Funk at a joint news conference on November 18, Mr. Eagleburger added: "I resent, I regret the appearance of the State Department being engaged in partisan political activities, and I do not consider that a minor matter." And the veteran career Foreign Service officer said: "I truly regret ... anything that has been done to undermine the integrity of this institution."

He announced the dismissal from the Department of Elizabeth Tamposi, assistant secretary for consular affairs, and the fact that Steven K. Berry, acting assistant secretary for legislative affairs, had been relieved of his duties. In addition, there will be disciplinary proceedings, he said, against others. Mr. Funk said "at least four" persons, "less than 10, probably," will be targets.

The inspector general asserted in a detailed written report: "We found ... an attempt to use the records and employees of a Government agency, the U.S. Department of State, to influence the outcome of a presidential election ... not a carefully thought-out conspiratorial plan but, rather,

a general inability of the system in the Department, of the people and procedures that make up some of the daily operations of the Department, to resist a kind of ad hoc attempt to politicize a process ... We (also) found it encouraging ... to encounter so many Department employees, Civil Service and Foreign Service, who were outraged by what they had read about the search of the passport files."

Though he observed "there is no credible evidence to support the allegation that anyone in the Department was acting at the direction of someone outside Department," Mr. Eagleburger added: "I would be naive if I did not expect that people will question these conclusions."

As evidence of the depth of his feelings, the acting Secretary told the news media representatives he accepted personal responsibility and had offered to resign his post, though the President refused to accept this. Mr. Eagleburger continued: "My judgment now is that the best thing I can do between now and the 19th of January, when I intend to leave here, is to see what I can do to assure that the (inspector general's) report is followed up, that the suggestions with regard to what needs to be corrected are, in fact, moved forward so that this kind of activity cannot happen again."

When he was asked about an earlier press guidance that had blamed low-level officials, Mr. Eagleburger responded: "I'm familiar with the guidance you're talking about. I don't know, I may even have approved it ... But the fact of the matter is, we acted precipitously and without the full knowledge of what we were saying and we found out later we were wrong."

At another point, he said of the Clinton file: "I have never seen it. I don't want to see it. I don't know what's in it. Whether his privacy has been invaded or not, I don't know. Whether the Department of State should have been fooling around in his passport file, I do know we should not have been. The damage done to the governor, if there has been any, I apologize for it. More fundamentally, I apologize for the Department being in this mess ... This is a very heinous activity, and shame on the Department of State that it happened."

"I suspect it was rather disingenuous to say: 'Why (has) it received such coverage in the press?' I would be surprised and disappointed if activity like that, once it became public, was not covered adequately in the press." □

## Avoiding conflicts of interest

Advisories on post-Government employment restrictions and conflicts of interest, and also on removal of records by departing officials, have been issued in the form of two detailed memorandums (five pages each) signed by the Department executive secretary, W. Robert Pearson. The papers are dated November 10 and were addressed to all State employees. □

## Director general heads new awards panel at State

A new Department Incentive Awards Committee headed by Genta Hawkins Holmes, director general of the Foreign Service and director of personnel, has been appointed by the under secretary for management, in an effort to strengthen the program "and to encourage all supervisors to recognize deserving employees."

Members of the panel named by Under Secretary John F. W. Rogers are Eric J. Boswell, director-designate, Office of Foreign Missions; Audrey F. Morton, deputy assistant secretary for equal employment opportunity and civil rights; Melinda L. Kimble, deputy assistant secretary for international organization affairs; Lawrence Palmer Taylor, director, Foreign Service Institute; Richard J. Shinnick, executive-director, Bureaus of Near Eastern and South Asian Affairs; and Patricia C. Berzins, Department Awards Office, Bureau of Personnel. □

## Seattle employee wins Alda, Weldon Brown Award

Diane A. Malcolm, a secretary at the Seattle Passport Agency, is this year's winner of the Alda and Weldon Brown Award, which recognizes performance by an employee at the GS-1 through 5 level. She receives a \$50 savings bond and a plaque signed by Kenneth Hunter, deputy



Diane Malcolm, left, receives Brown award certificate from Renate Kaminski, director of the Seattle Passport Agency, and assistant director Karen Pallas.

assistant secretary for personnel.

Four other employees at that agency were nominated for the award: cash clerk Barbara Arns, supervisory cash clerk Chung Cho and passport processing clerks Bang Ja Lee and Terry Murray.

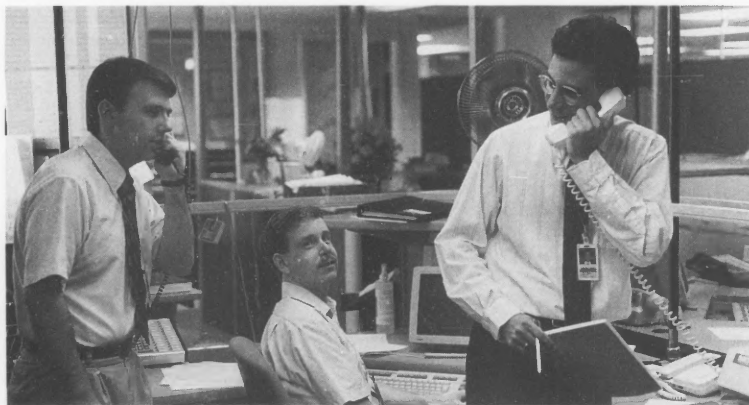
Ms. Malcolm was nominated by Karen A. Pallas, the assistant regional director, who wrote: "Due to staffing vacancies, Ms. Malcolm alone has provided administrative support for the entire building, including the regional director, assistant regional director, anti-fray program coordinator and acceptance agents' coordinator. Rather than being overwhelmed by her responsibilities, she rolled up her sleeves and jumped in with both feet. She performs many critical functions—receiving, screening and routing calls and correspondence, assisting in recruiting employees, preparing documents and assisting employees (with) personnel and administrative files. All of these duties are performed quickly, accurately and in a highly professional manner."

"It is far from easy being the sole support for an office that fluctuates from 40-60 employees, depending on the workload. And because many of the positions are seasonal, we experience a high turnover, which results in an almost continuous recruitment program. However, Ms. Malcolm makes it look easy. She is sensitive to the needs of both current and prospective employees and always provides them with individual attention and accurate information."

The award is endowed by the Browns, who are former federal employees. ■

# IS IT A BIRD? IS IT A PLANE? IS IT A BOMB?

BY KEN GROSS



**I** ANSWERED our secure telephone on a slow Saturday afternoon a few months ago, expecting nothing more than routine. But the person calling me in the Bureau of Intelligence and Research—from another Government agency—was clearly excited. He reported seismic indications of an explosion of great intensity in southern Italy, and he raised the specter of a nuclear blast on the soil of our Nato ally.

Visions of a nuclear holocaust flashed in my mind. I kept groping for the people I needed to call, and for how I could verify what seemed to be a major nuclear disaster. But in just a few seconds, a report that had run on the Cable News Network suddenly came to mind. So I began laughing.

The man alerting me, convinced

that I had cracked under the pressure, asked quickly if there was someone else he could talk to. I told him there was, but it wouldn't be necessary because I thought I had figured out the cause of the explosion—Mt. Vesuvius had erupted, and that's what caused his spectacular seismic reading. My chastened contact thanked me for my help and quickly said good-bye.

This conversation, though not typical, wasn't unusual in the operations of my bureau's Current Intelligence Staff. We call ourselves The Watch. We're a 24-hour office that monitors intelligence on events worldwide that are of interest to the bureau and Seventh Floor principals. And to put this intelligence into context, The Watch must be aware of all news, from volcanos erupting to the clandestine transfer of nuclear materiel across international borders.

Less well-known than its sister watch in the Operations Center, our Watch acts as the Department's center for gathering and disseminating current intelligence. Like that of the Operations Center, our Watch works three shifts every day. But we receive sensitive intelligence not received by the Operations Center, and we're not a point of contact just for Department emergencies. Instead, The Watch acts as a liaison with Washington's far-flung intelligence community. We garner information from the press and other sources; we summarize interesting pieces for The Watch's six daily publications (our Morning Intelligence Summary, Terrorism Watch Summary, Narcotics Intelligence Summary, Early Morning Briefs, Noon Press Clips and Afternoon Briefs); we alert principals and brief them on important developments; and we edit and update the Secretary's Morning Intelligence Summary.

The Watch is so little known in the Department beyond those who rely on its services that, when I ar-

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*The Watch in action, from left: Mike Capps, Neal O'Loughlin, John Tuminaro.*

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rived on duty for my first day in Room 6510 and was ushered in past the guard, through folding glass doors and into my new boss' office, I kept looking for something that would look like The Watch. All I could see were several persons sitting at computer terminals. I was sure The Watch was isolated somewhere in a super-sensitive place. I was surprised to find that's its simply in a wide-open area—in the middle of a large room surrounded by analysts' offices. The desks face each other, and the televisions there are constantly on.

One of our most important functions is to alert our front office and Department principals to developments. Our alerting never ceases, as coups and civil wars invariably seem to occur on midnights or weekends. But not every alert turns into a crisis. Recently we participated in a conference call with other 24-hour watches—including those of the National Security Agency, the Joint



The Watch, assembled, ready for work. Left to right, kneeling: the author, Peter Carskaddan, Paul Pometto, Neal O'Loughlin. Standing: Tom Pabst, Ruth Wagoner, Chris

Laycock, Pat Moller, John Tuminaro, Margaret Dean, David Kirsch, Annie Marshall, Pete Pierce (partially hidden), Evelyn O'Brien, Pam Sheler, Liz Bonkowski.

Chiefs of Staff and many others—and were informed that a missile may have been launched in the Middle East. After a half hour of trying frantically to confirm the launch, and after waking up principal deputy assistant secretary Phil Wilcox in the middle of the night, we found out that the suspected missile launch was only an airplane taking off.

Most of our alerts, however, are based on accurate information. And the diversity of topics and geographic areas we deal with provide unique and fascinating insights into every area of intelligence and foreign policy. Because we rotate our job functions daily, and because our work varies from shift to shift, we seldom find ourselves stuck in a stale routine. A Watchstander on one recent weekend had to brief then-Deputy Secretary Lawrence Eagleburger on short notice, and it was the first time he had briefed a Department principal while wearing blue jeans.

Since The Watch is always operational, we rotate through three shifts, spending a week on each one. I can't say which shift is the favorite, since each one has its advantages and disadvantages. The 8 a.m.-4 p.m. shift is the regular day shift, but it's the most distracting because everyone else is working and, in addition to our regular tasks, we field requests from

many sources. For example, we might have to brief codeword material to a State task force or collect information about possible violations of UN sanctions in Yugoslavia.

The 4 p.m.-midnight shift has fewer outside distractions and, because of the hours, is the easiest on the body. But it's difficult to be with friends on evening if they work a regular schedule. Having the mornings free gave me time to attend to personal matters, such as working on my tennis game. We usually try to liven up this shift at dinnertime by sampling some of the tastier take-out foods; we schedule Thai and Middle East nights on a regular basis. We have a telephone line dedicated to a popular pizza delivery service. And we've built up quite a library of delivery menus.

The downside of our feasts is that we must eat at our desks. Pizza sometimes accidentally lands on a piece of sensitive intelligence, producing something that neither friend nor foe could read. Since we don't leave our secure area during a shift, lunch breaks with friends have become a relic of the past. The good news is that, when our shift ends, we're finished. No one works more than eight hours, and there are no late-night telephone calls telling us to come in.

Though there's no favorite shift,

midnight to 8 a.m. is the least popular. This shift totally disrupts our sleep patterns. We feel like lab rats being tested for our tolerance of sleep deprivation. We work midnights seven days in a row (on other shifts, we work from five to six days, though never more than 10 days in a pay period), and the cumulative effect of not enough sleep begins to take its toll. It's usually during the midnight shift that we question whether the 13% differential we receive for shift work is worth the drain. One of our functions on The Watch is to brief Assistant Secretary Douglas P. Mulholland every morning, near the end of our shift, at 7:30 a.m.—just when our energy reserves are almost empty. We have found him sympathetic with our sleep-deprived state.

One virtue of working shifts is that the schedule is built months in advance, and so a wise Watchstander can request—with a reasonable expectation of success—annual leave. Last-minute requests frequently have to be handled by trading with another Watchstander (an excellent reason to stay on good terms with your colleagues), but longer-term requests can be built into the schedule. Holidays have to be staffed, but they're shared fairly. From personal experience, I can say that New Year's Eve on The Watch is not the ideal way to welcome the new year. But, on reflection, it was better than one of my previous New Years when I was stranded in the Atlanta airport.

As my tour on The Watch draws to a close, my memories of struggling to keep my eyes open when I publish our products late at night are beginning to fade. I've become a news junkie, and I expect to suffer withdrawal when I leave for my next posting in Kuala Lumpur. No place else can provide the window to the world that I had on The Watch. Memories of the close ties I developed on those late-night shifts and of the high level of cooperation and collegiality I enjoyed are becoming more prominent. The Watch has been a good tour. ■

# DEPARTMENT OPERATIONS

## Open Forum rides again—revived by its 'Friends'

BY ROSEMARY O'NEILL

*The author was elected chairwoman of the forum last August.*

I recall returning from an assignment in Europe in 1969 and the atmosphere in the Department at that time. There was great anger over the conduct of the war in Vietnam, and there were huge differences over the conduct of foreign policy. There were those who questioned "hidebound" forms of "traditional" diplomacy.

In that climate, Secretary Dean Rusk sought to open channels of communication, to air differences of opinion. Out of that process evolved the Secretary's Open Forum. By the mid-1970s the forum, based administratively in the Policy Planning Staff, was charged with: (1) monitoring the newly-instituted and confidential Dissent Channel, to assure that dissenting views of Foreign Service and Civil Service officers were directed to appropriate offices, while insuring that the careers of those officers would not be jeopardized because of their dissent; (2) bringing in speakers from outside the foreign affairs agencies, to provide different perspectives on foreign policy issues; (3) publishing a classified journal four times a year, in which members of the foreign affairs agencies could express new and perhaps unorthodox insights towards policy and programs; and (4) organizing working groups to study issues of importance. The Open Forum became a vigorous, independent channel of communication in the Department and the other foreign affairs agencies.

Through the years, I attended speaking sessions and joined working groups. But it was only recently, when the forum was almost completely dissolved, that I really missed it. Real interest in the forum was perceived to be declining, so the speakers' program—which had been the most active and successful program of the Open Forum—was disbanded. The working groups and the journal also faded away. The forum was reduced to only monitoring the Dissent Channel, which had come into such disuse that dissent messages were extraordinarily rare. A decision was made that the heretofore full-time head of the



"Friends of the Open Forum" include, left to right: Sandy Vogelsang, Gerry Gallucci,

chairwoman Rosemary O'Neill, Eileen Heaphey, Vince Farley.

Open Forum would perform those duties as a volunteer, in addition to his or her regular assignment. The forum's secretarial position was abolished, and the files were retired.

Concerned about these developments, several former chairmen and chairwomen of the Open Forum and other supporters gathered together in a small group calling itself "Friends of the Open Forum," to try to revive the institution and renew it as a vehicle for change and openness in foreign policy in the 1990s. I joined them. Members of the group included Sandy Vogelsang, Douglas Kinney, Vic Comras, Lars Hyde, Vince Farley, Margaret Dean, Eleanor Raven-Hamilton, Dick Thompson, George Lister and others.

Last July, an election was held for presiding officer, and I was asked by one of my predecessors to enter the campaign. I agreed. As I asserted in my campaign statement at the time, I was convinced that the issues confronting the foreign affairs community in the wake of the Cold War were at least as significant as those we faced 25 years ago. I was convinced that real interest in the Open Forum was latent, that it could be revived with the help of a network of supporters throughout the foreign affairs community. The Friends of the Open Forum and I galvanized support for my candidacy, and I won an election that was open to all members of State and the other foreign affairs agencies, both in Washington and abroad.

Since the work of reviving the Open Forum has had to be done in addition to

my responsibilities in the Bureau of Human Rights and Humanitarian Affairs, where I work on humanitarian assistance to the former Soviet Union, I decided I would limit my initial objectives. These have been to monitor the dissent channel; reinstitute a vigorous speakers' program; organize a network of supporters for the forum throughout the foreign affairs agencies into a steering committee; and reestablish the jobs of the presiding officer and the secretary as permanent positions in the Policy Planning Staff. I decided that the tasks of reestablishing the journal and reconstituting working groups on particular issues would have to wait.

Ambassador Winston Lord, a strong supporter of the Open Forum when he was director of policy planning in the early '70s, launched the speakers' program with a talk in early October. As chairman of the Carnegie Endowment's National Commission on America and the New World, he briefed the forum on the commission's report, "Changing Our Ways," and on its recommendations for the conduct of foreign policy in the 21st century. William Quandt of the Brookings Institution and Martin Indyk of the Washington Institute on Near East Policy followed with discussions of the progress made in the year since the Middle East peace talks began and the steps still needed to be taken in that process. Khelil Jahshan of the National Association of Arab Americans, who was scheduled to speak at that session, was unable to do so because of illness. Subsequently, Alvin Adams (U.S. ambas-



Winston Lord, chairman, Carnegie Endowment's National Commission on America and the New World, with Mary Grant, of the

Open Forum, left, and chairwoman Rosemary O'Neill.



At the Open Forum session on the Middle East peace talks, from left: Khelil Jahnsan, National Association of Arab Americans; William Quandt, Brookings Insti-

tution; chairwoman Rosemary O'Neill; Martin Indyk, Washington Institute on Near East Policy.

sador to Port-au-Prince until last August) spoke on the evolution of democracy in Haiti.

I believe very strongly that we must address other public issues that have an impact on foreign policy. But because of a sad recurrence of cancer, former Senator Paul Tsongas had to cancel his address to the forum, which was to focus on the U.S. deficit and ways to resolve our economic problems. As this article is being written, we are preparing for a mid-December presentation by David Broder, political columnist of the Washington Post, on the incoming Clinton administration and on the

new Congress. Congressman Lee Hamilton (D.-Ind.), chairman of the House Foreign Affairs Committee, has agreed to address the forum early in the new year.

So we have taken a broad approach with regard to the speakers' program. We are trying to arrange for a speaker to discuss race relations in the United States. An informal working group of secretaries has been organized to develop a program that will be scheduled for "Secretaries Week" in April. Our hope is that the forum will be open to all in the foreign affairs community—that it will be inclusive, not exclusive.

There has been some concern that the speakers' program is limited only to those of us who are in the Washington area. In order to reach out to our people overseas, two Friends of the Open Forum, Ms. Raven-Hamilton and Ms. Dean, have been cabling the highlights of our speakers' presentations to the posts abroad.

Advertising future programs to the members of the foreign affairs agencies, who are scattered in buildings in Washington and northern Virginia, is a major undertaking that still needs to be refined. These programs are advertised on E-mail, the "B-Net" and by Department Notices. I welcome ideas on ways to improve distribution of these notices in the Washington area.

Starting the Open Forum anew—without personnel and financial resources—has taken a great deal of time and the support of many people. Bill Burns, acting director of the Policy Planning Staff, and staff aide Blossom Perry have strongly supported my efforts to reinvigorate the forum. Mary Grant, also of that staff, who was the long-time secretary for the forum, has been of invaluable assistance, squeezing in time to help while working for four other officers. The Friends of the Open Forum has evolved into an advisory body, providing insights into the 25-year history of the forum and suggesting strategies to strengthen it.

We disagree that the position of presiding officer should be part-time. The work of the chairman or chairwomen requires enormous amounts of time during the workday. I could not have done what little has been accomplished without the full support of the Bureau of Human Rights and Humanitarian Affairs and of its assistant secretary, Patricia Diaz Dennis. Most especially, it has been the commitment of Jim Bishop, principal deputy in the bureau, to openness and to the principles underlying the Open Forum that has allowed me time to take on this project in addition to my other responsibilities.

We have a long way to go before the Open Forum is restored to the vital position it held for many years. But work to that end has begun.

The forum welcomes the support of all those in the foreign affairs community who are committed to openness in the foreign affairs process and who wish to help reinvigorate the forum. You can reach me in Room 7802 or by calling extension 71403. Or fax 79519. ■

# PEOPLE AT STATE

**D**ESPITE THEIR demanding jobs in the Department, Clint Lauderdale and Nellie Clemons-Green moonlight as heads of the largest employee organizations. Mr. Lauderdale, a former ambassador who was assistant inspector general for inspections until recently, chairs the State Department Federal Credit Union. Ms. Clemons-Green, the supervisory nurse in the health unit, serves as president of the Foreign Affairs Recreation Association. Both say they took on their unpaid additional responsibilities because they enjoy helping their fellow employees.

Mr. Lauderdale became chairman of the credit union two years ago, after a three-year stint as a member of the board. He visits the credit union frequently with an eye toward improving service. "I stand in line like everybody else," he says. "I count the number of people waiting, the number of tellers and how long it takes for a person to be served. It's hard to meet the surge of customers every payday. We're studying the situation and may hire more tellers. We're a customer-client organization, and I believe service is very important."

Mr. Lauderdale estimates that his own service as chairman takes about three or four hours from his schedule every week. He heads a nine-member board which includes State employees David Buttross, Stephen Fischel, William Moore, Michelle Truitt and



*Clint Lauderdale with a teller at the credit union. (State Department photo by Ed Anderson)*

William Whitworth. "With nine members, we don't agree on everything," he says. "I try to be the glue—the consensus builder—who makes things work."

Asked about the effect of the recession on the credit union's stability and the habits of its members, Mr. Lauderdale says: "The impact's been fairly slight. The credit union is financially sound. For the past few years, the ratio of loans to deposits has been in the high 40s. Right now, it's around 50%."

"Members are carrying somewhat higher balances on their credit cards. More employees are defaulting on loans, but that percentage is still very small. Of \$124 million in loans last year, only \$400,000 was in default, and, of that, we eventually recovered \$140,000."

Mr. Lauderdale occasionally fields

calls from disgruntled members.

"Sometimes I act as a sort of appellate judge for members who believe they've been treated unfairly," he says. "Last week, for instance, I got a complaint from a Foreign Service officer who'd been turned down for a mortgage. I looked into his situation. The credit committee that reviewed his case explained that he didn't meet the eligibility requirements. I offered the man a compromise—a \$40,000 home equity loan to make repairs on his existing home. He qualified for that, and everyone was happy."

"Another case involved a sticky personnel matter. A customer came into our branch in Arlington, Va., at closing time to make her car payment. The teller said: 'Sorry, we're closed.' The customer created a disturbance, and harsh words were exchanged. The following week the customer returned and berated the





Nellie Clemons-Green examines merchandise at a Fara store. (State Department photo by Ed Anderson)

teller in front of a crowd of customers. At that point, the manager barred the woman from entering the credit union again. After the customer explained her side of the situation to me, I called the president and said we don't have the right to bar anyone. I told the customer that she wasn't, in fact, barred, but that it would be a good idea for her to conduct herself in a more courteous manner."

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**M**S. CLEMONS-GREEN began her tenure as president of the Foreign Affairs Recreation Association (Fara) in 1991, after serving on its board for two years. She presides over a 13-member board that includes State employees Brenda Evenski, George Holmes, David L'Heureux, Mike Meszaros and Bitsy Unkle. She says: "Fara's general manager handles day-to-day operations, but the board makes policy decisions. We try to ensure that our activities are financially feasible.

"The past year has brought a lot

of challenges. The downturn in the economy has caused people to spend less at the Fara stores and to cut back on items like tickets and tournaments. In fact, the recession caused several other agencies to close their employee associations.

"We had to make some tough decisions. For several months, we met every week at lunchtime, instead of monthly, as we used to. The funds coming in from the sale of merchandise weren't enough to run our stores and pay Fara employees, so we decided in November to hire an outside contractor to operate the stores.

"In October we had to stop leasing apartments for Fara members at the Statesman, which had been very convenient for employees at Main State. The rent went up, and we couldn't afford the lease. The board had to make a decision to find other housing. We're leasing other facilities now through an outside contractor.

"We also had to stop offering flash passes and bus tokens. We had to pay Metro over \$10,000 every two weeks for the passes and tokens. We just didn't have the money, so we couldn't continue the service."

Ms. Clemons-Green says the board's efforts to cut back have be-

gun to pay off. "We don't need as much money to operate Fara now that we're using contractors for some services," she says. "They pay us a percentage of their profits. I can see the light at the end of the tunnel, and eventually we even hope to buy some new equipment for the fitness center."

She pointed out that the board has devised ways for more people to use the fitness center. "We had a waiting list of over 200 people waiting for lockers," she says. "We decided to use a combination of permanently assigned lockers and others which are available just for the day. We also got more lockers. Under the new system, we've been able to eliminate the waiting list."

Like Mr. Lauderdale, Ms.

Clemons-Green serves as a sounding board for members who want to see changes at Fara. She says: "People sometimes tell me they'd like to see a certain item sold at Fara stores, or complain that prices are too high. We try to offer prices which are lower than those at most retail stores. I visit shopping malls and look at catalogs to make sure that prices are reasonable. If I get a complaint, I'll go to a Fara store to check it out. If I think a price is too high, I notify the general manager, who may recommend a price reduction to the concessionaire.

"Once in awhile I get a call from a member who feels a Fara employee hasn't been courteous. If there's just one call, I tend to view it as a problem between two personalities, but if there's more than one complaint, I pass it on to the manager."

Ms. Clemons-Green is also involved in activities in her community, singing in two choirs and serving on a lay ministry team and a crisis response team at her church. And she is organizing a reunion of her nurse alumni association.

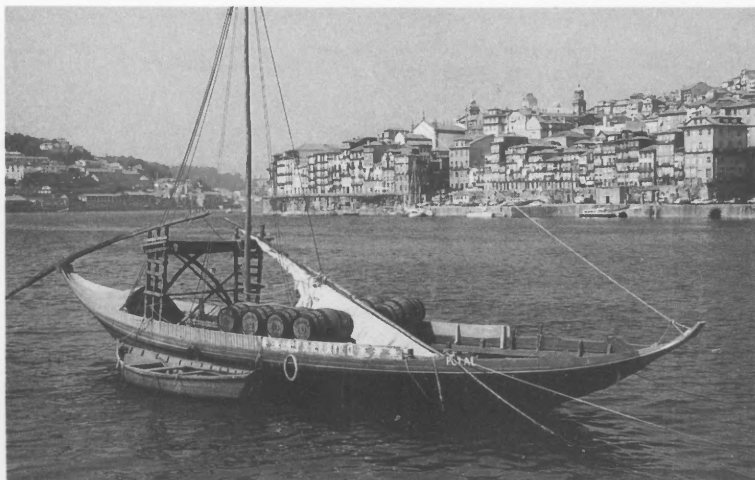
—BARBARA QUIRK ■

# BEST PHOTOS OF 1992

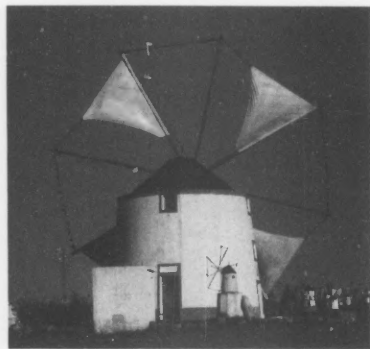
**H**ERE'S ANOTHER CHANCE (gift of the editors) for you to see the photos you've been waiting all year to see again. May the editors make you as happy a year from now.



**FEBRUARY**—The mascot of the Shanghai consulate general, whose name is Lamb Chop, arrives for work.



**NOVEMBER**—In Lisbon, Portugal, a boat carrying wine.



**NOVEMBER**—A windmill in Peniche, Portugal. (Photo by Anita Petrosky)



**MAY**—In Bishkek, Kyrgyzstan, pioneer diplomat *Dennis Buck*, a communications officer, prepares to raise the flag at the new U.S. embassy.



**APRIL**—In Casablanca, Morocco, summer intern *Fouad Onbargi* dons native costume. (Photo by *Patrick Truhn*)



**JUNE**—The public baths in Baku, Azerbaijan. (Photo by *Matthew Burns*)



**AUGUST/SEPTEMBER**—The U.S. consulate general in Jerusalem, Israel, after a rare snowfall.



**OCTOBER**—In Bucharest, Romania, information officer *Julieann Johnson* with girls she's assisting as part of an embassy "Big Sister" program.



**DECEMBER**—Near Tunis, Tunisia, Rachel Kramer, daughter of the administrative counselor, barely hangs on. (Photo by Teresa Kramer)



**JANUARY**—Amid New York skyscrapers, disabled employees of the New York Passport Agency, from left: Yolanda Robertson, Marta Martinez, Wai Lee Gong, Carmen Cusimano, Nick Massi, Kitty Gonzalez, Terri Herman, Sidney Rosofsky, Russell Alvarez. (Photo by Fred Lombardi)



**JULY**—In Bangkok, a Foreign Service family—the Helmicks—outside the Thai Grand Palace: information management officer Jerry Helmick, wife Margarita, daughter Alexandra, son Brian.



**NOVEMBER**—On the northeastern coast of Barbados, roving labor officer Mary Ann Singlaub next to some casuarina trees. ■

# FOREIGN SERVICE F A M I L I E S

## 2 wives land jobs as commercial officers overseas

Two Foreign Service wives, Vicky Simons and Sheri Lanza, have landed jobs as commercial officers in Latin America, due to an unusual arrangement between the Family Liaison Office and the Department of Commerce's U.S. Foreign and Commercial Service.

"Because of budget cuts, Commerce is reducing its employees overseas," explained Kendall Montgomery, deputy director of the family office. "Relocation, housing and allowances cost them an average of over \$100,000 a family for a three-year tour. So to save on costs, the commercial service contacted us to fill



Ms. Simons



Ms. Lanza

some slots with spouses who were already at post or slated to go. We identified several talented candidates through our family member skills bank." In addition, the commercial service advertised the jobs at overseas posts.

Ms. Lanza applied for her position in San Jose after seeing the job opening posted there. Ms. Simons obtained her position in Quito after receiving employment counseling at the family office. Both women have been on the job since August.

Ms. Simons, married to Paul Simons, the economic counselor in Quito, served as the information center coordinator at the Foreign Service Institute's Overseas Briefing Center for four years until June. Before that, she was an assistant to the director of the UN food program in Malawi. She also did administrative work there for A.I.D. and worked as a consular fraud investigator in Bogota. She holds a bachelor's in international affairs and a master's in human resource development.

A native of Colombia who is fluent in Spanish, she said: "This is an exciting time to be in Ecuador. Recently, there's been a change in government, and the new administration is more open to promoting investment. I'm learning a lot about the commercial field, and it's great to be part of the country team."

Ms. Lanza is the wife of Kenneth Lanza, chief of A.I.D.'s private sector office in San Jose, and mother of two daughters, 5 and 4. She worked as a pension consultant, systems analyst, marketing research analyst and marketing director before becoming a Foreign Service family member in 1985. She was the community liaison officer in Santo Domingo, 1985-86, and held a short-term administrative assignment with A.I.D. two years ago in San Jose. She holds a bachelor's in mathematics and a master's in finance.

"I've had people walk into my office and ask: 'Where's the attache?'" Ms. Lanza said. "I tell them I am, and explain my credentials. This has been a fantastic opportunity for me. It's very difficult for a Foreign Service spouse to find a substantive position like this, and I'm hopeful that it will lead to other meaningful jobs overseas in the future."

The family office says it is optimistic that the women's experience will prompt employment opportunities for other spouses. "Commerce was very impressed with the quality of our candidates," Mr. Montgomery said. "We hope other agencies will follow their lead in filling their positions abroad." □

## Job opportunities in 103 countries

Husbands and wives of State employees overseas can now work in the private sectors of 103 countries, the Family Liaison Office announced, as it concluded bilateral work agreements with Chad, Costa Rica, Rwanda, Zimbabwe and Trinidad and Tobago, as well as informal de facto agreements with Russia and Antigua and Barbuda. The reciprocal accords allow the husbands and wives of foreign diplomats to work in the United States. Negotiations for all but 16 of the agreements were initiated by Joan Pryce, an employment program coordinator in the family office until November, deputy

director Kendall Montgomery said.

The agreements expand the range of employment opportunities for spouses beyond the clerical positions traditionally available at post, said David Ball, the new employment coordinator. "We've got people working now as lawyers, teachers, accountants, caterers, aerobics instructors, volunteer coordinators, psychologists—even pilots," he said, adding: "When this happens, everybody benefits. Many spouses today are strongly career-oriented, and most families need two incomes. And when families are productive and happy, the Department benefits."

The family office encourages husbands and wives to enroll in its skills bank, a database which lists applicants' educational and work experience. Counselors in the office attempt to match the applicants' skills with the needs of overseas organizations. One-on-one job counseling is available. For information, call (202) 647-1076. ■

## New volume is issued in 'Foreign Relations' series

The Department has released "Foreign Relations of the United States, 1958-1960, Volume XV, South and Southeast Asia." It records the efforts of the Eisenhower administration to pursue policies that fostered the external security and internal stability of the nations of South and Southeast Asia.

The volume presents the official record of U.S. policy, drawn from documents originating in the Department, the White House, the Department of Defense and the Joint Chiefs of Staff. Volume XV (Department of State Publication No. 9996; G.P.O. Stock No. 044-000-02326-1) may be purchased for \$45 from the Superintendent of Documents, U.S. Government Printing Office. For information, contact Glenn W. LaFantasie, general editor of the "Foreign Relations" series, at (202) 633-1133. □

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

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

# A S K D R. K E M P

**Q.**

EAST AFRICA

*Is there any truth to what I hear about the dangers associated with inhaling other people's smoke? Sometimes I think that this is just antismoking propaganda.*

**A.**

Tobacco smoke contains about 4,000 chemicals, including 200 known poisons such as D.D.T., arsenic, carbon monoxide and formaldehyde. Every time someone smokes, these chemicals are released into the air as in sidestream smoke (that which goes directly into the air from the burning end of the tobacco product), which is inhaled by those around them. It's now documented in hundreds of studies that second-hand smoke increases your chances of getting lung cancer, heart disease and emphysema. The American Heart Association cites studies that show people exposed to second-hand smoke are 1.3 times more likely to suffer from these ailments than those who live and work in primarily smoke-free environments. It's estimated that nearly 50,000 Americans die every year as a direct result of exposure to second-hand smoke. Studies show that infants and children of parents who smoke have more respiratory problems and miss more school than their smoke-free peers. Aside from the debilitating diseases caused by second-hand smoke exposure, this environmental pollutant creates unpleasant odors that cling to your clothes and increase air-conditioning demands by as much as 600%. The heart association, the American Lung Association and many other organizations are working hard to promote smoke-free life styles and workplaces. My office supports these efforts, and can provide you with more information through our health education unit. Please call (202) 647-0133.

**Q.**

SOUTH AMERICA

*Why is it harmful to eat too much salt? Is this true for people who don't have any medical problems, or just for those suffering from hypertension?*

**A.**

The average American diet is very high in



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

sodium content, compared with the very small amount that we need to consume. This excess in sodium intake may be one reason for the elevation of national heart disease rates. There's a direct relationship between the amount of sodium in your diet and the risk of developing hypertension (high blood pressure). In areas of the world where there is very low salt intake, there's an accompanying reduction in the prevalence of hypertension. When people from these areas increase their intake of sodium, there's a parallel increase in their chances of developing hypertension. Table salt is the main dietary source of sodium, as are cured or processed meats, cheeses, smoked foods, fast foods and snack foods. If your blood pressure is elevated, reduce your intake of table salt and other salty foods. All persons, even those with normal blood pressures, should reduce the amount of salt in their diets, as a precaution against future hypertension, since salt does initiate a rise in blood pressure. This is becoming easier, as the food industry is beginning to lower sodium contents in foods and the Food and Drug Administration is becoming more rigid in its guidelines on sodium content labeling.

**Q.**

MIDDLE EAST

*My sister just had a kidney stone, and I drove her to the hospital. She was in so much pain it scared me. Is there any way to prevent getting a kidney stone?*

**A.**

Every year, nearly 350,000 Americans go through the intense pain that your sister did, when a "stone" forms in the urinary system and is of sufficient diameter to clog the passageway that transports liquid body wastes. Most of the time, these stones manage to pass out of your urinary tract on their own, bringing nearly instant relief. In some cases, however, medical attention needs to be sought, to prevent kidney damage (fewer than 5% of sufferers require surgery). Luckily, kidney stones are usually harmless in terms of long-term effects. For those at risk of them (mostly men and those who eat diets rich in animal proteins and low in liquids, and certainly those who have already had one) prevention means drinking lots of liquids—even as much as 8 ounces an hour—especially in the summer, when more fluids are lost through perspiration that excretion by the kidneys. For patients who form calcium stones, eating calcium-rich foods (those with more than 1,000 milligrams of calcium per day), without reducing intake to less than 400 milligrams, should be limited. The danger of cutting back on calcium is that you will generally replace those foods with foods high in oxylates or substances that form them, and oxylates are found in nearly 75% of stones. Intake of oxylates (nuts, berries, chocolate, cranberry juice) should therefore also be monitored. With faithful prevention efforts, a second attack can be avoided in as many as 96% of previous sufferers and others at risk.

**Q.**

WEST AFRICA

*It has been eight years since our first child was born. I am astounded at the changes in the shot schedule. Our new baby just received three injections on the same day. I know that never happened when our other child was going to the pediatrician for checkups. Why so many baby shots now?*

**A.**

You're right. There have been significant changes in the infant immunization program during the past few years. When your first child was receiving immunizations, the D.T.P. shot and oral polio were

the sole requirements during the first year. In recent years, the Centers for Disease Control and the American Academy of Pediatrics have strongly recommended two additional series of shots for babies, a meningitis prevention series (commonly known as H.I.B.), specifically called haemophilus influenzae type B meningitis, and hepatitis B prevention series (usually known as Hep B). Depending on the vaccine brand, these two series involve six or seven additional shots for babies in their first year of life. The shots should be given at *prescribed, precise, time intervals*, beginning at birth or at two months. Once started, the completion of the series should continue at exact intervals. Thus, it's not unusual for your child to receive three shots and an oral polio on the same day. I encourage you to be conscientious about bringing your baby in for shots at regular intervals. In the first year there's little flexibility in scheduling immunizations, but later on, during the second year, a multiple visit schedule can be established, to avoid administering four immunizations on the same day.

**Q.**

ARLINGTON, VA.

I have read several items in *STATE* magazine about your Employee Consultation Service. What exactly is this and how can we use it?

**A.**

The consultation service has been in existence for 10 years. It isn't connected with the Bureau of Personnel. It's a completely *confidential* employee assistance service for Civil Service and Foreign Service employees and their immediate family members. You can consult with an experienced clinical social worker about personal and work-related problems. Often, employees find that a single consultation is helpful as a beginning step to resolve a problem. Other times, several sessions may be needed to explore the problem, its effects on your productivity and morale, and to find possible solutions. Short-term counseling is offered, as well as referral to therapists in the community. Strict confidentiality is assured. To make an appointment to consult with a counselor, either in person or by phone, call 647-4929. Employees returning from overseas posts or on home leave can write or call to arrange an appointment. □

## Baby cushions are dangerous

(From the *Foreign Service Medical Bulletin*, quoting from "Medical Examiners and Coroners Alert Project"):

The U.S. Consumer Product Safety Commission has voted unanimously to issue a final rule to ban infant cushions that have been involved in 36 infant suffocations ...

There are five essential features that define the infant cushions of concern. The cushions have soft fabric coverings; are loosely filled with a granular material such as plastic foam beads or pellets; are easily flattened to create a nest so that the infant lies prone on them; are capable of conforming to the face or body of an infant; and are intended or promoted for use by children under one year of age.

Of these features, the key characteristic that probably contributes most to deaths is the ability of the cushions to conform to an infant's face or body. Almost all of the incidents reported to the commission involved children lying in a prone, stomach down position ... A death that occurred two years after the initial recall announcement underscores that infant cushions not destroyed may find their way back into infant use at a later date. ■



YAOUNDE, Cameroon—Nurse practitioner Sandra A. Moore, at her farewell, is presented at award for her service.



PRETORIA, South Africa—Regional medical officer Austin L. Moede, left, and Ambassador Princeton N. Lyman, right, present

certificate of appreciation to Dr. Alec M. Sloane, post medical adviser, for 40 years of medical service to Americans.

# EDUCATION & TRAINING

## Schedule of courses at the Foreign Service Institute

Program	Jan.	Feb.	March	Length
<b>AREA STUDIES: INTENSIVE COURSES</b>				
Africa, sub-Sahara (AR 210)	—	1	8	2 weeks
East Asia (AR 220)	—	1	8	2 weeks
Latin America/Caribbean (AR 230)	—	1	8	2 weeks
Near East/North Africa (AR 240)	—	1	8	2 weeks
South Asia (AR 260)	—	1	8	2 weeks
Southeast Asia (AR 270)	—	1	8	2 weeks
Central, East Europe/successor states to the Soviet Union (AR 280)	—	1	8	2 weeks
Western Europe (AR 290)	—	1	8	2 weeks

### AREA STUDIES: ADVANCED COURSES

Andean (AR 533)				
Arabian Peninsula/Gulf (AR 541)				
Balkans (AR 583)				
Baltic states (AR 584)				
Benelux (Netherlands) (AR 595)				
Brazil (AR 535)				
The Caribbean (AR 538)				
Central America (AR 539)				
Central Asia (AR 586)				
China (AR 521)				
Eastern Africa (AR 511)				
Fertile Crescent (AR 542)				
Francophone Africa (AR 513)				
French-speaking Europe (AR 592)				
German-speaking Europe (AR 593)				
Greece/Cyprus (AR 589)				
Haiti (AR 536)				
Hungary, Czechoslovakia (AR 582)				
Iberia (AR 591)				
Indonesia (AR 571)				
Italy (AR 594)				
Japan (AR 522)				
Korea (AR 523)				
Lusophone Africa (AR 514)				
Malaysia (AR 575)				
Mexico (AR 531)				
Mongolia (AR 524)				
Netherlands (AR 595)				
Northern Africa (AR 515)				
Philippines (AR 574)				
Poland (AR 587)				
Russia, Ukraine, Belarus (AR 581)				
Scandinavia (Nordic countries) (AR 596)				
South Asia (AR 560)				
South Caucasus (AR 585)				
Southern Cone (AR 534)				
Southern Africa (AR 512)				
Thailand, Burma, Laos (AR 572)				
Turkey (AR 543)				
Vietnam/Cambodia (AR 573)				

These courses are integrated with the corresponding languages and are scheduled weekly for three hours. Starting dates correspond with language starting dates.

### LANGUAGE AND ADVANCED AREA COURSES

Afrikaans (LAA 100)	—	16	—	23 weeks
Albanian (LAB 100)	—	16	—	23 weeks
Amharic (LAC 100)	—	16	—	23 weeks
Arabic (modern standard) (LAD 100)	—	16	—	23 weeks
Arabic (Egyptian) (LAE 100)	—	16	—	23 weeks
Arabic (western) (LQW 100)	—	16	—	23 weeks
Bengali (LBN 100)	—	16	—	23 weeks
Bulgarian (LBU 100)	—	16	—	23 weeks

—(Continued on next page)

## 6 courses on State financial system

The Foreign Service Institute will give six courses for employees who work with the Department's central financial management system, this month through September. The courses are:

—“System Overview and Orientation,” January 12, 13, May 13, 14, September 8, 13; basics of the system.

—“Budget Execution,” January 25-26, September 16-17; processing allotments, entering operating allowances and using on-line tables and reports to track funds.

—“Financial Planning,” January 29, September 22; creating and updating plans, identifying variances between planned and actual obligations;

—“Requisition Documents,” January 27-28, May 17-18, September 14-15; creating, modifying, tracking requisitions.

—“Miscellaneous Obligations,” February 1-2, May 20-21, September 20-21; creating and modifying purchase orders, blanket agreements and miscellaneous purchases and tracking obligations.

—“Travel Orders,” January 14-15, September 9-10; preparing and tracking the orders.

Participants must take “System Overview and Orientation” before enrolling in the other courses. Employees interested in “Miscellaneous Obligations” must also register for “Requisition Documents.” Participants should register at least two weeks prior to course dates. For information, call Ann Stephens or Judy Brooks, (703) 875-5120. □

## ‘Fast-Train’ leaves the station

The spring semester of the “Fast-Train” program was to begin on Monday, January 4, with the following courses at the Arlington campus of George Mason University: (1) teaching exceptional and multicultural students (three semester hours), Monday, 6-8:40 p.m., January 4-April 12, and (2) instructional technology and educational assessment (three semester hours), Wednesday, 6-8:40 p.m., January 6-April 14.

Applications for enrollment are being



accepted until after the first week of classes. The program, sponsored by the Office of Overseas Schools, approved by the Virginia Department of Education and administered by George Mason University, trains spouses holding a bachelor's in a liberal arts discipline to teach in overseas schools. They can join the program at the beginning of any semester, since each course is a separate unit. For information, call the Office of Overseas Schools, (703) 875-7939. □

## How to keep track of U.S. property

The Foreign Service Institute will offer two courses for employees who maintain property records. The courses are:

—“Property Management Training for Custodial Officers,” February 18-19, May 20-21 and September 9-10; an overview of regulations and internal control requirements and procedures.

—“N.E.P.A. (nonexpendable property application) Training, Domestic Operations,” May 3-7 and August 30-September 3; tracking property and reconciling inventories, instruction in maintaining a database.

Participants should register at least two weeks before course dates. For information, call Ann Stephens or Judy Brooks, (703) 875-5120. □

## Who's who, what's what at State

The Foreign Service Institute will offer a three-part seminar, January 11-15, February 22-26 and March 29-April 2, for administrative officers at GS-12 or FS-03 and above in Washington.

Participants will learn, a Department Notice said, “who's who and what's what” in the Department; how to conduct a management controls review; how to manage conflict and change in the office; editing the work of others; working with both personnel systems; and the basics of budgeting, personnel and procurement resource systems.

About 20 hours of reading are required prior to the first class. For information, contact Sarah Lee at (703) 875-5124. □

—(Continued from preceding page)

Program	Jan.	Feb.	March	Length
Burmese (LBY 100)	—	16	—	23 weeks
Chinese (Cantonese) (LCC 100)	—	16	—	23 weeks
Chinese (standard) (LCM 100)	—	16	—	23 weeks
Czech (LCX 100)	—	16	—	23 weeks
Danish (LDA 100)	—	16	—	23 weeks
Dutch/Flemish (LDU)	—	16	—	23 weeks
Estonian (LES 100)	—	16	—	23 weeks
Finnish (LFJ 100)	—	16	—	23 weeks
French (LFR 100)	4	16	22	24 weeks
German (LGM 100)	—	16	—	24 weeks
Greek (LGR 100)	—	16	—	23 weeks
Hebrew (LHE 100)	—	16	—	23 weeks
Hindi (LHJ 100)	—	16	—	23 weeks
Hungarian (LHU 100)	—	16	—	23 weeks
Icelandic (LJC 100)	—	16	—	23 weeks
Indonesian (LJN 100)	—	16	—	23 weeks
Italian (LJT 100)	—	16	—	23 weeks
Japanese (LJA 100)	—	16	—	23 weeks
Khmer (LCA 100)	—	16	—	23 weeks
Korean (LKP 100)	—	16	—	23 weeks
Lao (LLC 100)	—	16	—	23 weeks
Latvian (LLE 100)	—	16	—	23 weeks
Lithuanian (LLT 100)	—	16	—	23 weeks
Malay (LML 100)	—	16	—	23 weeks
Nepali/Nepalese (LNE 100)	—	16	—	23 weeks
Norwegian (LNR 100)	—	16	—	23 weeks
Persian/Farsi (Iranian) (LPF 100)	—	16	—	23 weeks
Persian/Dari (Afghan) (LPG 100)	—	16	—	23 weeks
Polish (LPL 100)	—	16	—	23 weeks
Portuguese (Brazilian) (LPY 100)	—	16	—	24 weeks
Portuguese (European) (LPY 101)	—	16	—	24 weeks
Romanian (LRQ 100)	—	16	—	23 weeks
Russian (LRU 100)	—	16	—	23 weeks
Russian (advanced) (LRU 101)*	—	16	—	23/44 weeks
Serbo-Croatian (LSC 100)	—	16	—	23 weeks
Singhalese (LSJ 100)	—	16	—	23 weeks
Slovak (LSK 100)	—	16	—	23 weeks
Spanish (LQB 100)	4	16	22	24 weeks
Swahili/Kiswahili (LSW 100)	—	16	—	23 weeks
Swedish (LSY 100)	—	16	—	23 weeks
Tagalog/Pilipino (LTA 100)	—	16	—	23 weeks
Thai (LTH 100)	—	16	—	23 weeks
Turkish (LTU 100)	—	16	—	23 weeks
Ukrainian (LUK 100)	—	16	—	23 weeks
Urdu (LUR 100)	—	16	—	23 weeks
Vietnamese (LVS 100)	—	16	—	23 weeks

\*Prerequisite: Stron 2+/2+ or 3/3 proficiency in Russian and in-country experience.

### FAMILIARIZATION AND SHORT-TERM (FAST) COURSES

Albanian (LAB 200)	11	—	22	8 weeks
Arabic (modern standard) (LAD 200)	—	16	—	8 weeks
Arabic (Egyptian) (LAE 200)	—	16	—	8 weeks
Arabic (North African) (LQW 200)	—	16	—	8 weeks
Bengali (LBN 200)	—	16	—	8 weeks
Chinese (standard) (LCM 200)	—	16	—	8 weeks
Estonian (LES 200)	—	16	—	8 weeks
Finnish (LFJ 200)	—	16	—	8 weeks
French (LFR 200)	—	16	—	8 weeks
German (LGM 200)	4	—	22	8 weeks
Hindi (LHJ 200)	—	16	—	8 weeks
Hungarian (LHU 200)	—	—	22	8 weeks
Icelandic (LJC 200)	—	16	—	8 weeks

—(Continued on next page)

—(Continued from preceding page)

Program	Jan.	Feb.	March	Length
Indonesian (LJN 200)	—	16	—	8 weeks
Italian (LJT 200)	—	16	—	8 weeks
Japanese (LJA 200)	—	16	—	8 weeks
Latvian (LLE 200)	—	16	—	8 weeks
Lithuanian (LLT 200)	—	16	—	8 weeks
Malay (LML 200)	—	16	—	8 weeks
Polish (LPL 200)	11	—	22	8 weeks
Portuguese (Brazilian) (LPY 200)	—	16	—	8 weeks
Romanian (LRQ 200)	11	—	22	8 weeks
Russian (LRU 200)	11	—	22	8 weeks
Serbo-Croatian (LSC 200)	—	—	22	8 weeks
Spanish (LQB 200)	—	16	—	8 weeks
Thai (LTH 200)	—	16	—	8 weeks
Urdu (LUR 200)	—	16	—	8 weeks
<b>EARLY-MORNING LANGUAGE CLASSES</b>				
Arabic (modern standard) (LAD 300)	—	—	1	17 weeks
Chinese (standard) (LCM 300)	—	—	1	17 weeks
French (LFR 300)	—	—	1	17 weeks
German (LGM 300)	—	—	1	17 weeks
Italian (LJT 300)	—	—	1	17 weeks
Japanese (LJA 300)	—	—	1	17 weeks
Portuguese (Brazilian) (LPY 300)	—	—	1	17 weeks
Russian (LRU 300)	—	—	1	17 weeks
Spanish (LQB 300)	—	—	1	17 weeks
<b>ADMINISTRATIVE TRAINING</b>				
Budget and financial management (PA 211)	11	12	—	6 weeks
C.O.R. training for nonpersonal services contracts (PA 127)	—	—	1	3 days
C.F.M.S. budget executions (PA 151) (prerequisite PA 150)	25	—	—	2 days
C.F.M.S. financial planning (PA 152) (prerequisite PA 150)	29	—	—	1 day
C.F.M.S. miscellaneous obligations (PA 154) (prerequisite PA 150)	—	1	—	2 days
C.F.M.S. requisition documents (PA 153) (prerequisite PA 150)	27	—	—	2 days
C.F.M.S. system overview and orientation (PA 150)	12	—	—	1 day
	13	—	—	1 day
C.F.M.S. travel orders (PA 155) (prerequisite PA 150)	14	—	—	2 days
Customer service (PA 143)	—	25	—	2 days
Domestic administrative officer training (PA 160)	11	—	—	3 weeks
F.S.N. classification and compensation (PA 232)	—	1	—	2 weeks
General services operations (PA 221)	11	22	1	12 weeks
	18	—	8	12 weeks
	25	—	15	12 weeks
How the Foreign Affairs Administrative System works at overseas posts (PA 213)	—	10	24	3 days
How to be a certifying officer (PA 291)	Correspondence course			
How to be a contracting officer's representative (PA 130)	Correspondence course			
How to write a statement of work (PA 134)	Correspondence course			
Management control workshop (PA 137)	—	23	—	3 days
Overseas cashier's training (PA 293)	Correspondence course			
Overseas cashier's supervisor's training (PA 294)	Correspondence course			

—(Continued on next page)

## Your 'customers'—always right?

The Foreign Service Institute will offer "Customer Service Training," February 25-26, May 20-21 and September 9-11. The class is designed to help employees view the people they work for and with as "customers," according to a Department Notice.

The course also focuses on communication skills, on dealing with difficult people and on decreasing job-related stress. For information, call Ann Stephens or Judy Brooks, (703) 875-5119. □

## Value of old books

"Old Books and Their Value" was the topic in the Department's library on December 10 as the Library Author Series continued with a lecture by Peter Van Wingen of the Library of Congress. The talk was in the Rare Book and Special Collections Room. For information, call Extension 73092. □

## Rosslyn shuttle

A stop has been added to the Rosslyn shuttle bus route to serve the new State Annex 39 at 1700 North Moore Street, between the stops for State Annex 3 and 6. As a result, the scheduled arrival time at 6 will be delayed by three minutes, as

## FRAUD, WASTE, ABUSE OR MISMANAGEMENT

of federal programs and resources hurts everyone

Call the Office of Inspector General  
**HOTLINE**

(202) 647-3320  
to report illegal or wasteful activities.  
Collect calls accepted.

Or write to  
Office of Inspector General Hotline  
United States Department of State  
Post Office Box 19392  
Washington, D.C. 20036-9392

Cables to the inspector general should be slugged "OIG Channel—State" to ensure confidentiality. □

will the return to Main State. Departure times from Main State and arrival times at all other stops are unaffected. ■

## How to break out of the paper encirclement

It's a new year and you've made some New Year's resolutions. You'll make changes in your personal life and maybe even tidy up things at the office. It's time now to sort through that paper mountain on your desk—and maybe even clean out a file cabinet or two.

But what's in those cabinets? Purchase orders stretching back 15 years, or personnel folders on employees who left the office years ago? Briefing books for presidential visits—by Richard Nixon?

Don't laugh. These very items are among those discovered in offices like yours, by the Office of Information Management's records management branch, which monitors the disposal of old records.

"I've seen offices stacked floor to ceiling with files, with barely enough room to move," says branch chief Kenneth Rossman. "In one office we found 250 cubic feet of records—the equivalent of 600,000 pages—for just three professionals and a secretary."

Mr. Rossman encourages offices to "toss out the old and make room for the new." But this doesn't mean you must throw all your old files in the trash, however ancient. There are strict guidelines on the disposal of records. Federal law dictates that policy files—documents which describe an office's programs—be transferred to federal records centers for storage after an office no longer finds them useful. Documents which relate to an office's administrative functions—for instance, old chronological files, budget estimates or forms—can be destroyed at varying intervals, in accordance with federal law.

Mr. Rossman's office aims to make disposal easier. "We've devised several tools which we hope people will find helpful," he says. His office has produced a booklet, "Records Management Questions and Answers," which answers 50 frequently-asked questions, and offers four

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Program	Jan.	Feb.	March	Length
Personnel course (PA 231)	11	—	—	7 weeks
Property management training for custodial officers (PA 135)	—	18	—	2 days
<b>CONSULAR TRAINING</b>				
Advanced consular course (PC 532)	4	—	—	3 weeks
ConGenRoslyn basic consular course (PC 530)	Continuous enrollment			26 days
Consular orientation program (PC 105)	Continuous enrollment			6 days
Immigration law and visa operations (PC 102)	Correspondence course			
Nationality law and consular procedures (PC 103)	Correspondence course			
Overseas citizens services (PC 104)	Correspondence course			
Passport examiners (PC 110)	Correspondence course			
<b>CURRICULUM AND STAFF DEVELOPMENT TRAINING</b>				
Basic facilitation and delivery workshop (PD 513)	—	24	—	3 days
<b>ECONOMIC TRAINING</b>				
Economic tradecraft (PE 124)	25	—	—	2 weeks
Export promotion (PE 125)	—	8	—	1 week
<b>EXECUTIVE DEVELOPMENT</b>				
E.E.O. awareness for managers and supervisors (PT 107)	—	—	18	2 days
Foreign affairs leadership seminar (PT 119)	31	—	—	11 days
Introduction to management skills (PT 207)	11	—	15	4 days
Performance management seminar (PT 205)	6	—	—	2 days
Supervision for the experienced supervisor (PT 121)	22	—	29	3½ days
Washington tradecraft (PT 203)	—	22	—	2 weeks
<b>INFORMATION MANAGEMENT TRAINING</b>				
Advanced PC course (PS 114)	—	—	1	2 days
Information management seminar (PS 144)	—	—	15	8 weeks
Information systems operation training program (PS 108)	—	—	1	4 weeks
Introduction to Lotus 1-2-3 (PS 118)	—	11	—	2 days
Introduction to PC and MS-DOS (PS 111)	—	8	—	3 days
<b>OFFICE MANAGEMENT COURSES</b>				
Advanced word processing (PK 103)	—	22	—	2 days
Advanced WP+ (PK 154)	21	18	9	2 days
	25	—	23	2 days
Basic WP (PK 129)	5	1	1	2 days
Basic WP+ (PK 155)	7	3	3	2 days
	11	16	15	2 days
Better office English (oral) (PK 226)	—	1	—	30 hours
Better office English (written) (PK 225)	19	16	—	40 hours
Civil Service secretarial training for entering personnel (C.S.-Step) (PK 104)	19	—	15	2 weeks
Decision-processing (PK 152)	27	25	29	1 day
Drafting correspondence (PK 159)	—	—	1	1 week
Effective speaking and listening skills (PK 240)	—	—	15	18 hours
Foreign Service secretarial training (PK 102)	—	9	—	13 days
Glossary (PK 151)	19	—	17	1 day
Proofreading (PA 143)	7	—	—	2 days
Secretarial statecraft (PK 160)	11	—	—	2 days
State Department knowledge, information and learning for Secretaries (skills) (PK 132)	—	—	1	5 days

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 “Quick Reference Guides” that list destruction schedules for various documents. The guides are available for offices in the Department and for consular, administrative and other sections at post. They can be inserted inside file drawers for easy reference.

The records management branch will

also answer questions on documents disposal, arrange for delivery of old policy files to federal records centers and conduct surveys of office records. When a survey is performed, management analysts from the branch target documents for destruction or off-site storage, and offer tips on organizing future files.

The benefits from such a houseclean-

ing are numerous, Mr. Rossman says, adding: “You’ll be able to find information faster, and it’s an easy way to acquire more space. And saving space saves the Department money, so it’s ultimately good for the Department as a whole.”

For information, call Mr. Rossman at (202) 647-6041.

—BARBARA QUIRK □

—(Continued from preceding page)

Program	Jan.	Feb.	March	Length
Supervisory studies seminar (PK 245)	11	—	29	4 days
T.A.T.E.L. (PK 140)	4	12	5	1 day
	14	—	11	1 day
	15	—	12	1 day
	29	—	18	1 day
	—	—	19	1 day
	—	—	25	1 day
	—	—	26	1 day
	—	—	31	1 day
Telephone techniques (PK 141)	—	—	10	1 day
Wang office (PK 161)	28	5	30	1 day
WP+ transition (PK 153)	13	8	8	1 day
	—	26	22	1 day
Writing effective letters and memos (PK 241)	—	—	8	15 hours
<b>ORIENTATION</b>				
Department officers (PN 105)	12	—	9	3 days
Foreign Service officers (PG 101)	4	—	22	9 weeks
Foreign Service specialists (PN 106)	14	—	4	17 days
Designated posts (PN 112)	5	—	16	4 days
	28	11	—	2 days
	—	25	—	2 days
<b>OVERSEAS BRIEFING CENTER</b>				
American studies (MQ 115)	—	—	4	2 days
Documenting mobile experiences (MQ 701)	19	—	31	1 day
Employment planning (MQ 700)	—	—	29	1 week
English-teaching seminar (MQ 107)	—	17	—	3 days
Going overseas (families, singles, couples) (MQ 200)	—	—	27	1 day
Introduction to effective training skills for the Foreign Service spouse (MQ 111)	25	—	—	1 week
Introduction to Foreign Service life (MQ 100)	—	22	—	1 week
Life after the Foreign Service (MQ 600)	—	2	—	2 days
Marketing spouse talents (MQ 702)	21	—	—	1 day
Post options for employment and training (MQ 703)	22	—	30	1 day
Protocol and representational entertaining (MQ 116)	—	—	3	1 day
Security overseas seminar (MQ 911)	11	8	8	2 days
	25	22	29	2 days
Understanding regulations, allowances and finances in the Foreign Service context (MQ 104)	13	—	24	3 days
<b>POLITICAL TRAINING</b>				
Foreign affairs interdepartmental seminar (PP 101)	—	1	—	2 weeks
Intelligence and foreign policy (PP 212)	—	22	—	3 days
Multilateral diplomacy (PP 211)	—	8	—	3 days
Political tradecraft (PP 202)	4	—	22	3 weeks ■

## Open season for savings ends this month

The Thrift Savings Plan open season ends January 31. You may open an account, change the amount of your contribution or reallocate contributions among the three investment funds—the Government securities (G), common stock (C) and fixed income (F).

Employees covered by the “new” retirement plans (the Foreign Service Pension System and the Federal Employees Retirement System) receive from State an automatic contribution (1.0%), as well as matching contributions. Employees in the old retirement plans, the Foreign Service Retirement and Disability System and Civil Service Retirement System, do not receive automatic or matching contributions, but are free to invest in any of the three funds.

From October 1991 through September 1992, monies in each of the three earned these rates of return: G fund 7.40%, F fund 12.31% and C fund 11.19%.

The booklet, “Summary of the Thrift Savings Plan for Federal Employees,” describes it in detail. You can receive it from your bureau personnel office. The pamphlet, “Open Season Update, November 15, 1992 to January 31, 1993,” will also be available from your personnel office. This update contains information about changes effective this open season and general information about major features and investment options. □

*The wealthiest people in the world are those who were born with and remain in good health. Many voluntary organizations supported through the Combined Federal Campaign are dedicated to improving the quality of life for millions through medical research and education. □*

# CIVIL SERVICE PERSONNEL

## Promotions

### GG-13

**Rockmaker, Sigrun**, Foreign Service Institute, Language Studies, Testing Unit

### GM-13

**Basden, Carol B.**, Politico-Military Affairs  
**Dove, Margaret Louise**, Oceans bureau, Office of Executive Director  
**Engel, Veda T.**, Bureau of Personnel, Recruitment  
**Evans, Rachelle Y.**, Bureau of Administration, Information Management  
**Jackson, Sheila J.**, Bureau of Administration, Information Management  
**Littles, Chandra B.**, Diplomatic Security, Policy Coordination Staff  
**Livornese, John Joseph**, Bureau of Administration, Information Management  
**Melendy, Rosemary**, Bureau of Administration, Information Management  
**Moore, Holly Toye**, Office of Legal Adviser, Law Enforcement and Intelligence  
**Sanders, Trudi T.**, Office of Chief Financial Officer, Payments Division  
**Scholl, Patrick Daniel**, Bureau of Administration, Information Management

### GM-14

**Fisher, Paul W.**, Diplomatic Security, Information Systems Security  
**Joyce, Anne**, Office of Legal Adviser, Politico-Military Affairs  
**Malcomson, William G.**, Houston Passport Agency  
**Smith, Abigail E.**, Office of Inspector General

### GM-15

**Butowsky, Mark M.**, Bureau of Administration, Office of Operations  
**Clemmer Jr., Dan O.**, The Library  
**Ford, Robert J.**, Oceans bureau, Office of Assistant Secretary  
**Gilley, Kristen F.**, Office of Under Secretary for Management  
**Gower, Gary H.**, Diplomatic Security, Office of Investigations, Personnel Security/Suitability Division

**Harris, Kenneth J.**, Office of Chief Financial Officer, Fiscal Operations

### GS-3

**Hall, Richard A.**, Office of Chief Financial Officer, Office of Executive Director

### GS-4

**Gainyard, Christal R.**, Passport Services  
**Hols, William P.**, Honolulu Passport Agency  
**Morina, Tia L.**, Bureau of Personnel, Records Management  
**Pierce IV, James**, Office of Chief Financial Officer, Vendor Claims  
**Smith, Valencia D.**, Bureau of Personnel, Records Management

### GS-5

**Daniel, Tony C.**, Pre-Assignment Training  
**Harvey, Keisha Lynette**, Refugee Programs  
**Palmer, Camilla Reene**, Office of Protocol, Accreditation

### GS-6

**Black, Teresa R.**, Diplomatic Security, Counterintelligence Programs  
**Henderson, Michael A.**, Executive Secretariat, Combined Message Center  
**Herrod, Gary L.**, Bureau of Administration, Information Management  
**Reaves, Stacey A.**, Executive Secretariat, Records Management

### GS-7

**Basse, Michel K.**, Office of Legal Adviser, International Claims and Investment Disputes  
**Brown, Judith K.**, European Affairs  
**Ford, Lisa R.**, Bureau of Administration, Information Management  
**Jahn, Sharon D.**, International Narcotics Matters  
**Kling, James**, Northeast Passport Processing Center  
**Menares, Carla H.**, European Affairs, Office of Assistant Secretary  
**Petty, Earnestine**, Philadelphia Passport Agency  
**Wright, Judith A.**, Bureau of Personnel, Office of Recruit-

ment, Exams and Employment

### GS-8

**Arndt, Jeffrey M.**, Executive Secretariat, Secretariat Staff  
**Barnes, Mildred D.**, Oceans Affairs  
**Blue, Cecilia**, Bureau of Administration, Information Management  
**Chesteen, Eva L.**, Politico-Military Affairs  
**Doll, Patricia J.**, Diplomatic Security, Office of Security Technology  
**Simmons, Joyce M.**, Office of Foreign Buildings, Program Execution Office

### GS-9

**Broadus, Jackie R.**, Bureau of Administration, Information Management  
**Capps, Michael Darren**, Intelligence and Research, Office of Executive Director  
**Gaston, Sandra Jo**, Seattle Passport Agency  
**Hamilton, Terry B.**, Seattle Passport Agency  
**King, Susan M.**, Office of Foreign Buildings, Contracts Branch East  
**McKee, David W.**, Intelligence and Research, Office of Executive Director  
**Silski, Andrew Lawrence**, Eastern European Affairs  
**Tibbs, Larry Monroe**, Office of Chief Financial Officer, Payroll Systems Branch

### GS-10

**Butler, Patsy Lee**, Bureau of Administration, Information Management  
**Powell, Shera F.**, Bureau of Administration, Information Management

### GS-11

**Bain, Clifton R.**, Northeast Passport Processing Center  
**Carter-Taliaferro, Fonda**, Consular Affairs, Resources Management Division  
**Collins, Mary Horne**, Intelligence and Research, Office of Executive Director  
**Daniel, Adrian**, Executive Secretariat, Records Management  
**Dilday, William E.**, Fisheries Affairs  
**Freeman, Marlene L.**, Foreign Service Institute, Budget and

Management Office

**Hayes, Mary P.**, International Narcotics Matters  
**Huie, Michelle P.**, Office of Chief Financial Officer, Domestic Financial Management  
**McHugh, Kathleen M.**, Office of Foreign Missions  
**Pickering, Paula M.**, Intelligence and Research, Office of Politico-Military Analysis  
**Schultz, Eric E.**, Visa Services  
**Stroot, Thomas M.**, Office of Inspector General  
**Timmons, Elsie M.**, Diplomatic Security, Applicant Investigation Section  
**Wilson, Wilma L.**, Office of Legal Adviser, Treaty Affairs

### GS-12

**Boykin, Clara Denise**, Office of Chief Financial Officer, Financial Policy Division  
**Cicale, Raymond E.**, Office of Chief Financial Officer, Domestic Financial Operations  
**Dunn, Gwendolyn**, Bureau of Administration, Information Management  
**Greene, Lisa B.**, Office of Chief Financial Officer, Budget and Program Execution  
**Jackson, Eldred Lynn**, Bureau of Administration, Domestic Acquisitions Branch  
**Kowaleski, Ann C.**, Office of Chief Financial Officer, Domestic Financial Operations  
**Malone, Anne L.**, Intelligence and Research, Office of Executive Director  
**Mavritte, Donna Maria**, Bureau of Administration  
**Mobley, Willie J.**, Bureau of Administration  
**Morris, James L.**, Office of Chief Financial Officer, Domestic Financial Operations  
**Nelson, Phillip R.**, Office of Chief Financial Officer, Domestic Financial Operations  
**Petrihos, Peter N.**, Politico-Military Affairs  
**Stevens Jr., Phillip H.**, Bureau of Administration, Information Management  
**Stewart, Doris**, Bureau of Personnel, Information Management  
**Tedesco Jr., Marco P.**, Office of Citizens Consular Services, African Services Division  
**Unkle, Dorothy B.**, Diplomatic Security, Personnel

Management  
**Williams, Gloria J.**, Bureau of Administration, Information Management  
**Williams, William Alex**, Bureau of Administration, Office of Facilities and Support Services

**GS-13**

**Burton, William F.**, Diplomatic Security, Counterterrorism Division  
**Glover, Thomas E.**, Citizens Consular Services, Inter-American Services Division

**Appointments**

**Adams, Mae M.**, Los Angeles Passport Agency  
**Archer, Deborah M.**, Executive Secretariat, Executive Office  
**Baskin, Delores C.**, Bureau of Administration, Information Management  
**Bernstein, David S.**, Human Rights and Humanitarian Affairs  
**Borak, Bretislav K.**, Office of Foreign Buildings, Cost Engineering Branch  
**Bradley, Wanda Faye**, International Narcotics Matters  
**Branding-Bennett, Helen D.**, Training Support Division  
**Cox, Andre L.**, Office of Medical Services  
**Cunningham, Patrice M.**, Foreign Service Institute, General Services  
**Davis, Linda**, African Affairs, Office of Executive Director  
**DeWindt, Liza Marie**, Buenos Aires  
**Elliott, Lynne G.**, London  
**Flanagan, Michael James**, Office of Foreign Buildings, Financial Management  
**Gary, James P.**, Bureau of Personnel  
**Genco, Margaret L.**, East Asian and Pacific Affairs, Office of Executive Director  
**Gibson, William F.**, Office of Inspector General  
**Goff, Judith K.**, African Affairs, Office of Executive Director  
**Harrington, Stephanie S.**, Office of Foreign Buildings, Engineering Support Branch  
**Houston, Ronald J.**, Office of Inspector General  
**Johnson, Gayle V.**, Karachi  
**Keating, Robert B.**, African Affairs, Office of Assistant Secretary

**King, Susan M.**, Office of Foreign Buildings, Contracts Branch East  
**Laird, Vanessa A.**, Office of Legal Adviser  
**Lawrence, Vickie R.**, Office of Inspector General  
**Leak, Alexa Camille**, Oceans bureau, Office of Safety/Health and Environmental Management  
**Ledsky, Nelson C.**, European Affairs, Office of Assistant Secretary  
**Lohmann, Christine M.**, Refugee Programs  
**Lundahl, Karen E.**, Family Liaison Office  
**Lynch, Jane C.**, Pre-Assignment Training  
**Marking, Victoria B.**, Office of Legal Adviser, Office of Executive Director  
**Marsh, Adrienne J.**, Bureau of Personnel, Summer and Intern Programs  
**McLaughlin, Robert D.**, Executive Secretariat, Executive Office  
**Miller, John R.**, Office of Inspector General  
**Morgan, Melika A.**, Office of Foreign Buildings, Resource Management Office  
**Morgan, Yolanda Patrice**, Bureau of Personnel, Summer and Intern Programs  
**Mounds, Jeffrey C.**, Office of Chief Financial Officer, Financial Management  
**Murnaghan, Jacqueline A.**, Office of Inspector General  
**Neal, Nicolle M.**, Office of Overseas Schools  
**Neerman, Margaret B.**, Office of Career Development and Assignments  
**Peters, Irene**, Los Angeles Passport Agency  
**Pinkney, Anne**, Office of Inspector General  
**Plunk, Roger L.**, Office of Legal Adviser, International Claims and Investment Disputes  
**Reid, Vivian D.**, Visa Services  
**Richardson, Domenica**, Medical Services  
**Ritter, Russell Bruce**, Office of Career Development and Assignments  
**Roach, Michelle Lynn**, Executive Secretariat, Executive Office  
**Ross, Dennis B.**, Policy Planning Staff  
**Rugh, William A.**, Abu Dhabi  
**Shellenberger, Jack H.**, Foreign

Service Institute, Office of Director  
**Sherwin, Carolyn**, Office of Foreign Buildings, Resource Management Office  
**Sherwin, Elizabeth D.**, Office of Foreign Buildings, Resource Management Office  
**Shine, Elizabeth Marie**, Pre-Assignment Training  
**Simms, Bridgette L.**, Office of Legal Adviser, Office of Executive Director  
**Tavaglione, Anne M.**, Medical Services  
**Thompson, Ann B.**, Bureau of Personnel  
**Twohie, George Francis**, Office of Inspector General  
**Venable, Monica Nicole**, Office of Foreign Missions  
**Wega, Isabelle Flore**, Foreign Service Institute, Romance Languages  
**Witeck, Christopher M.**, Human Rights and Humanitarian Affairs  
**Wu, Xiao-Feng**, Foreign Service Institute, Asian and African Languages  
**Zheng, Limin**, Foreign Service Institute, Asian and African Languages

**Sun, Sarah**, San Francisco Passport Agency to Stamford Passport Agency

**Resignations**

**Barrera, Linda Wheeler**, Office of Protocol, Visits Division  
**Beall, Pamela A.**, Economic and Business Affairs, Office of Executive Director  
**Boscacci, Joseph Anthony**, Diplomatic Security  
**Boyd, Charles R.**, Office of Inspector General  
**Burnette, Linda S.**, Citizens Consular Services, Inter-American Services Division  
**Calhoun, Erica C.**, Bureau of Personnel, Summer and Intern Programs  
**Cannetti, Domenica M. G.**, Legislative Affairs  
**Chen, Nolan L.**, Diplomatic Security  
**Cherry, Malissa T.**, Office of the Chief Financial Officer, Payments Division  
**Cohen, Bradley Michael**, Politico-Military Affairs  
**Colson, Kenneth D.**, Pre-Assignment Training  
**Cooke, Delores E.**, Office of Foreign Service National Personnel  
**Crowley, Patricia Jean**, Politico-Military Affairs  
**Dohner, Robert S.**, Office of Under Secretary for Economic Affairs  
**Dorman, W. Judson**, Intelligence and Research, Office of Executive Director  
**English, Richard D.**, East Asian and Pacific Affairs, Office of Assistant Secretary  
**Flanagan, Michael James**, Office of Foreign Buildings, Resource Management Office  
**Fordham, Larry D.**, Office of Inspector General  
**Genovese, Mary C.**, European Affairs, Office of Executive Director  
**Gizewski, Tamara Lynn**, Diplomatic Security  
**Harris, Angel S.**, Passport Services  
**Hoza, Mei Lian M. Hall**, Foreign Service Institute, School of Professional Studies, Orientation  
**Itsell, Mary K.**, Office of Curator, Diplomatic Reception Rooms  
**Johnson, Terry B.**, New Orleans Passport Agency  
**Jones Jr., David Allen**, Office of Legal Adviser, East Asian and

**Reassignments**

**Bassle, Michel K.**, Pre-Assignment Training to Office of Legal Adviser, International Claims and Investment Disputes  
**Bell, Jean S.**, Oceans bureau, Office of Safety/Health and Environmental Management to Office of Under Secretary for Political Affairs  
**Byrd III, Hudson L.**, Office of the Secretary, Office of Executive Director to Office of Foreign Missions, Tax and Customs Division  
**Cherry, Comelia Regina**, Visa Services to International Organization Affairs  
**Davis Jr., Ralph F.**, Office of Chief Financial Officer to Diplomatic Security, Office of Investigations, Applicant Branch  
**Kim, Elena Patricia**, Office of Chief Financial Officer to Oceans bureau, Office of Executive Director  
**Speer, David K.**, Miami Passport Agency to Los Angeles Passport Agency

Pacific Affairs  
**Jowett, Eric Scott**, Office of Protocol, Visits Division  
**Kegley, Carol L.**, Office of Foreign Buildings, Resource Management Office  
**Kim, Judy**, Bureau of Personnel, Summer and Intern Programs  
**Kimble, Nuria C.**, Miami Passport Agency  
**Kizze, Zana Juanita**, Office of Deputy Secretary  
**Kyle, Christopher S.**, Diplomatic Security, Office of Security Administration  
**Leak, Alexa Camille**, Office of Safety/Health and Environmental Management  
**Leggett, Adelaide**, Foreign Service Institute, Romance Languages  
**Machak, Michael John**, Oceans bureau, Office of Assistant Secretary  
**Malvesti, Michelle Lynn**, Diplomatic Security, Personnel Management  
**McCourt, Randolph Tobias**, Diplomatic Security, Office of Security Administration  
**Miller, Lara Paige**, Diplomatic

Security, Personnel Management  
**Morgan, Melika A.**, Office of Foreign Buildings, Resource Management Office  
**Neal, Nicolle M.**, Office of Overseas Schools  
**Oliver, Darriel**, Office of Foreign Buildings, Resource Management Office  
**Pegues, Brannef Denyce**, Bureau of Personnel, Summer and Intern Programs  
**Pipan, Joseph George**, Office of Chief Financial Officer, Office of Budget and Program Execution  
**Reddock, Trolice L.**, Bureau of Personnel, Summer and Intern Programs  
**Sandoval, Rita E.**, Diplomatic Security, Personnel Management  
**Sewell, Carla D.**, Bureau of Administration, Office of Allowances  
**Sherman, Laura Beth**, Office of Legal Adviser  
**Sherwin, Carolyn**, Office of Foreign Building, Resource Management Office

**Sherwin, Elizabeth D.**, Office of Foreign Buildings, Resource Management Office  
**Shouse, Jodi Helen**, Diplomatic Security, Office of Emergency Plans and Exercises  
**Shwachman, Arthur W.**, Diplomatic Security, Personnel Management  
**Smith, Justin B.**, Operations Center  
**Smith, Meghan L.**, Office of Foreign Buildings, Resource Management Office  
**Sotiropoulos, George**, Diplomatic Security, Personnel Management  
**Tam, Linda**, Diplomatic Security, San Francisco Field Office  
**Tamm, Jayanti**, International Organization Affairs, Economic and Social Affairs  
**Tamposi, Elizabeth M.**, Assistant Secretary for Consular Affairs  
**Thompson, Mark A.**, Inter-American Affairs  
**Tyree, Shawna A.**, East Asian and Pacific Affairs, Office

of Executive Director  
**Valanos, Vicky E.**, Bureau of Diplomatic Security, Office of Intelligence and Threat Analysis  
**Wiskin, Sarinporn**, Foreign Service Institute, Asian and African Languages

## Retirements

**Adams, Mae M.**, Los Angeles Passport Agency  
**Holmes, Oscar**, Executive Secretariat, Combined Message Center  
**Peters, Irene**, Los Angeles Passport Agency  
**Schroeder, Nancy R.**, Intelligence and Research, Reports Coordination and Review Staff  
**Smith, Mary Katherine**, Bureau of Personnel Office of Performance Evaluation  
**Strawberry, Wilma H.**, International Narcotics Matters  
**Taylor, Valine M.**, Bureau of Administration, Information Management ■



**FOREIGN SERVICE INSTITUTE**—In secretarial training, standing (left to right): *Carol Oakley, Roslyn Boone-Chaplin,*

*Sheila Mills, Michelle Jablonsky, Suzanne Martin, Ed Snyder, Dorothy Jackson, Michael Dobbs, Amy Benson, Shannon Tracy, Tim*

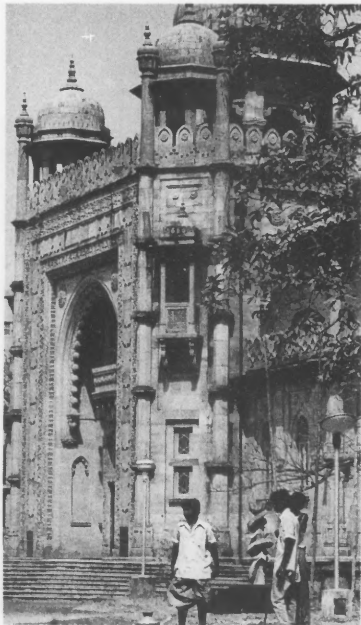
*Crehan, Christine Fulena (instructor). Seated: Angela McDonald, Marianne Brinker, Suprebha George, Patricia Medina, Pauline*

*Hill, Christine Roop, Marjorie Ritchey, Margaret Dickson. Floor: Kathryn Beaumont, Jackie LaPolla.*

# POST OF THE MONTH

## MADRAS

This consulate general is in the city on the southeastern coast of India, due north of Sri Lanka. U.S. Foreign Service people there are featured as part of STATE's continuing series. (Photos by Angela Aggeler unless otherwise noted)



The national art gallery. (Photo by Lee Lawrence)



A street in the old city.

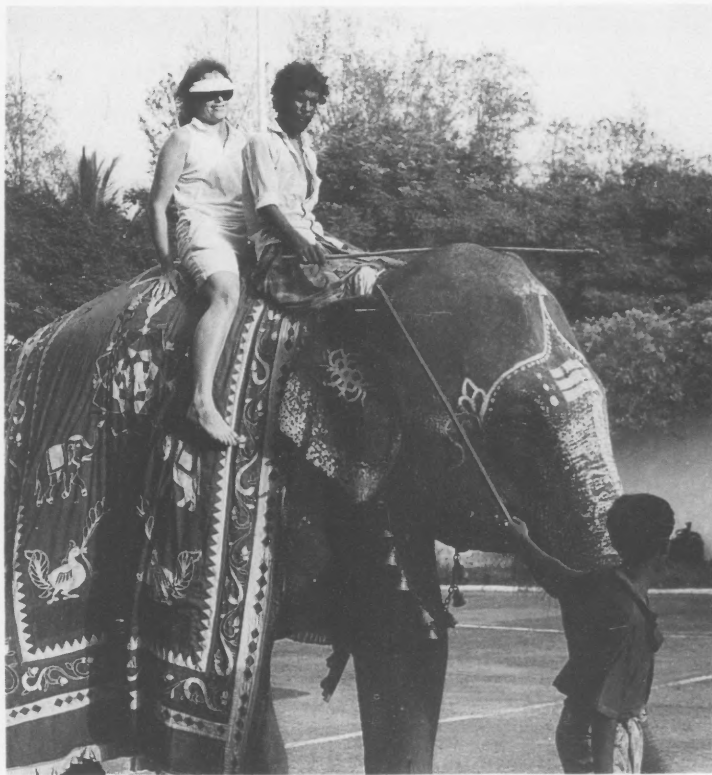




Giant poster of a political candidate looms over the main street.



Vice consul *Brian Aggeler* examines bundles of human hair on sale at a streetside mall.



Community liaison officer *Susan Heflin* rides an elephant rented for a party at the consul general's residence.



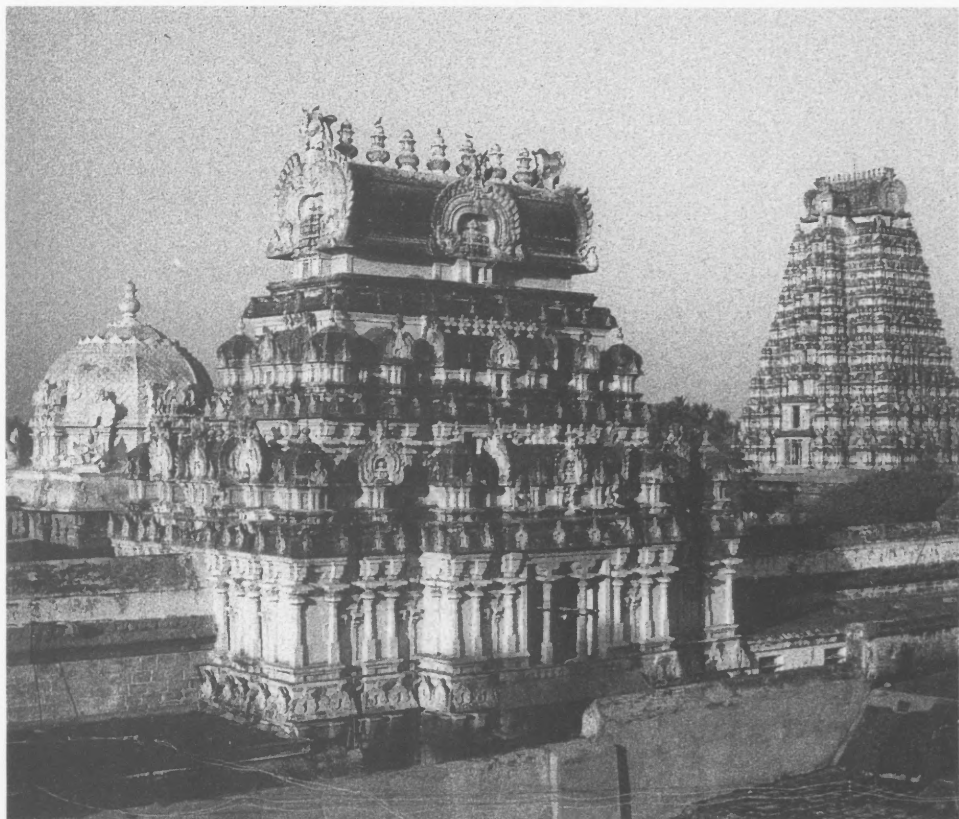
Communicator *Michael Gruca*, sans trousers, waits for costumer to adjust his pants for a role as an extra in a locally-produced movie.



Consulate staffers, as extras at a 1920s cricket match in a locally-produced film, from left: community liaison officer *Angela Aggeler* and husband, vice consul *Brian Aggeler*, communications officer *Mike Gruca* and wife *Pam*.



Sai Baba Temple, near State employee housing.



Traditional temple towers, south of Madras. (Photo by Lee Lawrence)



Brahmin priests from a Hindu temple, in the vanguard of a chariot procession.



Foreign Service national employees going home from work.



Consul general Ernestine S. Heck.



The consulate general. (Photo by John Vieira)



Horseraces are popular here.



Librarians Meena Reedy, left, and Bharathi Subramanian, at the U.S.I.A. library. ■

# FOREIGN SERVICE P E R S O N N E L

## Appointments

Acosta, Olivia T., Niamey  
 Anselem, Miren C., La Paz  
 Armstrong, Sonia Ruiz, Manila  
 Baca, Ileana M., Montevideo  
 Bartek, Jeanette F., Abidjan  
 Beaudry, Stephanie E., Hamburg  
 Benedicto, Athryn Sue, Santo Domingo  
 Bergan, Ellen Marie, Moscow  
 Beu, Jean Christina, Lisbon  
 Bolton, Arlene Lee, Freetown  
 Booth, Sandra L., Budapest  
 Boulanger, Robin W., Canberra  
 Bras, Carlos M., Khartoum  
 Brent, Lila Ann Smith, Melbourne  
 Burke, Piekol Jean, Mbabane  
 Burns-Piekarz, Barbara A., Lusaka  
 Calhoun, Nancy H., Kampala  
 Cather, Nicole M. L., Lisbon  
 Coates, Gilbert W., Hamburg  
 Cowal, Anthony Charles, Port-of-Spain  
 Davison, Amy T., Oslo  
 Dean, Jeanne L., Pretoria  
 Ebireri, Oakley Patricia, Lagos  
 Eicher, Stephanie, Geneva  
 El-Khatib, Eiden Mohamed, Cairo  
 Ellingson, Patricia P., Jakarta  
 Ellis, Debora L., Bonn  
 Ensslin, Barbara I., Berlin  
 Erkin, Kathy Marie, Bangkok  
 Esquivel, Hilda V., Port-of-Spain  
 Fernandez, Maria De L., Asuncion  
 Fleming, Martha D., Bujumbura  
 Garcia, Manuel, Nuevo Laredo  
 Garverick, J. Robert, Pre-Assignment Training  
 Gencalp, Ali C., Tirana  
 Gomez, Geneva B., Asuncion  
 Govan, David Alton, Moscow  
 Gralnek, Wendy A., Cairo  
 Graves, Mark S., Diplomatic Security  
 Haddock, Richard D., Specialist Intake  
 Hamilton, Scott Ian, Pre-Assignment Training  
 Harris, Tipaporn, Frankfurt  
 Haslach, Patricia, Mid-Level Recruitment Complement  
 Hentgen, William Curtiss, Managua  
 Hiles, William L., Specialist Intake  
 Hoch, Sally Ann, Phnom Penh  
 Hopkins, Eugenia K., Ankara  
 Howlett, Patricia B., The Hague  
 Hunter, Sandra K., Caracas  
 Janssen, Patricia Ann, Maputo  
 Jordan, Deborah Mary, Amman  
 Jordan, Ximena C., London  
 Junk, Mancharee, Bangkok  
 Kazaco, Jeannine G., Bangui  
 Ku, Bonhee, Moscow  
 Ku, Bonhee, St. Petersburg  
 Kubicek, Steven J., Tegucigalpa  
 Lavelle, Delia Ford, Bonn  
 Lies-Wintheiser, Ann M., Sanaa  
 Linchangco, Artemio L., Mexico City  
 Lloyd, Gwen C., Manila  
 Lumley, Rebecca L., Rabat  
 McCarthy, Nancy H., Nairobi  
 Millard, Elisabeth Inga, Pre-Assignment Training  
 Miller, Patricia Lynne, Maputo  
 Moreau, Cristina G., Nairobi  
 Murchison, Maria De L., San Salvador  
 Nandy, Manish, Pre-Assignment Training  
 Olson, Dale Ellen Z., Hong Kong  
 Palmer, Matthew A., Pre-Assignment Training  
 Palmiero, Stephanie L., Rabat  
 Park, Sooky Wynne, Pre-Assignment Training  
 Peters, Rebecca, Moscow  
 Reid, Walter Scott, Pre-Assignment Training  
 Reyes, Carolyn Jean, Munich  
 Rodriguez, Kathryn V., Dakar  
 Rodriguez, Urbana, Hong Kong  
 Rossi, Patricia S., Rome  
 Rugh, William A., Abu Dhabi  
 Ryley, Elizabeth Joann, San Salvador  
 Sadler, Jane A., Managua  
 Santiago, Rich, Specialist Intake  
 Scorza, Janet Ellen, New Delhi  
 Scotton, Barbara S., Beijing  
 Siletzky, Elizabeth S., Sanaa  
 Smiley-D'Arcy, Laurianne, Dublin  
 Smith, Elizabeth Ann, Moscow  
 Stephens, Rodney, London  
 Stone, James W., Specialist Intake  
 Strudwick, Debra Susan, Abidjan  
 Summers, Frederick J., Cairo  
 Swinko, Sandra, Moscow  
 Swisher, Marian, Budapest  
 Thomas, Hazel Bland, Lagos  
 Thomas, Kenneth Allan, Mid-Level Recruitment Complement  
 Tilghman Jr., Joseph F., Pre-Assignment Training  
 Touche, Elizabeth Louise, Moscow  
 Ury, Can Nguyen, Moscow  
 Valdez, Alejandra F., Santiago  
 Vassar-Bush, Vanessa, Caracas  
 Villanueva, Penny Lu, Tegucigalpa

Watson, John Marshall, Santiago  
 Watts, Dorothy N., Bujumbura  
 Winslow, Mary Maragaret, Manama  
 Wong, Assumta Boon-Lan, Hong Kong  
 Wriede-Yeager, Gisela, Vienna  
 Youth, Howard Mitchell, Madras  
 Zarret, Cheryl A., St. Petersburg

Service Institute, Economic-Commercial Training  
 Cook, John Owen, Foreign Service Institute, Language Training to Bucharest  
 Daru, Terrence J., Foreign Service Institute, University Training to East Asian and Pacific Affairs  
 Decker, Karen Bernadette, Lahore to International Organization Affairs  
 Del Prado, Guido A., Office of Chief Financial Officer to Office of Foreign Buildings, Near East and South Asian Branch  
 Del Vecchio, Patrick L., Foreign Service Institute, Language Training to Lagos  
 Dieffenderfer, Elizabeth J., Rome to Bureau of Personnel, Senior Officer Division  
 Ferre, L. Sharon, Valletta to Paris  
 Finn, Robert Patrick John, Intelligence and Research to Baku  
 Fleming Jr., William T., Abu Dhabi to Algiers  
 Frazier, Roger Alan, Ouagadougou to African Affairs  
 Gibbons, Peter G., Diplomatic Security, Washington Field Office to Diplomatic Security, Passport Fraud Branch  
 Glassman, Jeffrey M., Foreign Service Institute, Zuckerman Fellowship Program to Minsk  
 Grobel, Olaf, European Affairs to Foreign Service Institute, Country and Regional Training Programs  
 Hammond, Rose M., East Asian and Pacific Affairs to Bandar Seri Begawan  
 Hantke, Jeanette Anne, Bureau of Personnel to Visa Services  
 Harris, William Thomas, Vienna to Luxembourg  
 Hebron, Theresa Ann, Visa Services to Consular Affairs, Consular Systems Division  
 Hickman, Cynthia D., Khartoum to African Affairs  
 Hobbs, David L., Bogota to Consular Affairs, Overseas Citizens Services  
 Hunke, Loren C., Inter-American Affairs, Regional Center, Miami, Fla. to Bureau of Administration, Information Management

## Transfers

Adams, Linda K., La Paz to Career Mobility Program  
 Algire, Wayne W., Diplomatic Security to Moscow  
 Arietti, Michael R., Human Rights and Humanitarian Affairs to Lusaka  
 Arlt, Lisa Emilia, Tegucigalpa to Prague  
 Baker, Dana S., Department Office of Operations to Kiev  
 Ball, David William, Djibouti to Ljubljana  
 Baron, Frederic S., Economic and Business Affairs to International Organization Affairs, International Institutions Policy Staff  
 Baum, Harold C. M., Inter-American Affairs to Visa Services  
 Bell Jr., James P., San Salvador to Bandar Seri Begawan  
 Benson, David J., Colombo to Diplomatic Security, Office of Protection  
 Bigus, James R., Foreign Service Institute, Language Training to Alma Ata  
 Bourne, Joanna Watkins, Oceans bureau, Office of Nuclear Technology and Safeguards to European Affairs  
 Bowman, Russell L., Dublin to Lahore  
 Caldwell, Linda E., Port-au-Prince to Inter-American Affairs  
 Campbell, Sandra J., Consular Affairs to Inter-American Affairs  
 Clear, Taylor Jesse Edward, Bureau of Personnel to Politico-Military Affairs  
 Cleary, Colin Michael, Bureau of Public Affairs to Foreign Service Institute, Language Training  
 Clune, Daniel Anthony, European Affairs to Foreign

## Anapestic Assignments

BY EBP

*There was a person assigned to Marseille, At which time he was heard to cry and wail (tongue-in-cheek, of course): "I'll go, perforce, "PER's wishes in this matter must prevail." □*

**Hylton, William D.**, Bureau of Administration, Information Management to Inter-American Affairs, Regional Center, Miami, Fla.

**Jakubowski, Stanley P.**, Rangoon to International Organization Affairs, UN Resources Management

**Jorgensen, Kibby Felecia**, Bureau of Administration, Information Management to Inter-American Affairs, Regional Center, Miami, Fla.

**Kaplan, Philip S.**, Diplomat-in-Residence to Intelligence and Research

**Kilgore, Vivian**, Brasilia to Tel Aviv

**Kornblum, John C.**, Brussels to Vienna

**Kuchel, Roland Karl**, Bureau of Personnel, Senior Officer Division to Inter-American Affairs

**Lahey, Patrick Leonard**, Poznan to Krakow

**Lindsey, Amy D.**, African Affairs to Executive Secretariat

**Magnor, James B.**, Near Eastern and South Asian Affairs to Islamabad

**Manger, Walter H.**, Intelligence and Research to International Communications and Information Policy

**Marks, Carol Ellen**, Kiev to Bureau of European Affairs

**Matthews, Carl S.**, Foreign Service Institute, Political Training to Oceans bureau

**McCourt, Doris M.**, Eastern European Affairs to Pretoria

**McCulloch, Gerald**, Inter-American Affairs to Asuncion

**McLeese, William Vincent**, Niamey to Moscow

**McNeal, Douglas B.**, Bureau of

Personnel to Oceans bureau

**McPartland, Suzanne**, Bureau of Personnel to International Organization Affairs

**Melvin, S. Jean**, Visa Services to Nuclear Risk Reduction Center

**Menyhert, Louis S.**, International Organization Affairs to Politico-Military Affairs

**Moffitt, William A.**, European Affairs to Valletta

**Morton, Carole L.**, Office of the Deputy Secretary, Office of Eurasian Assistance to San Salvador

**Moyer, Jacqueline R.**, Ouagadougou to Dakar

**Nist, Theodore Arthur**, Office of Under Secretary for Management to European Affairs

**Partain, Gary D.**, Inter-American Affairs to Madrid

**Pinkley, Adele M.**, Inter-American Affairs to Bureau of Personnel

**Powers, Brian W.**, Bureau of Administration, Information Management to Inter-American Affairs, Regional Center, Miami, Fla.

**Puschel, Karen Lynn**, Foreign Service Institute, Language Training to Moscow

**Richhart, Andrea Ingrid**, Executive Secretariat to Bonn

**Richhart Jr., Raymond D.**, East Asian and Pacific Affairs to Bonn

**Rizzo, Joanne T.**, Bucharest to Lima

**Rossin, Lawrence George**, Office of Under Secretary for Management to Office of Chief Financial Officer

**Sandusky, Timothy Carlyle**, Moscow to Jakarta

**Savitz, Philip William**, Inter-American Affairs to International Organization Affairs

**Schoepl, Johanna E.**, Addis Ababa to Gaborone

**Schrenk, Virginia M.**, Kingston to Bureau of Administration, Information Management

**Sibley, George N.**, Jakarta to Kathmandu

**Silverman, Lawrence Robert**, Amman to Near Eastern and South Asian Affairs

**Snider, Joyce E.**, Foreign Service Institute, Functional Training to Manila

**Stottman, Charlotte Ann**, Paramaribo to Zagreb

**Taylor, Lowry**, Belgrade to European Affairs

**Theus, Frank R.**, Diplomatic Security, Washington Field Office to Diplomatic Security, Office of Counterintelligence Programs

**Turco, Robin Wallace**, Office of Under Secretary for Management to Near Eastern and South Asian Affairs

**Velarde, Margaret E.**, Bureau of Personnel to European Affairs

**Verdun, Aubrey V.**, Bureau of Personnel to Legislative Affairs

**Volker, Karen Eileen**, International Narcotics Matters to Office of the Deputy Secretary

**Walsh, James Patrick**, Visa Services to Consular Affairs

**Weintraub, Leon**, African Affairs to International Organization Affairs

**Williard, James G.**, Refugee Programs to Mexico City

**Yarvin, Herbert**, Bureau of Personnel to Office of Under Secretary for Management

## Resignations

**Baldino, James Victor**, Frankfurt

**Benedicto, Athryn Sue**, Santo Domingo

**Blane, Sharon E.**, Warsaw

**Brown, Rowdetra H.**, Shanghai

**Carlson, Lilliana E.**, Canberra

**Carmichael, June T.**, Poznan

**Contreras, Alica**, Mexico City

**Crawford, Margaret L.**, Hamburg

**Cruz, Barbara A.**, Frankfurt

**Curry, Deborah C.**, Budapest

**Fisher, Beryl J.**, Brazzaville

**Frazier, Mark Wayne**, Moscow

**Garcla, Manuel**, Mexico City

**Gordon, Tamra Elaine**, Leave-without-pay status

**Groshong, Deborah Jean**, Pretoria

**Hentgen, William Curtiss**, Managua

**Hernandez, Danny R.**, Montevideo

**Howell, Rita T.**, Guatemala

**Hughey, Diane Michele**, Brazzaville

**Ingvoldstad, Karen M.**, Warsaw

**Johnston, Leticia V.**, Kathmandu

**Ku, Bonhee**, St. Petersburg

**Long, Todd A.**, Jakarta

**McElwain, Patricia**, Bonn

**McEvoy, Janet E.**, Damascus

**Meer, Bibi Arshlya**, Mexico City

**Muir, Nancy L.**, Bonn

**Netherton, Martha J.**, Berlin

**Olson, Dale Ellen Z.**, Hong Kong

**Orley, Wendy M.**, Harare

**Pierson, Myrna H.**, Bucharest

**Purvis, Shirl Leann**, Athens

**Regelman, Sharon E.**, Leave-without-pay status

**Rodriguez, Marilyn K.**, Bonn

**Rucker, Sharon Ann**, Abidjan

**Ryley, Elizabeth Joann**, Kampala

**Samples, Tracy L.**, Helsinki

**Schlehr, Daniel E.**, San Salvador

**Stefan, Flora V.**, New Delhi

**Valdez, Alejandra F.**, Santiago

## Retirements

**Boehm, Richard W.**, Muscat

**Broccoli, Winifred J.**, Casablanca

**Carter, Thomas H.**, Geneva

**Garcia, Enrique J. V.**, Paris

**Graham, Shelley D.**, Stockholm

**Lahiff, Martin Patrick**, Department of Health and Human Services

**Mithoefer Jr., William C.**, International Organization Affairs

**Mueller, Anita Esther**, Office of Under Secretary for Management

**Skidan, Oleg**, Guatemala □

## Performance pay for seniors

Members of the Senior Foreign Service listed below have been named to receive performance pay awards for the period April 16, 1991, through last April 15. The 49 awards, will range from \$5,605 to \$9,000. The pay is being awarded in accordance with recommendations of the Senior Foreign Service selection boards which met this summer. Recipients are:

**Abington, Edward G.**

**Anderson, Laurence Desaix Bay, Janice F.**

**Beall, David Russell**

**Becelia, Joseph F.**

**Bell, Randolph M.**

**Boucher, Richard**

**Boyce, Ralph L.**

**Breer, William T.**

**Burghardt Jr., Raymond F.**

**Burleigh, Albert Peter**

**Carney, Timothy M.**

Collins, James F.  
Courtney, William  
Covey, James P.  
Davidow, Jeffrey  
Deal, Timothy E.  
Disney, Christopher M.B.  
Dunford, David J.  
Escudero, Stanley T.  
Farley, Thomas M.  
Frasure, Robert C.  
Hecklinger, Richard E.  
Johnson, Ralph R.  
Jones, A. Elizabeth  
Jones, Douglas H.  
Kattouf, Theodore H.  
Kauzlarich, Richard Dale  
McCallie, Marshall  
Morford, Richard  
Napper, Larry C.  
Parris, Mark Robert  
Pascoe, B. Lynn  
Pierce, David C.  
Pryce, William T.  
Quinn, Kenneth M.  
Rackmales, Robert  
Reams, Ronald A.  
Robinson, Max N.  
Schaffer, Teresita C.  
Schulz, Herbert W.  
Stammerman, Kenneth

Steinberg, Donald  
Vershbow, Alexander  
Vogelgesang, Sandra Louise  
Ward Jr., George F.  
Ward, James L.  
Williams, Dennis L.  
Yalowitz, Kenneth □

### Senior review board meets

The Department Senior Review Board has convened to nominate Senior Foreign Service officers for presidential awards. The board members are: William G. Walker, Johnny Young, Edward A. Casey Jr., Edward S. Walker Jr., Elizabeth A. Swift and Amanda Fisk MacKenzie (public member). □

### Tenure for specialists

The Specialist Tenuring Board has completed its review of the files of candidates eligible

for tenure consideration at its June session. Granted career status:

Arlt, Lisa E.  
Armand Jr., Fredrick M.  
Benyik, Julius  
Blane, Sharon E.  
Bunch, Phillip  
Buttross, David A.  
Carpenter, Jeffery R.  
Clark, Gregory T.  
Coleman, Betty J.  
Corley, Tommy  
Dye, Christopher  
Endresen, Patricia  
Evans, Betty L.  
Flynn, Jeffrey C.  
Foss, Thomas B.  
Fries, Joan Ann  
Gannon, Kathleen S.  
Grover, Randall S.  
Haftel, Michael  
Hamilton, Cynthia Anne  
Hammed, Ginger A.  
Higa, Calvin M.  
Hill, Jeffrey R.  
Hingst, Judy  
Hughes, Cathy L.  
Jagen, Dorothy A.  
Johnson, Gene E.

Johnson, John R.  
Johnson, Richard S.  
Jones, Kevin V.  
Kasban, Steven S.  
Larson, James R.  
Lumley, Harry W.  
Markowski, Herbert  
Martin, Pauline  
Meakin, Lynndy  
Moller, Joyce  
Mueller, David M.  
Nasri, Sylvia A.  
Nowlan, Daniel A.  
Pabst, Alma  
Pannell, Sheila  
Perkins, Jeffrey B.  
Pickering, Paula  
Poole, Jane E.  
Rebo, Lawrence F.  
Robinson, Audrey R.  
Rogers, Paul  
Rudisille, Kimberlee A.  
Sauve, Dennis D.  
Tubaya-Harris, Denise G.  
Walls, William J.  
Warner, Caleb E.  
Wiener, Andrew T.  
Williams Jr., John G.  
Wilson Jr., Benjamin A.  
Yale, D.H. □

## Here are the 1992 Foreign Service promotion statistics

The Bureau of Personnel has prepared the following statistical summary of promotions granted on the basis of recommendations made by the 1992 selection boards. The data show the number of members who competed, the number promoted and the percentage of those who competed that were promoted. Additionally, the data give the average time-in-class and length of service of employees eligible to compete for promotion and those promoted. The data have little significance for competition groups with relatively small numbers of very limited

promotional opportunities.

The data are organized mainly by class and primary skill code (i.e., functional field for generalists and occupational category for specialists). Multifunctional promotions of generalists in classes FE-0C, 01, 02 and 03 are shown in separate groups by cone. A summary explanation of the groups at each level is provided below; detailed information may be obtained from the 1992 selection board precepts.

Competition groups	Number competed	Number promoted	% competed promoted	Average time-in-class of competed	Average time-in-class of promotees	Average length of service competed	Average length of service promotees
<b>FEMC to FECM (classwide competition of all eligible officers)</b>							
Administrative generalist	38	1	2.6	5.8	6.0	24.4	26.0
Consular	13	0	0.0	4.8	0.0	26.8	0.0
Economic	69	0	0.0	5.6	0.0	28.1	0.0
Political	136	2	1.5	5.3	4.5	28.5	29.5
Labor officers	4	0	0.0	5.8	0.0	32.0	0.0
Psychiatrist	2	0	0.0	6.0	0.0	13.5	0.0
Security officers	2	0	0.0	3.0	0.0	25.5	0.0
Medical officers	8	0	0.0	10.6	0.0	18.3	0.0
Science officers	2	0	0.0	4.5	0.0	16.0	0.0
TOTAL	274	3	1.1	5.6	5.3	27.3	28.7

**Generalist FEOC to FEMC (multifunctional competition of all eligible officers and competition by cone; individuals in executive field competed in their secondary cone)**

#### FUNCTIONAL PROMOTIONS

Administrative generalist	32	3	9.4	3.9	3.7	21.2	17.3
Consular	24	1	4.2	4.9	4.0	27.8	29.0
Economic	39	4	10.3	4.4	4.5	25.8	22.8
Political	64	3	4.7	4.5	4.3	29.5	25.7
Labor officers	3	0	0.0	4.0	0.0	27.0	0.0
Science officers	3	0	0.0	2.7	0.0	17.0	0.0

FOREIGN SERVICE PERSONNEL

Competition groups	Number competed	Number promoted	% competed promoted	Average time-in-class of competed	Average time-in-class of promotees	Average length of service of competed	Average length of service of promotees
<b>MULTIFUNCTIONAL PROMOTIONS</b>							
Administrative generalist	11	0	0.0	3.7	0.0	19.8	0.0
Consular	18	5	27.8	4.1	3.6	22.2	19.4
Economic	30	4	13.3	4.0	6.3	22.9	29.0
Political	67	13	19.4	3.7	3.8	24.7	22.3
Science officers	1	0	0.0	2.0	0.0	19.0	0.0
<b>TOTAL</b>	<b>187</b>	<b>33</b>	<b>17.6</b>	<b>3.9</b>	<b>4.3</b>	<b>23.4</b>	<b>22.9</b>
<i>A number of officers were competed functionally and multifunctionally. Thus, they are included in both competition groups, and the totals are greater than the actual membership of the competition group. If a member was promoted multifunctionally in the first session, he or she was not competed functionally in the second session.</i>							
<b>FS-1 to FEOC (multifunctional competition of all eligible officers and competition by cone; eligibles include only those requesting threshold review)</b>							
<b>FUNCTIONAL PROMOTIONS</b>							
Administrative generalist	101	8	7.9	6.2	5.0	19.3	18.0
Consular	73	6	8.2	5.7	5.5	22.1	19.2
Economic	86	8	9.3	6.0	5.4	22.5	17.3
Political	128	9	7.0	5.7	5.0	23.1	19.1
Labor officers	7	0	0.0	6.4	0.0	20.6	0.0
Science officers	2	0	0.0	5.5	0.0	15.5	0.0
<b>MULTIFUNCTIONAL PROMOTIONS</b>							
Administrative generalist	24	3	12.5	5.5	5.3	17.7	17.7
Consular	41	3	7.3	5.6	6.0	18.9	17.3
Economic	47	6	12.8	5.9	6.5	20.9	21.2
Political	109	22	20.2	4.9	5.2	19.9	19.0
Labor officers	1	0	0.0	4.0	0.0	14.0	0.0
<b>TOTAL</b>	<b>431</b>	<b>65</b>	<b>15.1</b>	<b>5.4</b>	<b>5.4</b>	<b>20.0</b>	<b>18.8</b>
<i>A number of officers were competed functionally and multifunctionally. Thus, they are included in both competition groups and the totals are greater than the actual membership of the competition group. If a member was promoted multifunctionally in the first session, he or she was not competed functionally in the second session.</i>							
<b>FS-2 to FS-1 (multifunctional competition of all eligible officers and competition by cone)</b>							
<b>FUNCTIONAL PROMOTIONS</b>							
Administrative generalist	130	18	13.8	5.3	6.1	15.6	15.9
Consular	145	11	7.6	5.5	4.6	16.8	11.2
Economic	120	16	13.3	5.9	5.3	16.0	14.0
Political	176	21	11.9	5.5	5.5	16.1	13.7
Science officers	4	2	50.0	5.3	4.5	19.3	14.0
<b>MULTIFUNCTIONAL PROMOTIONS</b>							
Administrative generalist	39	5	12.8	4.8	3.4	13.7	10.4
Consular	63	9	14.3	4.8	5.0	14.1	14.0
Economic	38	10	26.3	5.1	6.5	15.1	16.0
Political	80	21	26.3	5.1	5.8	14.8	14.1
Science officers	3	1	33.3	4.3	4.0	13.7	14.0
<b>TOTAL</b>	<b>621</b>	<b>114</b>	<b>18.4</b>	<b>5.1</b>	<b>5.5</b>	<b>15.0</b>	<b>14.1</b>
<i>A number of officers were competed functionally and multifunctionally. Thus, they are included in both competition groups and the totals are greater than the actual membership of the competition group. If a member was promoted multifunctionally in the first session, he or she was not competed functionally in the second session.</i>							
<b>FS-3 to FS-2 (multifunctional competition of all eligible officers and competition by cone)</b>							
<b>FUNCTIONAL PROMOTIONS</b>							
Administrative generalist	81	25	30.9	5.4	5.1	11.4	10.5
Consular	94	21	22.3	4.5	3.6	11.2	9.0
Economic	77	28	36.4	4.6	3.5	10.2	7.2
Political	155	33	21.3	5.1	5.3	10.6	9.4
Science officers	3	1	33.3	4.3	3.0	12.0	10.0
<b>MULTIFUNCTIONAL PROMOTIONS</b>							
Administrative generalist	18	2	11.1	4.1	3.0	9.2	8.5
Consular	31	8	25.8	3.8	3.9	9.4	8.8
Economic	35	12	34.3	4.7	3.9	9.9	9.2
Political	62	21	33.9	4.8	4.3	8.9	9.0
Science officers	2	0	0.0	4.5	0.0	12.5	0.0
<b>TOTAL</b>	<b>453</b>	<b>151</b>	<b>33.3</b>	<b>4.4</b>	<b>4.4</b>	<b>9.8</b>	<b>9.0</b>
<i>A number of officers were competed functionally and multifunctionally. Thus, they are included in both competition groups and the totals are greater than the actual membership of the competition group. If a member was promoted multifunctionally in the first session, he or she was not competed functionally in the second session.</i>							



Competition groups	Number competed	Number promoted	% competed promoted	Average time-in-class of competed	Average time-in-class of promotees	Average length of service competed	Average length of service promotees
<b>FS-4 to FS-3 (tenured junior officers competed classwide; FP generalists competed by cone or administrative subfunction)</b>							
Administrative generalist	110	55	50.0	3.5	3.5	5.2	5.1
Consular	70	27	38.6	3.4	3.5	5.0	5.1
Economic	75	41	54.7	3.2	3.3	4.7	4.9
Political	84	47	56.0	3.3	3.4	4.8	4.9
TOTAL	339	170	50.1	3.4	3.4	5.0	5.0
<b>FS-4 to FS-3 (members not in junior officer program)</b>							
<b>Specialists FEOC to FEMC (competed by occupational category)</b>							
Communications specialists	3	0	0.0	5.0	0.0	26.3	0.0
Diplomatic courier	1	0	0.0	3.0	0.0	36.0	0.0
Psychiatrist	1	0	0.0	3.0	0.0	8.0	0.0
Security officer	16	0	0.0	4.4	0.0	21.7	0.0
Construction engineer	4	0	0.0	4.5	0.0	13.3	0.0
Medical officers	4	1	25.0	7.0	2.0	11.0	7.0
TOTAL	29	1	3.4	4.8	2.0	19.7	7.0
<b>FS-1 to FEOC (eligibles include only those requesting threshold review)</b>							
Communications specialists	15	2	13.3	5.4	3.5	28.6	26.0
Communications electronics	1	0	0.0	2.0	0.0	21.0	0.0
Diplomatic courier	2	0	0.0	3.0	0.0	30.5	0.0
Psychiatrist	1	0	0.0	2.0	0.0	2.0	0.0
Security officer	30	4	13.3	5.1	5.0	17.9	18.0
Security engineer	10	0	0.0	6.7	0.0	18.3	0.0
Systems managers	1	0	0.0	2.0	0.0	17.0	0.0
Construction engineer	6	1	16.7	5.2	2.0	7.3	5.0
Medical officers	7	3	42.9	5.0	5.3	5.0	5.3
Narcotics	3	0	0.0	6.7	0.0	6.7	0.0
TOTAL	76	10	13.2	5.3	4.6	17.8	14.6
<b>FS-2 to FS-1</b>							
Finance	35	4	11.4	5.3	5.5	13.4	16.0
Personnel	11	2	18.2	4.6	5.5	20.0	22.0
General services	16	3	18.8	6.0	10.0	20.3	18.7
Systems managers	3	1	33.3	2.7	2.0	6.0	9.0
Communications specialists	25	7	28.0	4.1	5.0	25.2	26.4
Communications electronics	8	1	12.5	3.3	3.0	17.8	22.0
Diplomatic courier	2	1	50.0	2.5	2.0	26.0	26.0
Security officer	126	11	8.7	5.2	5.5	15.5	14.1
Security engineer	21	3	14.3	7.0	6.7	11.9	12.0
Construction engineer	7	2	28.6	3.9	4.0	6.0	7.0
Medical technician	1	0	0.0	6.0	0.0	26.0	0.0
Nursing	5	0	0.0	8.0	0.0	22.0	0.0
Narcotics	3	0	0.0	7.0	0.0	7.0	0.0
TOTAL	263	35	13.3	5.2	5.6	16.2	17.5
<b>FS-3 to FS-2</b>							
Finance	12	5	41.7	4.6	3.4	10.9	7.8
Personnel	3	2	66.7	3.3	2.5	13.3	17.0
General services*	32	8	25.0	5.4	5.6	13.8	14.8
Systems managers	27	6	22.2	3.3	3.7	3.5	4.5
Communications specialists	32	12	37.5	4.2	4.3	23.9	24.0
Communications electronics	45	3	6.7	5.8	6.0	14.5	13.7
Diplomatic courier	5	1	20.0	3.2	4.0	28.6	23.0
Security officer	17	3	17.6	5.7	2.7	10.2	7.3
Security engineer	11	5	45.5	2.8	2.8	5.8	5.4
Construction engineer	4	2	50.0	4.0	4.5	5.5	6.0
Medical technician	6	0	0.0	7.7	0.0	17.5	0.0
Nursing	18	1	5.6	5.9	9.0	12.2	16.0
Secretaries	6	0	0.0	4.3	0.0	25.3	0.0
Narcotics	1	0	0.0	3.0	0.0	3.0	0.0
TOTAL	219	48	21.9	4.9	4.3	13.8	13.6

FOREIGN SERVICE PERSONNEL

Competition groups	Number competed	Number promoted	% competed promoted	Average time-in-class of competed	Average time-in-class of promotees	Average length of service competed	Average length of service promotees
<b>FS-4 to FS-3</b>							
Finance	6	3	50.0	3.2	2.0	13.8	11.3
Personnel	10	5	50.0	2.1	2.2	8.6	9.2
General services*	64	15	23.4	3.2	3.7	6.4	8.1
Systems managers	11	5	45.5	2.1	1.8	3.7	4.8
Communications specialists	114	18	15.8	3.9	4.4	18.0	18.6
Communications electronics	51	9	17.6	3.6	5.0	6.1	7.4
Diplomatic courier	24	4	16.7	5.0	3.0	20.4	17.8
Security officer	246	64	26.0	1.9	2.0	5.5	5.6
Security engineer	26	13	50.0	2.3	2.2	3.5	3.7
Construction engineer	1	1	100.0	2.0	2.0	2.0	2.0
Medical technician	2	0	0.0	6.0	0.0	7.5	0.0
Nursing	8	4	50.0	2.1	2.8	3.8	4.3
Secretaries	13	5	38.5	7.5	7.4	28.1	24.6
<b>TOTAL</b>	<b>576</b>	<b>146</b>	<b>25.3</b>	<b>2.9</b>	<b>3.0</b>	<b>9.3</b>	<b>8.6</b>
<i>*Facilities maintenance specialists' statistics are included under the category of general services.</i>							
<b>FS-5 to FS-4</b>							
Communications specialists	173	29	16.8	4.4	5.9	11.4	13.1
Diplomatic courier	3	2	66.7	4.3	5.0	10.3	11.0
Secretaries	149	20	13.4	4.8	4.8	18.3	18.1
<b>TOTAL</b>	<b>325</b>	<b>51</b>	<b>15.7</b>	<b>4.5</b>	<b>5.4</b>	<b>14.1</b>	<b>15.0</b>
<b>FS-6 to FS-5</b>							
Communications specialists	46	20	43.5	2.3	1.6	5.7	5.3
Diplomatic courier	2	2	100.0	3.0	3.0	6.5	6.5
Secretaries	224	37	16.5	4.8	5.8	11.7	13.2
<b>TOTAL</b>	<b>272</b>	<b>59</b>	<b>21.7</b>	<b>4.1</b>	<b>4.3</b>	<b>10.6</b>	<b>10.3</b>
<b>FS-7 to FS-6</b>							
Secretaries	180	57	31.7	3.1	3.4	5.4	5.6
<b>TOTAL</b>	<b>180</b>	<b>57</b>	<b>31.7</b>	<b>3.1</b>	<b>3.4</b>	<b>5.4</b>	<b>5.6</b>



SANTIAGO, Chile—At Superior Honor Award ceremony for action during the June chancery fire, left to right: Gonzalo Latorre, Daniel Ortega, Roberto Brady, Ambassador Curtis W. Kamman, F. Coleman Parrott, Andrew Fyfe, Michael W. Cotter.

—(Continued from inside front cover)

Affairs in Washington and the passport field agencies, as well as the many members of the American Foreign Service Association, are particularly noteworthy.

We are proud to be a part of an organization which reaches out so graciously to unknown others far away. Thank you.

Sincerely,  
JAMISS E. SEBERT □

## Who's speeding?

AUSTIN, TEX.

DEAR EDITOR:

Your November article about the metric system reminded me of the experiences I had during one home leave, when I drove a car, destined for export to my next post, which had a speedometer reading in kilometers.

Having come from a post where one drives on the left, once or twice I ended up in the wrong lane after making a turn. I quickly overcame this tendency but still sensed a feeling of uneasiness in passengers and noticed they often glanced worriedly at the speedometer. All became clear one day when my soft-spoken mother gently suggested that I slow down, since the speed limit was 70 and I was doing 100. She was visibly relieved when I explained about the speedometer.

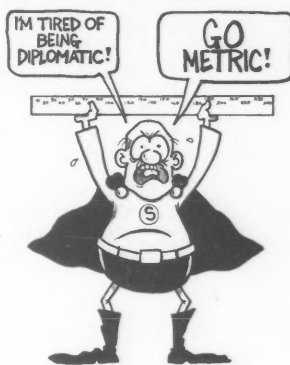
Grasping the possibility for having some fun and breaking the monotony of the long drives in Texas, I devised a game to play with unsuspecting passengers. Pretending ignorance of the speed laws because of having lived abroad, I would inquire about the speed limit while cruising along at 100. After a glance at the speedometer, followed by a gasp at times bordering on horror, the passenger would assert that I was driving 'way over the limit. Maintaining that I wasn't, I would say that was obviously so because other drivers often passed me. After some discussion about the validity of my claim to be within the law and the irrelevance of the other drivers' behavior, I would gleefully divulge my secret.

In anticipation of the adoption of the metric system for general use, I am saving money for investment in stocks of publishing houses which specialize in cookbooks.

Sincerely,  
ELLABETH ABERCROMBIE  
Foreign Service Staff officer (retired) □

# State

UNITED STATES DEPARTMENT OF STATE NOVEMBER 1992



## Fie on metric!

SAUGUS, MASS.

DEAR EDITOR:

Your November cover and Pages 2, 3 and 4 are more depressing and frustrating than either humorous or wise. George Will [newspaper columnist] has made the arguments against wholesale metrification, so I will not repeat them.

Ross Perot was right. The Government doesn't come from the people. It comes at them. People who need to use the metric system already are. Leave the rest alone.

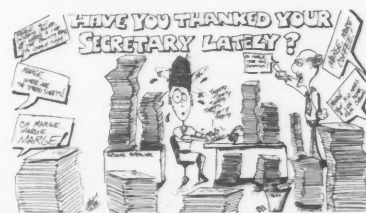
Sincerely,  
DOUGLAS G. MARSHALL  
Foreign Service officer (ret.)  
New England Fishery  
Management Council □

## 'A disservice'

WASHINGTON

DEAR EDITOR:

I have to complain about the cartoon



on Page 37 of your December issue, "Have You Thanked Your Secretary Lately?" I don't care who drew the cartoon, but I do question the judgment of the person responsible for placing it in STATE magazine. This cartoon is not only unfunny, it perpetuates the image of a secretary as the office drudge, limited to typing, taking dictation, and making the coffee.

Secretaries in today's world have moved beyond poor "Marge" to a wide range of responsible duties. Department management encourages this trend. You have done a disservice to a large number of valuable team players, the secretaries of the Department of State.

Sincerely,  
KATHRYN C. KLEJMAN  
Foreign Service secretary □

## Where the retirees are

WASHINGTON

DEAR EDITOR:

The American Foreign Service Association welcomes your offer to retirees (in your reply to Jim Steeves' letter (November issue) to publish the names, addresses and phone numbers of those who request it. Mr. Steeves identified a need many of us feel on retiring and losing track of Foreign Service friends, and we are delighted that STATE will help provide a solution to the problem.

While we will encourage our retired members to respond to your offer, they may wish to bear in mind that we publish an annual retiree directory, the 1993 edition of which has 3,600 names and addresses of retired colleagues. These are listed according to state of residence, meeting Mr. Steeves' need for a ready reference for the traveling retiree.

Dacor (Diplomatic and Consular Officers, Retired) also publishes the names and addresses of its members. In addition, there are several regional associations of Foreign Service retirees which welcome newcomers or visitors, and which maintain mailing lists of colleagues in the region.

Two of these are in the areas Mr. Steeves mentioned (New Mexico and New England), and we are putting him in touch with these directly.

Sincerely,  
CHARLES A. SCHMITZ  
Vice president for retirees ■

# BUREAU NOTES

## THE SEVENTH FLOOR

### Office of the Secretary

As acting Secretary, LAWRENCE S. EAGLEBURGER traveled to New York to deliver an address before the National Conference on Soviet Jewry, November 10 ... (Mr. Eagleburger received an interim appointment as Secretary of State from President Bush last month.) ... On November 25 Mr. Eagleburger



**SECRETARY'S OFFICE**—Ambassador to Guatemala *Thomas Stroock* and his wife with Acting Secretary *Lawrence Eagleburger*, right, at the ambassador's retirement ceremony.

returned to New York to confer with the UN secretary general on issues affecting Somalia. Accompanying him were the assistant secretary for international organization affairs and his executive assistant, WILLIAM MONTGOMERY. □

### Office of the Under Secretary for Political Affairs

Under Secretary ARNOLD KANTER hosted a farewell luncheon in honor of PETER BASS, October 16, in the Daniel Webster Dining Room on the eight floor. Mr. Bass has been detailed from the Department to the Office of the U.S. Trade Representative ... Mr. Kanter welcomed DAVID L. GOLDWYN to his staff as special assistant, replacing Mr. Bass, and new secretary JEAN S. BELL ... Mr. Kanter thanked SUE BREMNER and WILLIAM JACKSON, who assisted his staff during the absence of EILEEN MALLOY (November 25-27) and



Ms. Moeller



Ms. Barrett-Spencer



Ms. Nesmith



Mr. Aoki

HARRY THOMAS (November 30-December 4) ... He presented PATRICIA A. MOELLER and BARBARA BARRETT-SPENCER length-of-service certificates for completing 20 and 10 years, respectively. □

### Office of the Under Secretary for International Security Affairs

On November 2 Under Secretary FRANK G. WISNER visited Woodberry Forest School, Woodberry Forest, Va., and talked to students about his career in the Department. He is an alumnus of the school ... On November 19 he traveled to New York to attend a luncheon hosted by the UN secretary general in honor of the Greek prime minister. While there, he met with the secretary general and his aides ... On November 30 he officiated at an awards ceremony in his office. He presented JOSETTA HAMPTON, JOYCE NESMITH and LILLY ROOTS-WIGGINS 25-year pins, and JIM TIMBIE received his 20-year pin ... STEVEN AKOI and Ms. Nesmith were awarded Superior Honor Awards. Major KEVIN SHEEHAN received the



**INTERNATIONAL SECURITY AFFAIRS**—*James P. Timbie*, left, senior adviser to Under Secretary *Frank G. Wisner*, right, receives the Distinguished Honor Award.

Army Legion of Merit. Mr. Timbie was presented the Distinguished Honor Award. □

## ADMINISTRATION

### Front Office

Assistant Secretary ARTHUR W. FORT presided over the ribbon-cutting marking the opening of the Publishing Services Division's new Customer Service Center, December 2. The Division provides desktop publishing, graphics, printing and distribution services. The center, at Room 1758A in Main State, will serve as the point of contact and liaison for customers of the Office of Information Services' Publishing Services Division. The center staff of four will



**BUREAU OF ADMINISTRATION**—*Jack D. Jenkins* presents the bureau's Assistant Secretary Award for Excellence to *Kay Smith* of the Bureau of Personnel, on her retirement from the Department. Ms. Smith received the award in recognition for her many years of service to the administration bureau in support of its awards program.

consult on project requirements and determine which division services are needed to complete publishing projects. □

## Foreign Buildings Operations

The deputy assistant secretary for foreign buildings, JEROME F. TOLSON JR., attended an overseas property organizations conference in Sydney, Australia. At the conference were overseas property managers from the major English-speaking countries, including the United States, Australia, Great Britain, Canada and New Zealand. The group, which convenes about every 18 months, discusses management and maintenance of overseas diplomatic facilities ... Mr. Tolson, accompanied by special assistant MARIE KISH, visited Canberra, Manila and Hong Kong to discuss real property-related issues ... He provided a briefing for Ambassador PETER DE VOS, Tanzania, in which post property holdings were reviewed and a conditional report was provided on the status of the chancery, ambassador's residence and Zanzibar guest house ... The director for program execution, RALPH N. WHEELER, traveled to La Paz and Cairo to review progress of construction on new office buildings ... Planning and programming director GAY W. MOUNT attended the fourth annual federal real property management conference in Ottawa, Canada. The conference was on "Limited Resources, Unlimited Demands—The Real Property Management Challenge." Mr. Mount participated in a

panel session on long-term capital planning, and addressed the challenge of planning diplomatic facilities. □

## Office of Operations

**Office of Facilities Management and Support Services:** Logistical oversight and support for Refugee Day observance were provided by JAMES YOUNG, STACEY TOUCH, LISA RENWICK, THOMAS O'ROURKE, WAYNE HENDERSON, ERMINE JOHNSON and WILLIAM DODSON ... JOHN SILVA was selected to represent the Department on the President's Council on Management Improvement's steering committee on vehicle management issues ... Internal control, effective writing and "TaTEL" training courses were attended by various staffers ... The working group on Middle East peace talks was photographed, November 20 ... FRANK BRIGHT traveled to the Portsmouth Consular Center in New Hampshire for a "post award" conference with the custodial contractors.

**Commissary and Recreation Affairs:** The office issued a collective cable with guidance for selecting professionally-trained association general managers. Posts were provided evaluation criteria in the following areas: business and financial internal controls, human resources management, computerization, promotion of post morale and of American-made goods, and communications ... The office continued to update its directory of wholesale suppliers, to provide



**BUREAU OF ADMINISTRATION—**  
*Ruth Cline, Office of Language Services, displays book for which she has been awarded a prize.*

associations with a comprehensive list of vendors who are interested in selling to them ... The office is updating its video supplier list and working to determine new means for associations to obtain service at lower costs ... A two-week regional conference is being planned in Europe for the spring or fall. The conference will be attended by representatives from posts in Europe, the Middle East and Africa, and will provide association managers, board members, administrative officers and others the tools needed to operate an employee association. This interactive training will feature speakers from the Department and the private sector, workshops dealing with specific association operations and legal issues, and a weeklong seminar on the Department-recommended computer accounting software.

**Office of Support Planning:** MARK BUTOWSKY was selected for the position of chief, Projects Management Division. He comes from the Office of Real Property Management.

**Office of Language Services:** Director HARRY OBST and Translating Division members SABINE MATTSON and JOEL STERN represented the office at the annual conference of the American Translators Association in San Diego ... DONNA SANDIN also attended, and Romance language reviewer RUTH CLINE was awarded the prestigious Lewis Galantiere Prize for distinguished literary translation, for her translation of Chrétien de Troyes' "Lancelot: or



**SYDNEY, Australia—Finalizing lease for new consular premises, scheduled for occupancy next September, from left (standing): Chris Carroll, Peter Malpas, Marcus**

**Herbert, Brian Silvester. Seated: consul general Gregorie Bujac and Charles Krips, Office of Foreign Building Operations, Bureau of Administration.**



**TOKYO, Japan**—Translation unit chief Roy A. Mlynarchik, left, receives Superior Honor Award from Ambassador Michael Armacost on his retirement after 33 years of service.

the Knight of the Cart" ... PATSY ARIZU interpreted for "Worldnet" election coverage, which was televised to millions of Latin American viewers ... Interpreting chief STEPHANIE VAN REIGERSBERG gave the closing remarks at the European Institute's executive seminar on multilingualism in Europe and the United States. Her remarks were recapped in a Washington Post editorial, November 21 ... Comparison of the English, Spanish and French texts of the North American free trade agreement was proceeding with the combined efforts of ADOLFO MacCRAGH, JAMES FEENEY, RUTH CLINE and contractors ... DIMITRY ZARECHNAK traveled to Minsk, Kiev and Moscow for the export control initiative ... LAWRENCE BURRELL returned to Washington upon the conclusion of the Joint Compliance and Inspection Commission session in Geneva ... Interpreters DIMITRY ARENSBURGER, JOSHUA SAUL and secretary HELEN FIELDS remained in Geneva to assist the Bilateral Consultative Commission ... CAROL WOLTER and MARCEL BOUQUET were in Baltimore for social security talks with France ... GAMAL HELAL interpreted, and conference reporters FERD KUYATT and MARILYN PLEVIN transcribed, the arrival and departure statements of participants in the Middle East peace talks.

**Office of Safety, Health, and Environmental Management:** Director STEVE URMAN and Dr. LARAE KEMP met to discuss the new blood-borne pathogen and chemical laboratory regulations, as well as waste disposal requirements ... DAVID NEEDHAM represented the Office at the October federal agency environmental roundtable meeting ... He was briefed on the Federal Compliance Act of 1992, which holds federal agencies accountable for violations of hazardous and solid waste laws ... KEN DOOLAN attended the quarterly meeting of the

Interagency Committee on Indoor Air Quality, which focused on environmental tobacco smoke and media interest in carpet off-gassing ... EILEEN VERITY represented the Department at the federal safety and health conference held in conjunction with the National Safety Congress.

**Office of Real Property Management:** HERB JOHNSON, project manager for the International Chancery Center, was honored by having his name added to the Henderson-Satterthwaite Citation. The citation is conferred annually in the names of two former director generals of the Foreign Service: LOY WESLEY HENDERSON and JOSEPH CHARLES SATTERTHWAITE. Individuals selected to receive this honor have contributed to foreign affairs seminars for adults which have been conducted since 1975 in the District of Columbia, Maryland and Virginia.

**Office of Allowances:** BOBBIE HOUSTON, chief of the cost-of-living branch, and LAVERNE WHITE, education allowance specialist, traveled to London, Paris, Berlin, Munich and Frankfurt to conduct reviews of cost-of-living and education allowances, as well as to answer questions from employees concerning allowances and benefits under the Standard Regulations.

## Information Management

**Systems Operations:** Technician JOSEPH SHANAHAN attended a radio maintenance and high-speed digital course at Warrenton Training Center ... On temporary duty were ROBERT HEATER, in Lusaka, and CLYDE HIRN, in Pinedale, Wyo., and in the Honolulu Field Office.

**Information Services:** KEN ROSSMAN attended the monthly meeting of the intelligence community working group on information management ... ED WILSON gave a briefing and tour for 20 Foreign Service officers on Office of Information Systems activities.

**Planning and Development:** CHUCK HUSEMAN and TOM PHALEN traveled to Santo Domingo in early November to install the Unix software version on the terminal equipment ... DAVID JOHNSTON was in Nicosia at the end of November, participating in the terminal equipment and classified lan installation in the new office building ... TOM McMAHON and DIXIE GOODRICH attended a future technology workshop at Harvard, November 19-20, along with federal, state and vendor participants ... BRENDA ADAMS, PATRICK BRENTON, JOHN GLAPION and BERNICE WILLIAMS attended the Aix fundamentals course, November 23-25. □

## AFRICAN AFFAIRS

**Office of the Assistant Secretary:** Assistant secretary HERMAN J. COHEN attended the



**YAOUNDE, Cameroon**—Consular officer Hascom M. Smith, left, is presented Meritorious Honor Award by deputy chief of mission Tibor P. Nagy Jr.

Liberia evacuees gathering at Dacor-Bacon House, November 2 ... He gave talks to the Committee on Africa Studies at Harvard and the Fletcher School, November 4 ... He spoke before the Committee on Foreign Relations in Portland, Me., November 5 ... On November 6 he spoke before the Constituency for Africa, and hosted a reception in its honor ... On November 10-20 he traveled to Paris, Brussels, Banjul, Dakar, Bissau and Geneva ... He hosted a luncheon in honor of the Sao Tome trilateral participants, November 23 ... On November 25 he attended an Africa working group luncheon at the Heritage Foundation ... He attended the African Development Foundation board meeting, November 30.

**Office of the Deputy Assistant Secretaries:** Principal deputy assistant secretary JEFFREY DAVIDOW attended a luncheon with the South African deputy chief of mission on October 26 ... On November 2 he attended the Liberia evacuees gathering at Dacor-Bacon House ... On November 6 he attended a reception for the Constituency for Africa ... He traveled to New York, November 11 ... On November 19 he testified on Angola before the House Foreign Affairs Subcommittee on Africa ... Deputy assistant secretary ROBERT HOUDEK traveled to New York to attend a conference on Somalia ... He attended a luncheon at the French embassy, October 28 ... On November 5 he traveled to New York to attend the Council on Foreign Affairs study group on "Collective Involvement in Internal Conflicts: Somalia." ... He attended and hosted a reception for the Constituency for Africa, November 6 ... He participated in the Carnegie Endowment's "Face-to-Face" program, November 20 ... On November 2 deputy assistant secretary LEONARD ROBINSON attended the Liberia evacuees gathering at Dacor-Bacon House ... He attended a meeting of the Constituency for Africa, November 6 ... On November 18 he

attended the credential presentation ceremony for the Niger ambassador ... He testified on Liberia before the House Foreign Affairs Subcommittee on Africa, November 19 ... He gave an address on West Africa to the Baltimore Council on Foreign Affairs, November 23 ... Acting deputy assistant secretary WILLIAM DAMERON attended the Constituency for Africa meeting, November 6 ... On November 30 he accompanied Mr. Cohen to the African Development Foundation Board Meeting.

**Office of the Executive Director:** At a ceremony on November 30 Mr. Cohen presented awards to STEVEN M. DEUTSCH, systems manager, Certificate of Appreciation; ELISABETH LITTREL, 10-year length-of-service pin; KEVIN DURNELL, Meritorious Honor Award; and to former employee LEON WEINTRAUB, 20-year length-of-service pin. □

## CONSULAR AFFAIRS

**Visa Services:** On November 10 JOHN H. ADAMS, deputy assistant secretary, traveled to Bangkok and Ho Chi Minh City with PRISCILLA CLAPP, deputy assistant secretary for refugee programs, to discuss refugee and future immigrant visa processing ... He then traveled to Hong Kong to review visa operations at the U.S. consulate ... CORNELIUS SCULLY, director, Legislation, Regulations and Advisory Assistance Division, addressed the Boston chapter of the American Immigration Lawyers Association,

November 18 ... On November 19-20 he was in Los Angeles to participate in an annual immigration seminar sponsored by the Practicing Law Institute and, on December 4, he addressed that group in Chicago ... On November 17 GEORGE LANNON, director, Office of Field Support and Liaison, discussed overseas visa processing at an immigration seminar sponsored by the Lutheran Immigration and Refugee Service ... He was in Detroit, November 30, to testify as an expert witness on visa operations in the trial of an alien charged with attempting to bribe a consular officer ... RONALD ACKER, deputy director, Office of Public and Diplomatic Liaison, was the guest lecturer at the Immigration and Naturalization Service Academy in Artesia, N.M., November 5 ... He visited the U.S. consulate general in Ciudad Juarez to review visa operations ... CYNTHIA GARNER, Public Inquiries Division, participated in a panel question-and-answer session at the Region XI conference of the National Association of Foreign Student Advisers, November 12, in Newport, R.I. ... HAROLD BAUM has joined the staff of the Post Liaison Division ... KEN KELLER is working in the Visa Office on transition issues.

**Passport Services:** Over the past few weeks, employees of the Boston Passport Agency toured the National Passport Center in Portsmouth, N.H., to see the new facility and observe operations ... A tour of the center was provided by RONALD AYRES, associate director ... In November, MARIAN ADAMS and IRENE PETERS retired from the Los Angeles Passport Agency. Ms. Adams began her career over 22 years ago as a clerk-typist in the

processing section, and retired as a contact representative in the communications section of the agency. Ms. Peters began her career in 1983 as a clerk-typist in the processing section of the agency and later became an information clerk in the communications section. Recently, she worked for the regional director ... On November 25 ANTHONY QUANTON, assistant secretary for diplomatic security, visited the Los Angeles agency to meet with regional director, SAKAE M. HAWLEY, and GLORIA GREEN, fraud program coordinator, to discuss passport fraud and the investigative work done by the Los Angeles Field Office of the Bureau of Diplomatic Security ... BRET WACKER, deputy assistant secretary for passport services, addressed a conference of military passport acceptance agents at a Department of Defense nationwide conference in Washington. The agents were briefed on passport execution practices, emergency cases requiring action by the passport services duty officer, fraud, identification and citizenship.

**Fraud Prevention Programs:** DONALD E. WELLS, director of fraud prevention programs, traveled to Charleston, S.C., December 1-2, to represent the bureau at the annual U.S.-Canada joint industry-government facilitation conference sponsored by the Air Transport Association ... From November 22-28 MARC GORELICK participated in meetings on multinational alien smuggling, in Sofia, Bulgaria, to provide anti-fraud training to Bulgarian border guards, security and airline personnel ... From November 30-December 2, he consulted with and provided antifraud training to consular personnel



NICOSIA, Cyprus—Attending consular workshop in this island nation at the eastern end of the Mediterranean Sea, first row, left to right: *Chris Pourgourides*, Nicosia; *Majed Razeq*, Jerusalem; *Ibrahim Nur*, Dhahran; *Said Shaizeri*, Sanaa. Second row: *Fahima Sabri*, Rabat; *Sonali Pandya*, Dubai; *Joyce*

*Fernandes*, Manama; *Radhia Komiha*, Tunis; *Ismail Raother*, Muscat; *Norana Nouri*, Kuwait; *Sana Alameddine*, Beirut; *Amal Kamel*, Cairo; *Samia Khalil*, Alexandria; *Manal Rabie*, Riyadh. Third row: *Rima Stephan*, Amman; *Shoshanna Broches*, Tel Aviv; *Holcome Thomas*, Consular Affairs;

*Mirzad Soydanser*, Istanbul; *Ahmed Hadi*, Casablanca; *Nicholas Williams*, consular training; *Bassil Idilbi*, Damascus; *Georgia Rogers*, Overseas Citizens Services; *Elizabeth Kesterlian*, Nicosia; *Brooke Holmes*, Visa Office; *Syed Ahmed*, Jeddah.



NICOSIA, Cyprus—Attending consular workshop, first row, left to right: Charles Wintheiser, Sanaa; Holcombe Thomas, Consular Affairs; Mitchell Cohn, Istanbul; Steven Coffman, Kuwait. Second row: Lily Kosier, Cairo; Greta Holtz, Tunis; Kamala Lakhdir, Riyadh; Cynthia Stockbridge, Nicosia; Dona Sherman, Jerusalem; Susie Tucker, Jeddah; Cathy Hurst, Casablanca; Amy Westling, Algiers. Third row: Steven Hardesty, Dhahran; Christopher Rowan, Muscat; Brooke Holmes, Visa Office; Nicholas Williams, consular training; Georgia Rogers, Overseas Citizens Services; Stephen O'Dowd, Amman; Lisa Allyn, Manama; David Tyler, Tel Aviv.

in Bucharest, as well as to Romanian border guard and airline officials ... He consulted with consular personnel and local officials in Zagreb, December 3-4, on alien smuggling concerns ... On December 7 he met with consular and Immigration and Naturalization Service personnel in Frankfurt to discuss alien smuggling ... BARBARA PREVITI conducted antifraud training for 24 examiners at the Immigration Academy in Artesia, N.M., on December 3 ... On December 7-8 she visited the Los Angeles Passport Agency to review the fraud program ... She conducted antifraud training for Immigration and Naturalization Service and U.S. Customs officers, December 9, at Los Angeles International Airport ... On December 10 she and GLORIA GREEN, fraud program coordinator at the Los Angeles Passport Agency, met with Immigration and Naturalization Service officials in San Diego and consular officials at the consulate general in Tijuana to discuss fraud issues and to perform antifraud training. □

## DIPLOMATIC SECURITY

*Office of the Assistant Secretary:* KATHERINE BRANDEIS has been named executive assistant to Assistant Secretary ANTHONY C.E. QUAINTON.

*Diplomatic Security Service:* Protective Liaison Division chief JOHNNY GUY, accompanied by MICHAEL WOODS and Dick Heck-

man, coordinated Diplomatic Security participation in the annual International Association of Chiefs of Police conference in Detroit, October 21-29. Diplomatic Security representatives included Mr. Quainton, Diplomatic Security Service director CLARK DITTMER, RUFUS PUTNEY, RON REAMS, FREDERIC KRUG, DEAN WOODEN, JOHN COLLINS and RUDY HALL ... Protective Liaison Division officers Woods and Heckman participated in the diplomatic immunity and guidance for law enforcement officers seminar in Boston, October



DIPLOMATIC SECURITY—The director of investigations, Ron Reams (center), presents Meritorious Honor Awards to special agents Robert Brand and Justine Sincavage.





**DIPLOMATIC SECURITY**—Security engineering officer *Dave Noble* (left) accepts the "Plain Text Processing Equipment Appreciation" award from branch chief *W. Lee Reed*.

7-8 ... **CARLA THOMPSON** has left the Criminal Investigations Division for the regional security officers training program, in preparation for her next assignment in Moscow.

A weeklong continuing education training session was held at the Dunn Loring Training Center. Instructors for this course came from the Federal Law Enforcement Training Center in Brunswick, Ga. Attendees included special agents from the Criminal Investigations Division, Counterterrorism and special agents-in-charge from most of the Diplomatic Security field offices.

The Washington Field Office initiated an investigative task force, November 3 with special agent **ROLAND WILKES** as agent-in-charge. Special agents **PATRICK O'BOYLE**, **Fred Burguières**, **Keith Carter**, **Ted Johnson**, **Bill Leverett**, **Dave Orr**, **Jane Prichard** and **Teresa Teno** have been assigned to the task force. It was created to handle the new Foreign Service and Civil Service reserve corps.

**Ms. Prichard** returned from the Command Center on November 2 ... Special agent **WAYNE WILCOX** began regional security officer training, November 3 ... Special agent **PAUL PETTIT** was assigned to the Washington Field Office criminal unit, November 3 ... Special agent **MARK DANZIG** joined the special investigations branch, November 10 ... Special agent **FRANK THEUS** transferred to the counterintelligence branch, November 30 ... Special agent **Johnson** began a 90-day temporary assignment with the Command Center, November 30.

**Resource Management:** **CLARA ALEXANDER**, Personnel Management Division chief, retired, December 3. In recognition of her 32 years with the Government, she was presented the John Jacob Rogers Award at a retirement luncheon ... **JONATHAN ADMIRE**, chief, security engineering branch, attended the National Technical Investigators Association symposium in Sparks, Nev., and completed the seminar on national intelligence at the Defense

Intelligence College. □

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The Office of Field Office Management sponsored a conference for all special agents-in-charge of field offices, October 24-25, in Detroit. The conference was held in conjunction with the annual International Association of Chiefs of Police conference.

The special agents-in-charge attended briefings on administrative and personnel issues from Office of Security Administration director **JOHN COLLINS**; investigative operations from the director of investigations, **RON REAMS**; on the Diplomatic Security Service law enforcement authorities, by Diplomatic Security Service legal adviser **DEAN WOODEN**; protective operations, from the director of protection, **LANCE PUTNEY**; and the latest computer systems technology, from the deputy assistant secretary for information services, **PHIL TINNEY**. Assistant Secretary **Anthony Quanton**, Diplomatic Security Service director **Clark Dittmer**, and the director of field office management, **FRED KRUG**, addressed the group.

In addition, the special agents-in-charge took turns working the Diplomatic Security booth at the chiefs of police conference, and were able to attend some of the police workshops.

The special agents-in-charge conference is held each year to inform the field offices of the latest issues confronting the bureau back in Washington. This conference also gives the agents an opportunity to share information with Diplomatic Security headquarters personnel.

The following special agents-in-charge attended the two-day conference: **TONY BELL** (Boston), **WALTER DEERING** (Miami),

**GERALD DE SALVO** (Los Angeles), **PAUL GAFFNEY** (Houston), **STEVE HIPSON** (San Francisco), **STEVE JACOBS** (Washington), **FRED LECKER** (Philadelphia), **KEVIN O'NEIL** (New York), and **KIM STARKE** (Chicago). The conference was organized by special assistant **MELISSA TINNEY**. □

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Some 550 corporate security officials attended the Overseas Security Advisory Committee annual briefing, November 18, and heard speakers report on progress and topics of interest, including protecting American corporate communications overseas. The briefing, moderated by **RALPH LAURELLO**, executive director of the council, was the largest held in the Department this year. Assistant Secretary **Quanton** told the business people that Diplomatic Security stands ready to assist them in every way but he reminded them that "this is a two-way street."

Diplomatic Security Service director **Dittmer**, chairman of the council, announced that "under the auspices of the Department of State, the Overseas Security Advisory Council will sponsor" qualified U.S. corporate businesses in the purchase and use of **STU-III, Type 2**, secure telephone units. **Mr. Dittmer** announced completion of the council's newest publication, "Guidelines for Protecting U.S. Business Information Overseas." Copies were made available at the briefing.

**Mr. Dittmer** awarded a plaque on behalf of the council to **Colonel FLAVIO TAVORA** of **Exxon** for his work as chairman of the country council in Rio de Janeiro. Plaques also went to executive working group members **EDMUND BIRCH** (Occidental Petroleum) and **RAD**



**DETROIT**—From left: special agent-in-charge **Kevin O'Neil** (New York), field office management director **Frederic Krug**, special agents-in-charge **Steve Jacobs** (Washington)

and **Walter Deering** work the Bureau of Diplomatic Security booth at the International Association of Chiefs of Police conference in this city in Michigan.

JONES (Ford), as well as the chairman of the Protection of Information Committee, ROBERT BURKE (Monsanto), all of whom completed assignments with the Council.

The council's constituency reached more than 1,200 corporate members this past year, with 900 customers on line to the electronic bulletin board and four more country councils in place, according to DICK MAINEY of IBM, the council's vice-chairman. He said the council has continued to emphasize the protection of the lives and property of American business families overseas but has also undertaken the task of finding means to protect the communications of American business against penetration by foreign intelligence agencies. In addition, he expressed appreciation to council employees MARCIA THURMAN and PATRICIA RICHARDS for their contribution to the council's operation.

ARNOLD KANTER, under secretary for political affairs, termed the council "a pioneering effort" and said "cooperation with industry was a No. 1 priority" for the Department. Mr. Burke of Monsanto, chairman of the committee that produced the new publication on protecting business information overseas, briefed the group on the corporate needs for protecting information. He pointed out a principal difference between Government and corporate approaches to protecting information. Once the Government classifies a document, "it will move heaven and earth to protect that document," he said, adding that with industry, the protection given the information is put on a "cost benefit basis." He showed graphically that once a company invests money in a new product, time is needed to recover through the market that investment and continue on into profitability. If the trade secrets involved in producing the product are stolen, then the time required will probably not be available and the company will lose its investment, he said.

He added American companies engage in collecting intelligence on their competitors using open sources, and that this is considered a fair practice. However, foreign intelligence agencies use sophisticated equipment and resources not available to American companies to obtain trade secrets, he warned. So the companies are seeking U.S. Government help in combatting this threat to fair competition in the international market, he explained.

IRVING SOLOWAY, chief of the council's private sector liaison staff, gave a statistical rundown on incidents against nonofficial Americans overseas during 1991, citing numbers, types of attacks and location. The highest risks, according to the statistics, were for American religious, charitable or cultural officials, as well as business representatives going into areas of South America. The most frequent attacks were bombings, but shooting incidents claimed the most lives.

Private sector liaison staff members BART RAILING, BARBARA GOSS, BOB MARTIN and MARTIN JACOBS presented a "world threat overview" during a morning session.



**DIPLOMATIC SECURITY—Personnel Management Division chief Clara Alexander (left) receives John Jacob Rogers Award from the deputy assistant secretary for resource management, Kathleen Charles.**

Other speakers included LYNN McNULTY, National Institute of Standards and Technology, who spoke on secure communications; FRANK VARGO, Department of Commerce, who predicted the former Soviet Union would become the world's largest market in the next century, and WILLARD WORKMAN, U.S. Chamber of Commerce.

The council heard progress reports from JAMES BROOKE of Exxon, chairman of the committee for country-council oversight, FRANK WALDBURGER of Hercules, chairman of the committee on travel security, and RAYMOND HUMPHREY of Digital, chairman of the committee on security awareness and education. □



**WELLINGTON, New Zealand—At award ceremony, left to right: Janet Young, Eric Tunis, Ambassador Della Newman,**

## EAST ASIAN AND PACIFIC AFFAIRS

Deputy assistant secretary KENNETH M. QUINN participated in talks in Beijing regarding Cambodia, following which he visited Phnom Penh and Bangkok, November 4-12 ... He testified before the Senate Select Committee on Prisoner of War/Missing in Action Affairs, December 1 and 4 ... WILLIAM H. BARKELL, deputy director, Office of Freely Associated State Affairs, traveled, October 13-November 7, to Kolonia and Majuro to evaluate U.S. programs and assist the posts ... From November 9-21 LYNNE LAMBERT, director of the office, visited Majuro and the Kwajalein test range ... She went on to Honolulu to prepare for and attend the joint committee meeting on military matters, between the Marshall Islands and the United States ... Colonel CHARLES J. SCHWARTZMAN, chief for defense affairs in the office, attended the meeting in Honolulu ... PHILIP MAYHEW joined the office, to coordinate a project to determine the program and funding activity of the U.S. Government agencies involved in the Marshall Islands and Micronesia.

Office of Japanese Affairs director RUST DEMING traveled to Tokyo, November 11-17, for consultations and to participate in a Nato conference ... DREW QUINN was in Tokyo, November 10-12, for the Tokyo official development assistance conference, while KURT TONG traveled to Tokyo, November 16-20, to participate in the first annual session of the Japan-U.S. consultative committee on fisheries, and for consultations with Japanese officials on science and technology issues.

DAVID G. BROWN, director, Office for Indonesia, Malaysia, Brunei and Singapore

**David Walker, Janet Coulthart, Joe Breen, Bernard McGettigan.**



**HONG KONG**—At award ceremony, left to right, front row: *Linda Tsoi, Esther Ng, Ivy Wong, Cherrie Chau*. Back row: *Chua Pui Yuk, Anna Chin, Elaine Wong, Michael Fu, Esanna Lau, Rhoda Kau, Cecilia Cheng, Rio Fan*, consul general *Richard L. Williams, Sheila D. Freeman, Terrenz Chan, Noel Ng, Jane Lee, Elsa Ng*.

Affairs, had consultations with embassy and government officials in Bandar Seri Begawan, Jakarta and Dili (East Timor, Indonesia), November 13-24 ... Desk officer **NAN NIDA** visited Singapore, Brunei and the military command in Honolulu, for consultations, November 8-22. □

## ECONOMIC AND BUSINESS AFFAIRS

On November 11 Assistant Secretary **EUGENE J. McALLISTER** addressed a seminar for the International Association of Drilling Contractors and the Petroleum Equipment Suppliers Association in Houston ... On December 8 he participated in a symposium on "American Diplomacy for Global Competitiveness" at Columbia University.

Director **LOUIS WARREN** and **PATRICIA NELSON-DOUVELIS**, Office of Development Finance, helped organize Department meetings and hosted a luncheon for a visiting Kyrgyzstan delegation here on consultations, to prepare for World Bank meetings in December ... Deputy director **LAUREN MORIARTY** participated in negotiations in Paris, November 14-15, for the 10th replenishment of the International Development Association ... **SHIRLIE PINKHAM** took part in the high-level meetings of a development assistance committee, November 30-December 1,

in Paris ... **DOUGLAS CLIMAN** participated in export credit group discussions in Paris, November 2-6.

**HOWARD LANGE**, director, Office of Intellectual Property and Competition, traveled to London, December 7-8, for a meeting of the "Stockholm Group" of countries, which is discussing possible new international instruments for protection of performing artists and sound recordings, and intellectual property rights enforcement, under the Berne protocol ... **CURT STONE**, deputy director, same office, traveled to Manila for U.S.-Philippines intellectual property rights negotiations, November 10-14, and to Taipei, December 7-10, for negotiations with Taiwan on the subject ... **STEVE PRUETT**, same office, participated on the delegation to the U.S.-Venezuela intellectual property rights negotiations in Caracas, November 4-5, and in Washington, December 2-3 ... **STEPHEN K. KEAT**, Office of Intellectual Property and Competition, was part of a delegation that attended meetings of the Organization for Economic Cooperation and Development's committee on competition law and policy, in Paris, December 1-4.

**ROBIN MATTHEWMAN**, Developed Country Trade Division, participated on the U.S. delegation to the European energy charter conference, November 16-17 ... **JANET MALKEMES** of the Developing Countries and Trade Organizations Division traveled to Jakarta, Indonesia, November 17-21, to consult with Indonesian officials and private-sector and industry representatives about jelutong wood pencil slats ... She accompanied **PETER COLLINS**, U.S. Trade Representative's Office, to investigate a Section 301 petition from U.S. makers of cedarwood pencil slats ... **DAVID MORAN**, chief, Developing Countries and Trade Organizations Division, traveled to Geneva, December 6-12, to participate in the 12th meeting of the working party on Chinese accession to the General Agreement on Trade and Tariffs ... **ED**

**KASKA**, Developed Country Trade Division, and **GERALD ROSEN**, Trade and Commercial Affairs Directorate, traveled to Lithuania, Latvia and Estonia, November 8-15, for trade and investment agreement talks ... **TODD KUSHNER** of the division went to Geneva, October 3-17, for the Uruguay Round services negotiations ... **NED SAUMS**, participated in meetings with Japanese government officials in Tokyo, October 28-29, on implementation of the bilateral supercomputer agreement.

**THOMAS L. ROBINSON**, director, Office of Food Policy and Programs, participated in international coffee negotiations in London, November 23-December 1 ... **SANDRA L. MENDYK**, same office, served on the U.S. delegation to the International Wheat Council meeting, November 30-December 1, and as delegate to the Food Aid Committee meeting, December 2, both in London ... **LYNN GURIAN** represented the Department in discussions in Managua, November 30, on Nicaragua's de facto import ban on poultry parts, followed by agricultural consultations in Nicaragua and Costa Rica.

**ED BOOTH**, Office of Global Energy, participated in a November 19-20 meeting in Paris of the International Energy Agency's subgroup on energy conservation, to discuss the 1993 work program and hear special reports on energy demand-side management.

**MILT DRUCKER**, Office of International Commodities, headed the U.S. delegation to the International Tropical Timber Council and for the revision of the timber agreement, in Yokohama, November 11-24 ... **DANIEL HOLTZMAN**, same office, was the U.S. delegate to the International Rubber Study Group meeting in Singapore, November 11-20, where he delivered the U.S. national statement on the rubber market ... He went on to attend the International Natural Rubber Council meeting in Kuala Lumpur, November 23-December 1 ... **ROBERT McSWAIN**, same office, attended the International Copper Study Group meeting in Santiago, November 23-27, where the group decided to locate its headquarters in Lisbon.

**JACK CRODDY**, deputy director, Office of Investment Affairs, traveled to Brussels for negotiations on the European Energy Charter "basic agreement," November 12-14 ... **DAN FANTOZZI**, formerly with his office, attended this meeting to lend his experience and expertise, the bureau reported ... **STEPHEN R. GIBSON**, director, Office of Investment Affairs, cochaired bilateral investment treaty negotiations with Venezuelan government officials, in Caracas, November 2-3 ... **RAYMOND G. McGRATH**, same office, served as alternate head of the U.S. delegation to the first meeting of the UN Conference on Trade and Development's ad hoc working group on investment and financial flows, November 9-13, in Geneva. He was named to the group's bureau as a vice chairman.

The deputy assistant secretary for transportation affairs, **JAMES R. TARRANT**, chaired

civil air negotiations with the United Kingdom, November 12-13, in Washington ... CHARLES ANGEVINE, chief negotiator for U.S.-Canada civil aviation talks, headed the U.S. delegation in negotiations with Canada, November 17-20, in London, Ontario ... PAMELA WARD, Office of Aviation Negotiations, took part in the negotiations ... THOMAS H. MARTIN, director of the office, chaired the U.S. delegation in the first civil aviation negotiations with Russia, November 3-5, in London ... He led the U.S. working group in preliminary talks with the United Kingdom, November 10, in Washington ... Ms. Ward, was a member of the group.

JOAN E. CORBETT, director, Office of Aviation Programs and Policy, participated in the U.S.-Canada open skies negotiations in London, Ontario ... She represented the bureau at the Air Transport Association's U.S./Canada facilitation conference in Charleston, S.C., November 30-December 2.

GEOFFREY OGDEN, director, Office of Maritime and Land Transport, led the U.S. delegation to the meeting of the maritime transport committee of the Organization for Economic Cooperation and Development, in Paris, November 23-24 ... STEPHEN M. MILLER, same office, headed the U.S. delegation to the first session on shipping of the UN Conference on Trade and Development's standing committee on developing services sectors, in Geneva, November 2-6.

C. ANNE PENCE has joined the Planning and Economic Analysis Staff. □

## FINANCE AND MANAGEMENT POLICY

JILL E. KENT, chief financial officer, opened a working strategy session on the bureau's new integrated financial management system, November 16. She was joined by associate comptrollers LARRY EISENHART and BRUCE MORRISON; the deputy assistant secretary for information management, WARREN LITTREL; the directors and the systems accounting staffs from all three regional administrative management centers, and the Finance and Management and Information Management domestic staffs. The purpose of the session was to start an intensive, five-month information strategy planning process for the new system. □

## FOREIGN SERVICE INSTITUTE

For most of October, a team of four toured the Asian area of the former Soviet Union. The travelers were JAMES BERNHARDT, language training supervisor for Russian and Ukrainian;

MARIE-CHARLOTTE ISZKOWSKI, language training supervisor for Turkish; PETER BECHTOLD, chairman for Near East and North African areas studies; and JANE BONIN, senior education specialist, Orientation Division. The congressionally-funded trip, to gather information for enhancement of advanced language training, began at Khabarovsk, in the Russian Far East, and continued to the newly-opened consulate in Vladivostok, then to the new embassies in Alma Ata, Bishkek, Tashkent and Baku. Mr. Bechtold went to Ashkhabad, then headed for posts in the Middle East. The other members of the team visited the consulate in Istanbul before returning to Washington ... STEVEN TAYLOR, associate director for executive development, School of Professional Studies, traveled to Albania and Bulgaria, October 30-November 14. He interviewed and selected 20 participants from these countries' foreign ministries who will take the foreign diplomat training seminar in late January in Washington.

Taking training to the workplace, RON MILLER, budget and financial management instructor, traveled to Bonn, November 2-13, to teach procedures such as cashing and voucher processing to 17 Foreign Service nationals from the Commonwealth of Independent States, the Baltics states and German posts. The session prompted an invitation from Bangkok for a similar trip, and the class there was held December 14-18 ... AL CURLEY, budget and financial management instructor, traveled to Panama, December 1-4, to teach 20 financial specialists from the Department of Defense about the Department's foreign affairs administrative support system ... VIRGINIA RUDDY, deputy director of administrative training, served on a panel discussing experiential learning alternatives, at the Interagency Management and Executive Development Network, December 8-9, in the U.S. Postal Service's William F. Bolger Management Academy, Potomac, Md ... RICHARD JACKSON, dean, School of Area Studies, participated in an aerospace power symposium, December 1-4, at Maxwell Air Force Base, Ala.

JOHN COLLIER, associate dean, School of Area Studies and chairman for African studies, participated in an African Studies Association meeting, November 20-23, in Seattle ... MARY KIM, language training supervisor for Japanese and Korean, and RICK STRAUS, consultant on advanced language training, traveled to Japan and Korea for briefings.

GARY BRANA-SHUTE, deputy director, Latin American studies, consulted for two days at Embassy Guatemala while on private air travel ... FRED HILL, director of the area studies gaming department, organized the first in a series of policy seminars sponsored by the Diplomatic Studies Association, December 7, on Macedonia. He mounted the first in a series of training-based simulations in area studies, December 3, on the Yugoslavian crisis ... On December 1 ANNE E. IMAMURA, chair-

woman, Asian studies, spoke at the East-West Center Alumni Association luncheon, on "Women and Social Change in Japan." ... In early October JOHN BLANEY gave the keynote speech at a tri-state conference on eastern Europe organized by Ball State University, Ind. Mr. Blaney is chairman of studies involving the successor states to the Soviet Union.

PETER BECHTOLD, School of Area Studies, traveled to Kazakhstan, Kirgistan, Uzbekistan, Turkmenistan, Pakistan, Oman and the United Arab Emirates, September 25-October 30. He visited Islamic centers in central Asia and U.S. embassies and consulates, to examine issues related to advanced training. He reported some of his findings at a seminar on central Asia, November 20 ... KENDALL MYERS, OLAF GROBEL and Mr. Hill, School of Area Studies, presented the fourth in a series of the Massachusetts Institute of Technology's Center for International Studies-sponsored seminars, on "Germany, France and the New Europe," December 14 ... JIM MORAN has joined the Executive Office as part of the team formed to oversee the move to the National Foreign Affairs Training Center. □

## HUMAN RIGHTS AND HUMANITARIAN AFFAIRS

Assistant Secretary PATRICIA DIAZ DENNIS was the U.S. observer at a meeting of the Council of Europe's Commission on Democracy through Law, in Venice, November 12-14 ... She swore in new and reappointed members of the U.S. Holocaust Memorial Council, November 18, in Washington ... From November 30-December 3 she traveled to New York in connection with meetings of the UN General Assembly's Third Committee.

Principal deputy assistant secretary JAMES K. BISHOP addressed the Cleveland World Affairs Council, October 13, on lessons learned in Liberia and Somalia ... Earlier the same day he spoke at Case-Western Reserve University, on the Department's role in protection of human rights ... On November 25 he was one of two speakers who gave a presentation to the National War College on the evacuation of Embassy Mogadishu ... Deputy assistant secretary NANCY ELY-RAPHEL headed the U.S. delegation to the Conference on Security and Cooperation in Europe "human dimension seminar on tolerance," in Warsaw, Poland, November 16-20.

The bureau's rule-of-law program for the new independent states of the former Soviet Union was operative in October and November, with delegations working in Moscow and in Tbilisi. A group of three judges, a prosecutor and a public defender, accompanied by bureau

program officer NICHOLAS KLISSAS, spent more than two weeks in Russia, October 25-November 11, working with judges at the legal academy of the Russian ministry of justice. Four members of the group also spent several days in Yekaterinburg, where they engaged in discussions with and conducted a mock trial for more than 400 law students, faculty and legal officials at the Sverdlovsk juridical academy. On November 27, a four-person delegation traveled to Tbilisi at the invitation of the chairman of the Supreme Court of Georgia, to participate in workshops on the reform of the judicial system and the role of defendants' rights in the criminal justice system.

Senior Policy Adviser GEORGE LISTER was invited to visit Chile as a guest of the Chilean government, in recognition of his "efforts on behalf of human rights and democracy in Chile." ... Mr. Lister's November 14-19 schedule included luncheons in his honor in the Chilean Congress in Valparaiso and in the foreign office in Santiago, as well as a dinner at the American ambassador's residence. Mr. Lister also spoke at a Santiago university and was interviewed by the press.

The deputy director of the Office of Bilateral Affairs, JUDITH KAUFMANN, spoke, October 15, at the Defense Intelligence College to newly-designated military attachés. She discussed human rights policy and the role of the attaché in implementing the policy. She also spoke to participants in the political tradecraft course, November 4. She discussed the human rights work of political officers, including preparation of the human rights report ... Multilateral affairs officer MARGARET WILLINGHAM was in New York, November 16-25, as a member of the U.S. delegation to the UN General Assembly, to work on human rights issues in the Third Committee.

The bureau welcomed newly-arrived bilateral affairs officer GARY OBA, whose specialty will be the Near East region, and special programs assistant DAVID S. BERNSTEIN, who will be working on rule-of-law legal assistance programs for central and eastern Europe and the Middle East. □

## INSPECTOR GENERAL'S OFFICE

Pursuant to an act of Congress, the office completed a special review of the Arms Control and Disarmament Agency, conducted by a panel headed by JAMES GOODYBY. The report is directed to the President and Congress.

JOHN PAYNE, assistant inspector general for audits, and his deputy, MAC MacDONALD, attended the Federal Audit Executive Council conference, November 17-18, in Emmitsburg, Md. The council consists of assistant inspectors general for audits, and topics included audits,

productivity, chief financial officer issues, whistle-blowing and fraud auditing ... Mr. MacDonald spoke in September at the Association of Government Accountants budget-related audit issues symposium, on "The Effects of Auditing One Part of the State Department Budget on Other Overseas Agencies."

EILEEN ANGLE, KAREN CRUE and LARRY RIGG traveled to Guatemala in November to review narcotics assistance financial management. Field work will also be performed in Colombia and Bolivia.

The second phase of the special project to provide advice and assistance to all new embassies in the former Soviet Union has been completed by the special operations review team, which visited posts in Ukraine and the three Baltic countries, as well as support posts in Germany and Finland, during this phase of the project. Afterwards, the team met with Bureau of European and Canadian Affairs officials to propose solutions for problems noted during the reviews. Director FRED GEDRICH; auditors JOHN KANE, NORA KELLY and JOHN TREMBLER; inspector HENRY AVALOS; and PAUL KAUFMAN of Policy, Planning and Management, participated in the project.

Deputy inspector general ROSCOE S. SUDDARTH traveled to Asia, November 4-21, to participate in the security oversight inspection in Beijing and the post inspection in Rangoon. He also consulted with post officials in Beijing, Rangoon, Bangkok and Hong Kong regarding a current Office of Inspector General audit of heroin trafficking in Southeast Asia, and with Embassy Tokyo regarding a recent inspection of Japan. □

## INTELLIGENCE AND RESEARCH

*Office of Politico-Military Analysis:* GARY CROCKER, chief, Theater Forces Division, spoke to the Veterans of Foreign Wars post at Fort Myer, on developments in the former

Yugoslavia ... PAULA PICKERING, East European analyst, traveled to Geneva, November 19-20, to participate in an interagency conference on the future of Serbia.

*Office of Analysis for East Asia and the Pacific:* CAROL HAMRIN, China analyst, chaired, and analysts CHRIS CLARKE and MIKE FINEGAN attended, a November 7 workshop at the School of Advanced International Studies, on the role of the Chinese Central Committee's General Office, and the life style of top Chinese leaders ... Ms. Hamrin delivered a paper at the America Enterprise Institute symposium on U.S.-China relations, November 18-20 ... Northeast Asia Division chief BOB CARLIN briefed Nato delegations in Brussels, on U.S. intelligence assessments of Asia ... Japan analyst CHOONG-SIK AHN traveled to Tokyo for consultations, in mid-November.

*Office of Analysis for Western Europe and Canada:* GREG PERETT, division chief for northern and central Europe, attended a conference, November 20-21, in Minneapolis sponsored by the University of Minnesota, on "Security Policy in Austria, Finland, Sweden and Switzerland." ... KAREN ENSTROM, analyst for Scandinavia, participated in a Swedish Information Service seminar, November 13-14, entitled "Sweden and the New Europe," at the University of Washington, Seattle.

*Office of Intelligence Coordination:* BETTY McCUTCHAN, coordination officer, attended an interagency counternarcotics conference, October 8-9.

*Office of the Executive Director:* RICHARD CONDON and SARA MADDUX attended the "National Security and National Competitiveness—Open Sources Solutions" conference, in McLean, Va., December 1-3.

*Office of Research:* KENNETH ROBERTS, director, and SUSAN NELSON attended the national meeting of the American Association for the Advancement of Slavic Studies, in Phoenix, November 18-22, to promote the Russian, Eurasian and East European Research and Training Program, and to recruit participants for the expert seminar series on the



INTELLIGENCE AND RESEARCH—At Superior Honor Award ceremony, from left: Jon Gibney, Christopher Burn, Phillip Ant-

weiler, Assistant Secretary Douglas P. Mulholland, Stephen Johnson, Roderick Mackler, Christopher Clarke.



**INTELLIGENCE AND RESEARCH—** Group Meritorious Honor Award is presented to analysts of the Office of Analysis for the Commonwealth of Independent States and

Eastern Europe, from left: *Wayne Limberg, John Parker, Assistant Secretary Douglas P. Mulholland, Anne Herr, Jack Sontag, Anne Johnson, Nancy Pettit.*

former Soviet Union ... SUSAN BARNES organized, November 12, an expert seminar featuring Professor DAVID WOLFF of Princeton, who discussed Russo-Chinese border trade ... Ms. Nelson organized an expert seminar, December 3, featuring Professor ROGER KANGAS of the University of Mississippi, who discussed nationalist movements and ethnic minorities in Uzbekistan ... Assistant Secretary DOUGLAS P. MULHOLLAND chaired an advisory committee meeting, December 11, to evaluate grant applications for the Russian, Eurasian and East European Research and Training Program ... Executive director Roberts and Ms. Nelson coordinated the meeting.

*Office of the Geographer:* WILLIAM WOOD lectured at the Smithsonian Institution, November 18 ... LEE SCHWARTZ presented a paper at the Association for the Advancement of Slavic Studies meeting in Phoenix, November 21.

*Office of Analysis for the Commonwealth and Eastern Europe:* RAYMOND SMITH, director, and JOHN PARKER, division chief, participated in a session of the commonwealth and independent states working group at Georgetown University's School of Foreign Service, September 9 ... Mr. Parker participated in a Georgetown working group session on "Peacekeeping: The Paralysis of European Institutions," November 4 ... CAROL RODLEY, analyst, attended a weekend session of a seminar at Wye Woods, on "Reconstructing States, Politics and Society in the Former Soviet Union," September 19-20 ... GENE FISHEL, Belarus, Moldova, and Ukraine analyst, completed a two-week familiarization trip to Ukraine and Moldova, October 11 ... He traveled to the conflict zone in Moldova's Dniester region, and

to the separatist Gagauz area in the south of the country ... MARTHA MAUTNER, deputy director, addressed the Air Force Staff and Command University at Maxwell Air Force Base, Montgomery, Ala., on developments in eastern Europe, September 23 ... She spoke at the commemorative service for Willy Brandt at the German Embassy, November 23 ... JON WESTERN, analyst, addressed the University of Michigan's Institute of Public Policy Studies and the Center for Russian and East European Studies, October 16. □

## INTER-AMERICAN AFFAIRS

Assistant Secretary BERNARD W. ARONSON presented current and former bureau



**INTER-AMERICAN AFFAIRS—** Superior Honor Awards have gone to *Philip W. Savitz, Haiti desk officer, left; Barbara Jean Stephen-*



*son, former political officer in San Salvador; and Michael D. Puccetti, who was economic officer in Managua.*



employees performance awards at a November 2 ceremony. Recipients were JAMES F. CREAGAN, Superior Honor Award, and his wife, GWYN CREAGAN, Certificate of Appreciation; JOSEPH N. McBRIDE, MICHAEL D. PUCETTI, PHILIP W. SAVITZ, PAUL E. ROWE and BARBARA JEAN STEPHENSON, Superior Honor Awards; MICHELE POWERS, Meritorious Honor Award; ROBERT J. CALLAHAN, Superior Honor Award; RICHARD J. DRISCOLL and LESLIE V. ROWE, Meritorious Honor Awards; ELIDA L. HICKMAN, cash performance award; and a Meritorious Honor Award to the staff of the Office of Press and Public Affairs, PHILIP PETERS, DOUGLAS GRAY, MARJORIE K. WEISSKOHL, PATRICIA COOPER and LINDA HAMILTON. □

## U.S. Mission to the Organization of American States

In November Ambassador LUIGI EINAUDI headed the U.S. Delegation which traveled to Peru with congressional staffers to observe the election for a constituent assembly. While in Lima, the delegation met with the president and Peru's prime minister. The delegation also had contact with some of the 200 plus members of the election observer/monitor team.

SARAH HORSEY-BARR joined the mission as the new deputy chief of mission. She replaced JOHN MAISTO ... MARGARITA RIVA-GEOGHEGAN resumed her position as the mission's education, science and cultural affairs adviser, after her absence for senior training at the Industrial College of the Armed Forces ... In November she participated in a meeting of the directing council of the Pan-American Institute of Geography and History, in Santo Domingo ... Also, in November, BARBARA BOWIE-WHITMAN, the newly-arrived senior economic adviser, participated in the ninth Inter-American conference of ministers of labor, in Guatemala ... Other new arrivals at the mission include those of PAMELA SPRATLEN,

economic officer; MARTINA WRIGHT, program assistant; and JAY RINI, mission coordinator. □

## INTERNATIONAL COMMUNICATIONS AND INFORMATION POLICY

Coordinator BRADLEY P. HOLMES headed the U.S. delegation to the regional meeting of the International Telecommunications Union in Budapest, Hungary, October 12-17, where he met communications ministers from central and eastern European countries ... Special adviser WARREN CLARK addressed a policy forum in Budapest, October 13; conducted a seminar on spectrum management for telecommunications in Bucharest, Romania, October 19-20; and held consultations on developing telecommunications regulations in Prague and Bratislava, Czech and Slovak Federal Republic, October 21-23 ... Mr. Holmes led the U.S. delegation to the International Telecommunication Union's development conference for the Arab region, in Cairo, October 25-29 ... WALTER MANGER, director for Africa and the Middle East, participated as an adviser to the delegation.

On November 5-9 RICHARD C. BEAIRD, senior deputy for standards and international organizations, traveled to Tokyo, Japan, to

engage in bilateral discussions on International Telecommunications Union matters, and to attend the interregional telecommunication standard conference ... BOHDAN BULAWKA, executive secretary for advisory committee affairs, attended the telecommunication policy seminar in Kiev, Ukraine, November 18-20, to discuss basic telecommunication legislation, technology trends and financing ... On October 13-14 TIMOTHY C. FINTON, counselor for telecommunications trade, chaired the U.S. delegation to the Organization for Economic Cooperation and Development meeting on international telecommunication pricing practices, in Paris.

DANIEL GOODSPEED, counselor for Inmarsat affairs, led the U.S. Government delegation to the November 5-11 meeting of the International Maritime Satellite Organization council, and chaired U.S. Government participation in the November 12-14 meeting of Inmarsat's intersessional working group. □

## INTERNATIONAL NARCOTICS MATTERS

On November 17-18 Assistant Secretary MELVYN LEVITSKY chaired the U.S.-United Kingdom high-level steering group meeting in Washington to discuss counternarcotics issues and where cooperation could be improved ... Mr. Levitsky participated in a panel on Amer-

ica's stake in global issues, at the joint conference on "America's Foreign Policy Priorities in a New World," sponsored by the Carnegie Endowment for International Peace and the American Foreign Service Association, November 24 ... He traveled to New York, accompanied by demand reduction officer THOMAS BROWNE, to participate in a meeting on international demand reduction, sponsored by the Center on Addiction and Substance Abuse at Columbia University, December 1-2 ... While in New York, he met with the executive director of the UN Children's Emergency Fund, JAMES GRANT, to discuss narcotics-related children's projects.

Office director DAVID LYON and Commander JAMES COX traveled to Patrick Air Force Base, Belize, Guatemala and Honduras, to review airwing operations and transnational issues ... ART MUIRHEAD traveled to Guatemala and Caracas, November 2-6, to discuss Customs training ... RAYBURN F. HESSE, senior policy adviser, speaking on behalf of the financial action task force, addressed the Third Committee of the UN General Assembly, November 3 ... He chaired the U.S. delegation to the November 5-6 meeting of the Caribbean financial action task force, where more than two dozen Caribbean and Latin American governments endorsed the task force recommendations and agreed to be evaluated on their effectiveness in combatting drug money-laundering ... Mr. Hesse joined Treasury Assistant Secretary PETER NUNEZ for bilateral meetings with Spain, in Madrid, November 12-14 ... He chaired the November 16-20 meetings of financial action task force working group III in Paris, where 26 nations approved the chair's plan for combatting money-laundering in Hungary and Poland ... He presided over a special meeting between the task force and selected African governments, November 19 ... LLOYD ARMSTEAD traveled to Patrick Air Force Base to represent the Department in technical evaluations of a new global positioning system, November 3-5 ... KATHLEEN WILKINSON traveled to New York for a session of the UN General Assembly November 3-9, and worked on UN issues in New York, November 10-15.

TERRY BRANHAM accompanied Diplomatic Security staff member VINCE TAYLOR to Bolivia for an operation security review. He met with embassy staff on aviation issues ... The Aviation Division welcomed Captain MIKE KARR, who is in Spanish language training and is assigned to Guatemala as senior aviation operations officer. Also welcomed: DON CAMPBELL, aviation operations officer in Guatemala.

ROBERT C. PERRY, director, Program Office, accompanied Vice Admiral PAUL A. WELLING, U.S. Coast Guard commander, Atlantic area, on a November 1-7 visit to Panama, Colombia, Curacao and Venezuela, to assess the maritime counternarcotics programs in those countries.



INTERNATIONAL NARCOTICS MATTERS—Norman R. Rosner receives award for his 50 years of Government service from

director general Genta Hawkins Holmes, who is also director of personnel, and Assistant Secretary Melvyn Levitsky.

## INTERNATIONAL ORGANIZATION AFFAIRS

**People: Transfers:** COMELIA K. CHERRY from the Bureau of Consular Affairs, to the Office of UN Employment Information and Assistance ... KAREN B. DECKER from Pakistan to the Office of International Development Assistance ... JOHN H. DIEFFENDERFER from Rome to the Office of International Conferences ... CHRISTOPHER P. ENGLISH from the Bureau of Consular Affairs to the Office of Technical Specialized Agency Affairs ... JOHN HENNESSEY-NILAND from the Office of Technical Specialized Agency Affairs to the Pearson Program ... LOUIS S. MENYHERT from the Office of International Conferences to the Bureau of Politico-Military Affairs ... KIMBERLY N. PENNY from the Office of U.S. Budgetary Presentation and Payments to the Bureau of European and Canadian Affairs ... GEORGE SALVATIERRA from the Office of UN Employment Information and Assistance to the Peace Corps ... FREDERICK S. BARON from the Bureau of Economic and Business Affairs to the Office of International Economic Policy ... VALERIE K. HAIRSTON from the Bureau of Personnel to the Office of UN Political Affairs ... MARGARET ANN KRISHER-CLIVER from the Department of the Army to the Office of UN System Budgets. □

## LEGAL ADVISER'S OFFICE

EDWIN D. WILLIAMSON, the legal adviser, traveled to Boston to deliver lectures at Tufts and Harvard ... He traveled to The Hague to attend consultations on Iran claims and conferences at the International Court of Justice, accompanied by LUCY F. REED, attorney-adviser, Office of International Claims and Investment Disputes.

RONALD J. BETTAUER, assistant legal adviser, Office of International Claims and Investment Disputes, traveled to Geneva to attend the governing council session of the UN Compensation Commission ... LISA GROSH, attorney-adviser, same office, traveled to New Cumberland, Pa., to review records to gather information relating to Army foreign military sales cases that are the subject of Case B/1 (Claims 2 and 3) at the Iran-U.S. Claims Tribunal ... PETER H. PFUND, assistant legal adviser for private international law, traveled to San Antonio, to speak to state welfare attorneys about the Hague conference's effort to prepare a convention on the intercountry adoption of children.

THOMAS A. JOHNSON, attorney-adviser, Office of Law Enforcement and Intelligence, traveled to Vienna and Budapest on mutual legal assistance treaty and extradition negotiations ... KELLY CARLSON returned from her leave of absence, during which she worked as assistant general counsel to the presidential commission on the assignment of women in the armed forces ... CATHERINE S. SCOTT, attorney-adviser, Office of Politico-Military Affairs, traveled to Colorado Springs to attend a strategic defense continuing legal education workshop ... ANTONIO F. PEREZ, attorney-adviser, Office of Oceans, International Environmental and Scientific Affairs, traveled to Knoxville to attend a Department of Energy nuclear nonproliferation workshop ... ROBERT J. FAUCHER, attorney-adviser, Office of Near Eastern and South Asian Affairs, traveled to Ottawa to attend the second meeting of the Middle East peace talks' multilateral working group on refugees ... He traveled to Bonn to consult with the German government on efforts to oppose the Arab League's boycott of Israel.

**People:** Joining the bureau were DONNA CATLIOTA and VIOLANDA BOTET, attorney-advisers, and DENISE MANNING-CABROL, paralegal specialist, Office of the International Claims and Investment Disputes. □

## LEGISLATIVE AFFAIRS

ROBERT A. BRADTKE has become acting assistant secretary for legislative affairs ... AUBREY V. VERDUN has arrived to be the

legislative management officer covering the inter-American affairs portfolio. □

## NEAR EASTERN AFFAIRS

**Office of the Assistant Secretary:** Assistant Secretary EDWARD P. DJEREJIAN traveled to Moscow, November 29-December 2, to consult with the Russian cosponsors of the Middle East peace talks ... He traveled to London, December 3-4, to lead the U.S. delegation to the third meeting of the Middle East multilateral steering group ... He was accompanied to Moscow and London by deputy assistant secretary Daniel C. KURTZER, special assistant PAUL SUTPHIN and staff assistant JUAN ALSACE ... He continued his regular meetings with the delegations attending the second half of the seventh round of bilateral Middle East peace talks in Washington, November 9-19 ... Deputy assistant secretary Kurtzer led the U.S. delegation to the session of the multilateral working group on refugees, in Ottawa, November 11-12 ... Deputy assistant secretary LINCOLN P. BLOOMFIELD JR. participated in the British-American conference in Atlanta, November 10-14. On November 19 he traveled to New York to address the board of trustees and international advisory council of the American University of Beirut, at the Metropolitan Club ... He was interviewed by newsman JOHN CHANCELLOR on the future of Lebanon and the Middle East ... Deputy assistant secretary DAVID L. MACK was on a "Worldnet"



**LEGISLATIVE AFFAIRS—**Retiring House Foreign Affairs Committee chairman Dante Fascell (D-Fla.), center, hand on chair, and three members of his staff are honored at a luncheon in the Department's Henry Clay Dining Room by officers who served as legislative assistants to him via the Pearson Program and American Political

Science Association fellowships. Others from left: Anne Swift, Gerry de Santillana, Evelyn Watson, Linda Pfeifle, Bob O'Reagan (partially hidden), Margaret Cooperman, Barbara Burris, Assistant Secretary Bernard Aronson, Ed Sacchet, Larry Williamson (hidden), Brenda Sprague, Marcie Ries, Marcia Schmitz, Elizabeth Sacchet, John Caulfield.



program for Sanaa, Yemen, November 11. His topic was U.S. support for democratization and institution-building.

**Office of the Public Affairs Adviser:** Public affairs advisers WENDY CHAMBERLIN spoke on the Middle East to the annual conference on American foreign policy for Maryland teachers, November 19. The conference was sponsored by the Baltimore Council on Foreign Affairs ... Deputy adviser CALVIN A. MITCHELL III spoke to members of the International Club of Annapolis, November 4, on the Shi'a in Iraq.

**Office of Lebanon, Syria, Jordan, and Palestinian Affairs:** MICHAEL VARGA, desk officer for Lebanon, spoke to students of American University and Mount Vernon College, November 19, on issues raised in the Middle East peace talks.

**Office of Arabian Peninsula Affairs:** Director RICHARD McKEE and Yemen desk officer STEVE ZATE traveled to New York, November 18, to attend a lecture hosted by the Council on Foreign Relations ... Yemeni Foreign Minister ABDULKARIM AL-IRYANI spoke on "Yemen's Role in a Changing World." ... ROBERT MUSTAIN, desk officer for Saudi Arabia, traveled to Riyadh, Jeddah and Dhahran, November 6-13.

**Office of Egyptian Affairs:** Political officer JAMES E. MAXSTADT made an orientation visit to Egypt in November, calling on officials in Cairo, Alexandria and upper Egypt ... JOE FISHBEIN, deputy principal officer,

Consulate General Alexandria, spent two days with the desk on consultations during his December home leave ... Secretary CAROL MAYO joined the desk in November.

**Office of Israel and Arab-Israeli Affairs:** Political officer MARC SIEVERS traveled to New York, November 2. He spoke on the peace talks to members of the United Jewish Appeal.

**Office of Maghreb Affairs:** The new director, STEPHEN BUCK, visited Tunisia, Algeria and Morocco, and European posts concerned with North Africa, November 1-21.

**Office of Northern Gulf Affairs:** Deputy director DAVID REUTHER traveled to Oregon in early November. He spoke at the World Trade Council, Lewis and Clark University and Portland State University ... On September 18 he traveled to Pennsylvania to speak at the World Affairs Council of Berks County and the Lehigh Valley, on Gulf security issues ... Secretary PHYLISS WILLIAMS departed for leave and an onward assignment to Brussels. She has been replaced by ROBIN TURKO.

**Office of Regional Affairs:** Political officer RICHARD JARVIS represented the bureau at the freedom of navigation workshop at the Naval War College, Newport, R.I., November 17 ... BOB KRANTZ, officer-in-charge of Multinational Force and Observers Affairs, represented the United States at the Multinational Force and Observers' 10th annual trilateral conference, in Rome, Italy, November 23-25. □

## OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS

On December 1-4 EVELYN WHEELER, Office of Ecology, Health and Conservation, traveled to Rome, Italy, to head the U.S. delegation at the second meeting of the signatories of the convention on environmental impact assessment in a transboundary context ... ARNOLD SCHIFFERDECKER, director, Office of Environmental Protection, headed the U.S. delegation to the first conference of the parties to the Basel convention on the control of transboundary movements of hazardous wastes and their disposal, in Piriapolis, Uruguay, November 30-December 4 ... BRECK MILROY, environmental affairs officer, Office of Environmental Protection, was a member of the delegation.

R. TUCKER SCULLY, director, Office of Oceans Affairs, led the U.S. delegation to the 17th Antarctic treaty consultative meeting, in Venice, November 9-20 ... RAYMOND V. ARNAUDO, chief, Division of Polar Affairs, led the U.S. delegation to the 11th annual



BEIRUT, Lebanon—At safe-driving award ceremony in this Near Eastern nation at the eastern end of the Mediterranean Sea, from left, first row: Fadi Courban, Farid Jabra, Ghassan Hammoud, Mohamed-Khaled

Mehio, Hussam Farhat, Daniel Yammine. Second row: Joseph Safar, Ali Saad, Jaoudat Marrouche, George Maalouf, Faisal Rawda, Ambassador Ryan C. Crocker, Fayad Zeiour, Rodolph George, George Kenaan, Souhail

Abou-Halkah. Third row: Nicholas Dagher, Jamil Mu'akkasa, Sharif El-Hajj, Raymond Dagher, Lawrence Abou-Zahra, Saad Kanaan-Atallah, Chawki Skaf, Eias Sadek.

meeting of the Commission on the Conservation of Antarctic Marine Living Resources, in Hobart, Tasmania, October 25-November 6 ... DAVID C. CHANG, Atlantic fisheries officer, attended the interim meeting of the Great Lakes Fishery Commission, in Toronto, December 1-3 ... DAVID COLSON, deputy assistant secretary, and BRIAN H. HALLMAN, deputy director, Office of Fisheries Affairs, traveled to Tokyo, Japan, November 18-21, for U.S.-Japan bilateral fisheries consultations ... Mr. Colson and JOHN J. FINNEGAN JR, same office, traveled to Vancouver, British Columbia, November 30-December 4, for the fall meeting of the Pacific Salmon Commission ... LARRY SNEAD, director of the office, and Mr. Finnegan, same office, and DAVID BALTON, Legal Adviser's Office, traveled to Whitehorse, Yukon Territory, November 9-13, for Yukon River salmon treaty negotiations ... Mr. Hallman traveled, November 4-14, to Madrid, Spain, for the annual meeting of the International Commission for the Conservation of Atlantic Tunas ... BILL GIBBONS-FLY, Fisheries Affairs, traveled to Santiago, Chile, November 30-December 5, for the first meeting of the fisheries ministers and the authorities of the Americas and the international conference on fisheries and aquaculture ... BILL DILDAY, Fisheries Affairs, traveled to Panama City, Panama, November 23-27, to participate as an observer in the meeting on Latin American fisheries.

On December 1 MARTIN PROCHNIK, director, Office of Cooperative Science and Technology Programs, and JONATHAN MARGOLIS, Middle East program officer, represented the State and Treasury Departments, respectively, at the board of governors meeting for the U.S.-Israel Binational Industrial Research and Development Foundation. The board approved \$7 million for high-tech projects involving U.S. and Israeli firms ... Deputy assistant secretary JOHN BORIGHT, accompanied by program officer MARIA TREJO, led a U.S. delegation of technical agencies in Mexico City, November 19, to participate in the U.S.-Mexico mixed commission meeting. □

## PERSONNEL

### Family Liaison Office

In November, community liaison office support officer TERRI WILLIAMS left the office to become coordinator of family training at the Foreign Service Institute ... The office welcomed two new secretary/receptionists, SYLVIA HOOPER and SHARON FEATHERSTONE ... Two coordinators visited the office in November: DIAN OLSON, New Delhi, and DIANE SCHNITZLER, Singapore.

Education counselor KAY BRANAMAN EAKIN was a member of a panel discussing



**FAMILY LIAISON OFFICE**—*Joan Pryce, left, employment program coordinator, at her farewell ceremony, with Larry Williamson, then senior deputy assistant secretary for personnel, and Maryann Minuttilo, office director.*

international education at a conference of the Independent Educational Consultants Association, in Boston, November 13. She visited boarding schools in the region that are attended by Foreign Service dependents.

In November, the office organized two briefings for evacuees from Monrovia, and staff members briefed classes and groups including: the regional security officers training class; defense attachés; Marine security guard spouses; career development officers in the Bureau of Personnel; the regulations, allowances and finances course; and the security overseas seminar. □

### Medical Services

Dr. HAL RINIER, director of mental health services, and ANNE WEISS, director, Employee Consultation Service, flew to Miami the week of November 16 to assist Department victims of Hurricane Andrew ... Consulting in Medical Services on November 6, after accompanying a patient to Washington, were regional medical officer DWIGHT BABCOCK and nurse FLORENCE SANDOVAL, from Tegucigalpa and Guatemala, respectively ... On November 18 regional medical technologist CHARLES ROBINSON visited Medical Services from Moscow and was able to hand-carry needed medication back to post ... The health fair, organized by NELLIE CLEMONS, head nurse of the health unit, and run by volunteers from the exam clinic, the health unit and throughout Medical Services, was held on November 18.

Consulting in Medical Services, November 19, was nurse practitioner KRIS ALLISON, as she began her home leave prior to returning to Islamabad for two years ... The activities of "The Great American Smokeout," November 19, were arranged and sponsored by JUDY CARLISLE, health education coordinator. During the week, there were speakers from the

Office of the Surgeon General and from the Environmental Protection Agency, as well as cafeteria displays and handouts of materials and "survivor kits." ... The contract nurse in Tel Aviv, GRANT LUDWIG, hand-delivered specimens from post and visited in Medical Services, November 23, while in the Washington area ... Nurse practitioner PATTI BEITH flew to Washington the first week of December and consulted in Medical Services, at the beginning of home leave. She plans to return to Paris for another two-year tour ... Regional medical officer psychiatrist THOMAS RODGERS consulted in the Department, the week of December 7, on accompanying a patient from Bangkok ... Dr. LAURENCE BROWN, deputy medical director, participated in the seminar/conference, "Preventive Strategies in the Health Care Cost Equation," at Johns Hopkins University School of Hygiene and Public Health, December 6-7. □

## POLITICO-MILITARY AFFAIRS

Assistant Secretary ROBERT L. GALLUCCI cut the ribbon in the newly-renovated Offices of Policy Analysis and Proliferation of Nuclear Weapons, November 30, to complete another phase of the project to expand and refurbish workspace in the bureau.

**Office of Defense Trade Controls:** Director WILLIAM B. ROBINSON and deputy directors MICHAEL T. DIXON and ROSE MARIE BIANCANELLO spoke at the Society of International Affairs' fall licensing conference, November 16-17, in Washington. Participating were Compliance Analysis Division chief CLYDE G. BRYANT, along with compliance specialists MARY SWEENEY, MARTHA WRIGHT, EVA TYLER, RUTH JACKSON and NANCY MEYER ... Arms Licensing Division staffers speaking at the conference were MAL ZERDEN, ALLAN SUCHINSKY, CAROLYN LANCASTER, SUE CLARK, CAROL BASDEN, SAM CAPINO, DANIEL BUZBY, ANDREW CHURCH and Air Force Majors MARTIN MAIER and GARY ONCALE ... KEN PEOPLES, Arms Licensing Division, participated in a panel on "Satellites and the U.S. Munitions List: The Rationalization Exercise," at a satellite communications users conference in Washington, November 17 ... On November 6 the special assistant to the director, CHARLES A. RAY, with Navy Lieutenant Commander L. PAUL JAMES, TERRY HUNTER, THOMAS DENNER, KYNA COOPER, CHRIS ELDER and CAROL BASDEN, visited Boeing's Helicopter Division in Philadelphia, for an orientation on the company's activities. The group was accompanied by BARBARA TOBIAS, chief, Office of Defense Relations and Security

Assistance, and action officer KARMA JOB ... MICHAEL T. DIXON spoke on defense trade compliance issues at an executive export meeting in Rosslyn, Va., November 18 ... On November 3 CLYDE G. BRYANT testified in U.S. District Court for the District of Columbia in the trial of U.S. vs. Aero Systems, Inc. Aero Systems is charged with violation of Section 38 of the Arms Export Control Act, unauthorized export of U.S. Munitions List items ... Ms. Wright and CELESTE LEWIS, compliance specialist, Compliance Analysis Division, accompanied Mr. Bryant as observers ... He also testified in the U.S. District Court for the Eastern District of Pennsylvania, November 18, in the trial of U.S. vs. THOMAS JASIN. Mr. Jasin is charged with violation of Section 38 of the Arms Export Control Act, unauthorized export of defense articles to South Africa. Mr. Bryant was assisted in the case by compliance specialist EVA TYLER.

**Office of Arms Control Policy for Compliance and Implementation:** LOUIS MENYHERT joined the office, from the international organizations bureau. He will focus on compliance analysis, primarily with regard to the treaty on the reduction and limitation of strategic offensive arms ... STEVE COSTNER and CHARLES EVANS continued their participation in the fourth session of the Joint Compliance and Inspection Commission in Geneva. This session saw the signature of a number of agreements to implement the treaty ... Ms. Wright traveled to Geneva as a member of the U.S. delegation to a session of the Bilateral Consultative Commission, which works on implementation of the threshold test ban treaty ... Office deputy director JIM DAVIS attended a seminar in Vienna, with new participating states, on the implementation of security and confidence-building measures ... He attended the second annual implementation assessment meeting, for all states participating in the security and confidence-building measures regime.

**Office of Weapons Proliferation Policy:** Director VANN VAN DIEPEN headed an interagency delegation to South Africa during bilateral experts talks on nonproliferation, at Pretoria, December 2-4 ... Air Force Captain JEFFREY RENEHAN, on November 30, received the first Oak Leaf Cluster to the Meritorious Service Medal, for his "skill and leadership" while serving in Air Force staff positions at the Pentagon from October 1988 to last October ... Action officer GEORGE COLVIN briefed a seminar of aerospace industry executives on missile technology export licensing and the missile technology control regime, in Arlington, Va., November 12.

**Office of the Senior Coordinator:** Deputy senior coordinator CAROL KESSLER traveled to Vienna, December 5, to serve as co-head of the U.S. delegation to the International Atomic Energy Agency advisory group meeting on programs to eastern Europe and the Common-

wealth of Independent States ... She then served as U.S. delegation co-chairwomen at the December 7-8 steering committee meeting of the "Group of 24" nuclear reactor safety working group ... On November 20 she gave the keynote address at the American Nuclear Society workshop on the safety of Soviet-designed nuclear power plants.

**Office of Defense Trade Policy:** Director PAMELA L. FRAZIER, deputy director JAMES A. LEWIS and foreign affairs officers DAVID SHAPIRO and ANDREW CHURCH spoke at the defense trade conference of the Society for International Affairs, November 16, and again, December 3 ... Mr. Lewis spoke to the International Trade Facilitation Council, on "Encryption Products," December 3. □

## PUBLIC AFFAIRS

**Office of Public Liaison:** Regional program officer DARLENE KIRK arranged for European and Canadian Affairs deputy assistant secretary RICHARD KAUZLARICH to address the "Five College Program in Peace and World Security," in Amherst, Me., November 12; Valparaiso University, Valparaiso, Ind., November 16; and a Business Council for International Understanding-sponsored luncheon in Chicago, November 17 ... Ms. Kirk arranged for WARREN ZIMMERMAN, director of refugee programs, to address Case-Western Reserve University and the Council on World Affairs in Cleveland, November 17 ... Regional program officer CATHY McDERMOTT arranged for the assistant secretary for African affairs, HERMAN COHEN, to travel to Portland, Me., November 5, to address the Portland Committee on Foreign Relations ... She arranged for THOMAS NILES, assistant secretary for European and Canadian affairs, to travel to Riverside, Calif., to speak to the World Affairs Council of Southern California and at Pomona College, November 11 ... Regional program officer SUSAN HOVEY arranged for WILLIAM CLARK, assistant secretary for East Asian and Pacific affairs, to travel to Houston and Chicago, December 3-4. While in Houston, he addressed a luncheon sponsored by the Asia Society and met with representatives of Tennaco Gas and Shell Oil. This was coordinated through the Business Council for International Understanding ... Mr. Clark addressed a breakfast meeting of 18 Chicago executives, coordinated through the Business Council for International Understanding, and a luncheon meeting of the Mid-America Committee, in Chicago, prior to returning to Washington.

Washington Programs Division business liaison officer MARY ANN DIXON arranged for FREDERIC HOF, executive assistant and deputy to the coordinator for U.S. assistance to the new independent states, to meet, November 6, with American and international chief executive officers to discuss trade and investment opportunities in the Commonwealth of Independent

States ... Organization liaison officer YVONNE O'BRIEN coordinated a special briefing for the Constituency for Africa, November 6 ... Mr. Cohen opened the program with a look at some of the challenges facing Africa today, and the A.I.D. assistant administrator for Africa, ALISON ROSENBERG, discussed democracy in Africa ... The half-day program for the leadership of African-American organizations included sessions on the Development Fund for Africa, the Aids challenge and Somalia ... External engagements coordinator EILEEN McCORMICK PLACE arranged for the assistant secretary for international organization affairs, JOHN BOLTON, to address the Council of American Ambassadors, November 17, in the Department ... She coordinated the Atlantic Council Conference and reception, hosted by the assistant secretary for European and Canadian affairs, THOMAS NILES, in the Department, November 20 ... Briefings officer JUDY CHRONISTER arranged for Policy Planning Staff deputy director WILLIAM BURNS to address the Atlantic Council Academic Associates, in the Department, November 19 ... She facilitated several speaking engagements in the Washington metropolitan area: The deputy assistant secretary for East Asian and Pacific affairs, LYN PASCOE, addressed the U.S. Advisory Commission on Public Diplomacy, November 12; Policy Planning Staff member SHEILA HESLIN participated in a panel discussion sponsored by the National Council of World Affairs Organizations on the Commonwealth of Independent States, November 17; Bureau of Intelligence and Research geographer WILLIAM MOORE addressed Smithsonian and academic geographers on the role of geography in the new world order; and Bureau of Oceans and International Environmental and Scientific Affairs population affairs coordinator NANCY CARTER participated in a panel sponsored by the American Association for the Advancement of Sciences on the June UN Conference on Environment and Development Conference in Rio ... Program assistant ANNETTE AULTON arranged for the Bureau of International Narcotics Matters' Colombia desk officer, LUIS MORENO, to address 350 high school students in an appearance sponsored by the Congressional Youth Leadership Council, November 4.

The Public Liaison Staff's CHERYL GROSS, CHRIS MacDONALD, KAREN NICHOLSON, ANNETTE AULTON, MARIE JONES, CATHY McDERMOTT, SUSAN HOVEY, JENNIFER SIEGEL and DARLENE KIRK assisted the Press Office with the Middle East peace talks, November 9-19.

**Office of the Historian:** The Department's historian, WILLIAM Z. SLANY, with records adviser DAVID H. HERSCHLER and research assistant JEFFREY SOUKUP, traveled to Austin, Tex., November 9-13, for research at the Lyndon B. Johnson Library ... The following week, historians JAMES E. MILLER and CHARLES SAMPSON continued the research at the library, assisted by Mr. Soukup ... Mr. Slany

represented the Department at the fall meeting of the National Historical Publications and Records Commission, at the National Archives, November 2-4 ... Mr. Slany participated in a declassification conference on cold war documentation problems of government histories, declassifiers and archivists, at the National Archives in October, under the joint sponsorship of the Legacy Project of the Department of Defense ... The Advisory Committee on Historical Diplomatic Documentation met for the fourth time this year, November 4-5. The meeting was attended by representatives of several bureaus in the Department and participants from the National Archives, the General Services Administration and other agencies that deal with and support the "Foreign Relations" series ... DAVID PATTERSON's essay, "President Eisenhower's Arms Control Policies," was published in "The Military-Industrial Complex: Eisenhower's Warning Three Decades Later." ... Mr. Patterson and CAROLYN YEE did research on arms control for the "Foreign Relations" series, at the JOHNSON library in Austin, November 30-December 4. □

## REFUGEE PROGRAMS

WARREN ZIMMERMANN, bureau Director, delivered a speech to the Fulbright Association and participated in the Refugee Policy Group board of trustees meeting ... He spoke on Yugoslavia at the John Hay Forum in Cleveland, and addressed the Ambassadors Roundtable meeting on refugee and migration issues, in Stamford, Conn ... He met with TSEHAYE TEFERRA, director, Ethiopian Community Development Council, and with ALDO AJELLO, the UN secretary general's special representative for Mozambique, to discuss repatriation and refugee-related issues ... He briefed voluntary agency representatives on the resettlement program for Bosnians, and was briefed by GENE DEWEY, office director in charge of emergency and humanitarian assistance to the new independent states, on his trip to Uzbekistan, Kazakhstan, Azerbaijan, Georgia, Armenia and Tajikistan.

PRISCILLA A. CLAPP, senior deputy assistant secretary, traveled to Bangkok and Ho Chi Minh City to review refugee program operations ... She visited Tokyo to consult with Japanese officials on refugee assistance worldwide ... She addressed the American Council of Nationalities Services annual conference in Washington, and led the U.S. delegation in bilateral discussions with Canada on refugee and migration issues in North America.

BRUNSON MCKINLEY, deputy assistant secretary for management, addressed the World Affairs Council of Northern California, and monitored refugee resettlement programs in San Francisco ... He represented the bureau at the meeting of the Middle East multilateral refugee

working group, a subgroup of the Middle East peace talks, in Ottawa, Canada. He attended a meeting in Geneva, and met with UN high commissioner for refugees and International Committee of the Red Cross officials.

SARAH E. MOTEN, deputy assistant secretary for international refugee assistance, visited refugee camps and met with government officials and international organizations involved in refugee activities in Southern Africa ... NORMAN W. RUNKLES, comptroller, and his deputy, EMILY K. KRANTZ, met in New York with voluntary agency representatives on refugee loan collection ... JAN DE WILDE, director, Office of Asian Refugee Assistance, met with TOUFIG ALI, deputy chief of mission, embassy of Bangladesh, to discuss Mr. De Wilde's visit to Burmese refugee camps in Bangladesh. Program officer JUNE M. O'CONNELL also attended ... THERESA L. RUSCH, director, Office of Refugee Admissions and Processing, traveled to Zagreb, Croatia, to assist in the refugee processing for former Bosnian detainees ... She consulted in New York with voluntary agencies on resettlement of refugees.

ANITA L. BOTTI, director, Office of Reception and Placement, participated in a visit to Moscow to meet with Russian Migration Federation officials and travel to refugee reception centers in Russia ... BETSY A. FITZGERALD, program officer, met with Inter-Action officials in New York ... PAUL D. BIRDSALL, program officer, Office of African Refugee Assistance, addressed students at Johns Hopkins University in Baltimore ... ANN E. KENNELLY, program officer, Office of Policy and Budget Coordination, participated in a preparatory meeting for the 1993 European population conference in Strasbourg, France ... PAMELA H. LEWIS, congressional liaison officer, provided temporary assistance to the refugee and migration affairs office in Geneva, Switzerland ... KELLY T. CLEMENTS, pro-

gram officer, Office of International Refugee Organizations, attended the UN pledging conference in New York ... DJUANA L. PITTMAN, cooperative education intern, attended the UN General Assembly Third Committee discussion on refugees, in New York.

Visiting the bureau were DANIEL E. CONWAY from Bangkok, Thailand; ERNEST CHIPMAN, and CHRIS THORNE ... JOYCE A. REED had joined the bureau as a receptionist. □

## SOUTH ASIAN AFFAIRS

Principal deputy assistant secretary JOHN R. MALOTT traveled to New York, November 17, for meetings with Afghanistan deputy foreign minister and UN officials. While there, he met with Pakistan's foreign secretary.

*Office of Pakistan, Afghanistan and Bangladesh Affairs:* The former ambassador to Pakistan, NICHOLAS PLATT, and his wife were honored, November 9, at a retirement ceremony in the Treaty Room. Under Secretary FRANK WISNER spoke of the Platts' 33 years in the Foreign Service and presented the Wilbur J. Carr award to him and a Tribute of Appreciation to her.

*Office of Regional Affairs:* Director MIKE LEMMON participated in efforts to examine proliferation and regional security issues, by the nonproliferation South Asia study group and the Henry L. Stimson Center's South Asia nuclear policy working group ... He attended the Woodrow Wilson Center conference on "Nuclear Proliferation in the 1990s: Challenges and Opportunities." ... He was a member of the U.S. delegation to the U.S.-India regional security and nonproliferation talks in Washington, November 12-13. ■



ISLAMABAD, Pakistan—At award ceremony on this subcontinent of Asia, from left: Malik Mehmood, Mohammad Naseem, Raza Mohammad, Habib-ur-Rahman, Naveed Iqbal,

Ayub Khan, Rabb Nawaz Khan, Farida Awan, Ambassador Nicholas Platt, Ashima James, Hafeez Mehr, Royden Shean, Malik Shahnawaz, Mehmood Shah.

# O B I T U A R I E S

**Jerome T. Gaspard**, 85, a retired Foreign Service officer, died in St. Augustine, Fla., on October 21.

Mr. Gaspard joined the Service in 1944 and became agricultural attaché in Brussels the following year. He served concurrently as consul in Luxembourg, 1948-49. In 1949 he was assigned to The Hague. After attending the National War College, he went to Oslo as economic counselor in 1953. He was a Foreign Service inspector in Washington, 1956-58. In 1958 he became principal officer and consul general in Montreal. He served as principal officer and consul general in Quebec before retiring in 1965.

Mr. Gaspard was born in Minneapolis on January 18, 1907. He received a bachelor's from St. Thomas College, a master's from Harvard and a diploma from the Sorbonne. Before State, he worked for the Department of Agriculture and the Federal Home Loan Bank Board, taught at St. John's College and served as director of the Gaspard School of Music. He leaves his wife, Margaret Gaspard of St. Augustine, 3 daughters, a son and 14 grandchildren. □

**C. Robert Moore**, 77, who had been the ambassador to three African countries, died in Washington on November 24.



Mr. Moore joined the Foreign Service in 1946. He served as economic, then commercial officer, in Ankara, 1946-49. He became officer-in-charge of Turkish affairs in 1949. He was political officer in Paris, 1952-55. After attending the National War College, he returned to

Mr. Moore (1965) Ankara as economic counselor and deputy director of the U.S. operations mission in 1956. Next, he was deputy chief of mission in Phnom Penh, 1959-62, and Damascus, 1962-65. In 1965 he was named ambassador to Mali. After an assignment as deputy assistant secretary for African affairs, he became ambassador to Cameroon in 1972. He served concurrently as chief of mission in Guinea until his retirement in 1975.

Mr. Moore was born in Galena, Ill., on August 16, 1915. He attended Robert College in Istanbul and received a bachelor's from Harvard and a master's from

New York University. Before State, he was an investment reviewer for a banking firm and worked for the Lend-Lease and Foreign Economic Administrations. After State, he was a volunteer in the District of Columbia Superior Court mediation program, and a volunteer tax counselor with the American Association of Retired Persons. He leaves his wife of 45 years, Joanna D. Moore of Washington, three daughters and four grandchildren. □

**Hosea Eugene Robinson**, 79, a retired communications equipment operator, died of heart failure at his home in Washington on October 5.

Mr. Robinson began his career at State as a messenger in 1940. He became a code clerk in the old Office of Communications in 1956. He was promoted to cryptographic equipment operator in 1963, and to communications assistant in 1967. He retired in 1973.

Mr. Robinson was born in Terrell, Tex., on January 22, 1913. He attended Bishop College and Howard. He served in the Army during World War II. He leaves his wife, Lucille L. Robinson of Washington, two sons and four grandchildren. □

**Claretta K. Scott**, 58, a retired Foreign Service officer, died in Alexandria, Va., on November 2.

Ms. Scott joined the Foreign Service as a secretary in 1963. After an assignment in Mexico City, she became a consular officer in Ottawa in 1965. She was an international relations officer in the Bureau of Inter-American Affairs, 1968-71. Next, she was an educational and cultural officer in the Department, 1971-80. After training at the Foreign Service Institute, she became a political officer in Genoa in 1980. She served as a special assistant in the Bureau of Oceans and International Environmental and Scientific Affairs, 1983-84. In 1984 she was detailed to U.S.I.A. After a final assignment in the Bureau of Politico-Military Affairs, she retired in 1990.

Ms. Scott was born in Illinois on April 19, 1934. She received a bachelor's from Georgetown. She leaves a sister and six brothers. □

## Correction

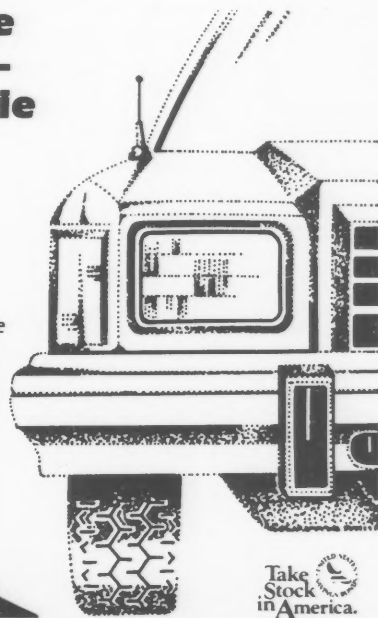
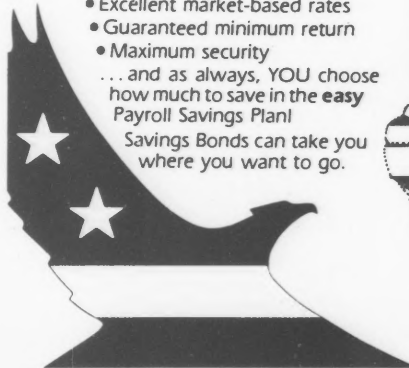
The obituary on Arlene Stratton in the November issue wrongly identified her as a Cherokee Indian. She was a Navajo Indian. STATE regrets the error. ■

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# LIBRARY BOOKLIST

## The Presidency: new titles

### Biographies

- ALLEN, CHARLES F. *The Comeback Kid: the Life and Career of Bill Clinton*. New York, Birch Lane Press c1992. 348 p. E840.8.C57
- BUSH, GEORGE AND DOUG WEAD. *Man of Integrity*. Eugene, Oregon, Harvest House Publishers, 1988. 196 p. E840.8.B87A32
- CALIFANO, JOSEPH A. *The Triumph & Tragedy of Lyndon Johnson: the White House Years*. New York, Simon & Schuster, c1991. 398 p. E847.C32
- CANNON, LOU. *President Reagan: the Role of a Lifetime*. New York, Simon & Schuster, 1991. 948 p. E877.C35
- FREIDEL, FRANK B. *Franklin D. Roosevelt: A Rendezvous with Destiny*. 1st ed. Boston, Little Brown, c1990. 710 p. E807.F72
- HAAS, GARLAND A. *Jimmy Carter and the Politics of Frustration*. Jefferson, N.C., McFarland & C., c1992. 217 p. E873.H3
- HILLINK, HANK. *Al Gore Jr.: His Life & Career*. Introduction by Bill Clinton. New York, Carol Publishing Books, 1992 [on order]
- MORRIS, ROGER. *Richard Milhous Nixon: the Rise of an American Politician*. New York, Henry Holt and Company, c1990. E856.M67
- MCCULLOUGH, DAVID G. *Truman*. New York, Simon & Schuster, c1992. 1117 p. E814.M26
- REAGAN, RONALD. *An American Life*. New York, Simon & Schuster, c1990. 748 p. E877.R33
- The Bush Presidency: First Appraisals*. Edited by Colin Campbell and Bert A. Rockman. Chatham, N.J., Chatham House Publishers, c1991. 308 p. E881.B87

### Elections and politics

- BROWN, PETER. *Minority Party: Why Democrats Face Defeat in 1992 and Beyond*. Washington, D.C., Regnery Gateway, 1991. 350 p. JK2317.B76
- DIGGINS, JOHN P. *The Rise and Fall of the American Left*. New York, W.W. Norton & Co., 1992. 432 p. HN90.R3D556
- FRIED, CHARLES. *Order and Law: Arguing the Reagan Revolution: a Firsthand Account*. New York, Simon & Schuster, c1991. 256 p. JK541
- GILLON, STEVEN M. *The Democrats' Dilemma: Walter F. Mondale and the Liberal Legacy*. New York, Columbia University Press, c1992. 468 p. E840.8.M66G55
- LUNCH, WILLIAM M. *The Nationalization of American Politics*. Berkeley, University of

California Press, 1987. 408 p. JK1764.L86

- MILLER, NATHAN. *Stealing from America: a History of Corruption from Jamestown to Reagan*. New York, Paragon House, 1992. 397 p. JK2249.M55
- PIFFNER, JAMES AND R. GORDON OXIE WITH PERI E. ARNOLD ... [et al.]. Foreword by Gerald Ford. *The Presidency in Transition*. New York, The Center for the Study of the Presidency. 514 p. JK501.C4
- RICKLEY, JAMES A. *The Life of the Parties: a History of American Political Parties*. New York, The Free Press, c1992. 486 p.
- WITCOVER, JULES. *Crapshoot: Rolling the Dice on the Vice-Presidency*. [From Adams and Jefferson to Truman and Quayle.] 1st ed. New York, Crown, c1992. 490 p. K609.5.W58

### Presidents and foreign policy

- CLEVA, GREGORY D. *Henry Kissinger and the American Approach to Foreign Policy*. Lewisburg, Bucknell University Press, c1989. 280 p. E840.8.K58C56
- HAIG, ALEXANDER M., JR. AND CHARLES MCCARRY. *Inner Circles: How America Changed the World*. New York, Time Warner Co., c1992. E840.H335
- KELLERMAN, BARBARA. *The Presidents as World Leaders*. New York, St. Martin's Press, c1991. 225 p. JK570.K45
- KIMBALL, WARREN F. *The Juggler: Franklin Roosevelt as Wartime Statesman*. Princeton, N.J., Princeton University Press, c1991. 304 p. E807.K48
- KNOCK, THOMAS. *To End All Wars*. New York, Oxford University Press, 1992. 381 p. E767.1.K56
- NEWMAN, GEORGE. *JFK and Vietnam: Deception, Intrigue, and the Struggle for Power*. New York, Warner Books, 1992. 506 p. DS558.N49
- NIXON, RICHARD M. *Seize the Moment: America's Challenge in a One-superpower World*. New York, Simon & Schuster, c1992. 322 p. E881.N59
- SMITH, GEOFFREY. *Reagan and Thatcher*. New York, Norton, 1991. 295 p. E877.2.A64
- VANDEMARK, BRIAN. *Into the Quagmire: Lyndon Johnson and the Escalation of the Vietnam War*. New York, Oxford University Press, 1991. 268 p. DS558.V36
- ADRIANOPOLOUS, GERRY A. *Kissinger and Brezezinski: the NSC and the Struggle for Control of US National Security Policy*. New York, St. Martin's Press, 1991. 389 p. E855.A85
- BERSTEIN, IRVING. *Promises Kept: John F.*

*Kennedy's New Frontier*. New York, Oxford University Press, 1991. 342 p. E841.B43

- CLIFFORD, CLARK AND RICHARD HOLBROOKE. *Counsel to the President*. 1st ed. New York, Random House, c1991. 709 p. E840.8.C55A3
- GREENE, JOHN ROBERT. *The Limits of Power: the Nixon and Ford Administrations*. Bloomington, Indiana University Press, c1992. 296 p. E855.G74
- GREIDER, WILLIAM. *Who Will Tell the People: the Betrayal of American Democracy*. New York, Simon & Schuster, c1992. JK1764.G74
- MALTESE, JOHN. *Spin Control: the White House Office of Communications and the Management of Presidential News*. Chapel Hill, University of North Carolina Press, c1992. 297 p. JK518.M35
- MEESE, EDWIN. *With Reagan: the Inside Story*. Washington, D.C., Regnery Gateway, c1992. 362 p. E877.2.M44
- SCHIEFFER, BOB AND GARY P. GATES. *The Acting President*. 1st ed. New York, E. P. Dutton, c1989. 397 p. E877.S26
- SCHULTZE, CHARLES L. *Memos to the President: a Guide Through Macroeconomics for the Busy Policymaker*. Washington, Brookings Institution, 1992. 334 p. HB172.5.S365
- SHOGAN, ROBERT. *The Riddle of Power: Presidential Leadership from Truman to Bush*. New York, Dutton, c1991. 352 p. JK516.S47
- WICKER, TOM. *One of Us: Richard Nixon and the American Dream*. New York, Random House, 1991. 731 p. E856.W52
- Agenda for a new America
- ANGELOU, MAYA. *All God's Children Need Traveling Shoes*. New York, Random House, c1986 210 p. PS3551.N464Z463
- CLINTON, BILL AND AL GORE. *Putting People First*. New York, Times Books/Random House, 1992. 240 p. [on order]
- FALCO, MATHEA. *The Making of a Drug-Free America: Programs that Work*. New York, Times Books/Random House, 1992. 272 p. [on order]
- GOODWIN, RICHARD. *Promises to Keep*. New York, Times Books/Random House, 1992. 192 p. [on order]
- GORE, AL. *Earth in the Balance: Ecology and the Human Spirit*. Boston, Houghton, Mifflin, c1992. 407 p. GF41.G67
- REICH, ROBERT B. *The Work of Nations: Preparing Ourselves for 21st Century Capitalism*. 1st ed. New York, A.A. Knopf, 1991. 331 p. HB501.R36
- SCHLECHTY, PHILIP C. *Schools for the Twenty-First Century: Leadership Imperatives for Educational Reform*. Foreword by Bill Clinton. San Francisco, Jossey-Bass, 1991. [on order] ■

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**HIERARCHY ...**

**WE MUST DOCUMENT OUR DECISION ...**

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**PHILOSOPHICAL ATTITUDE ...**

**ULCERS ...**

**DUMPSTEROMANIAC**

**DUMPSTEROPHOBE ...**

B.

*There is no understandable reason for doing this.*

*Selecting a scapegoat in advance.*

*Originally a sacred order of priests but now a group of bureaucrats who hire and fire.*

*Let's fudge the facts to make it appear we had sound reasons for blundering into this decision.*

*A group of people who keep minutes and throw away hours.*

*A cheerful attitude assumed by those not directly involved in the disaster.*

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