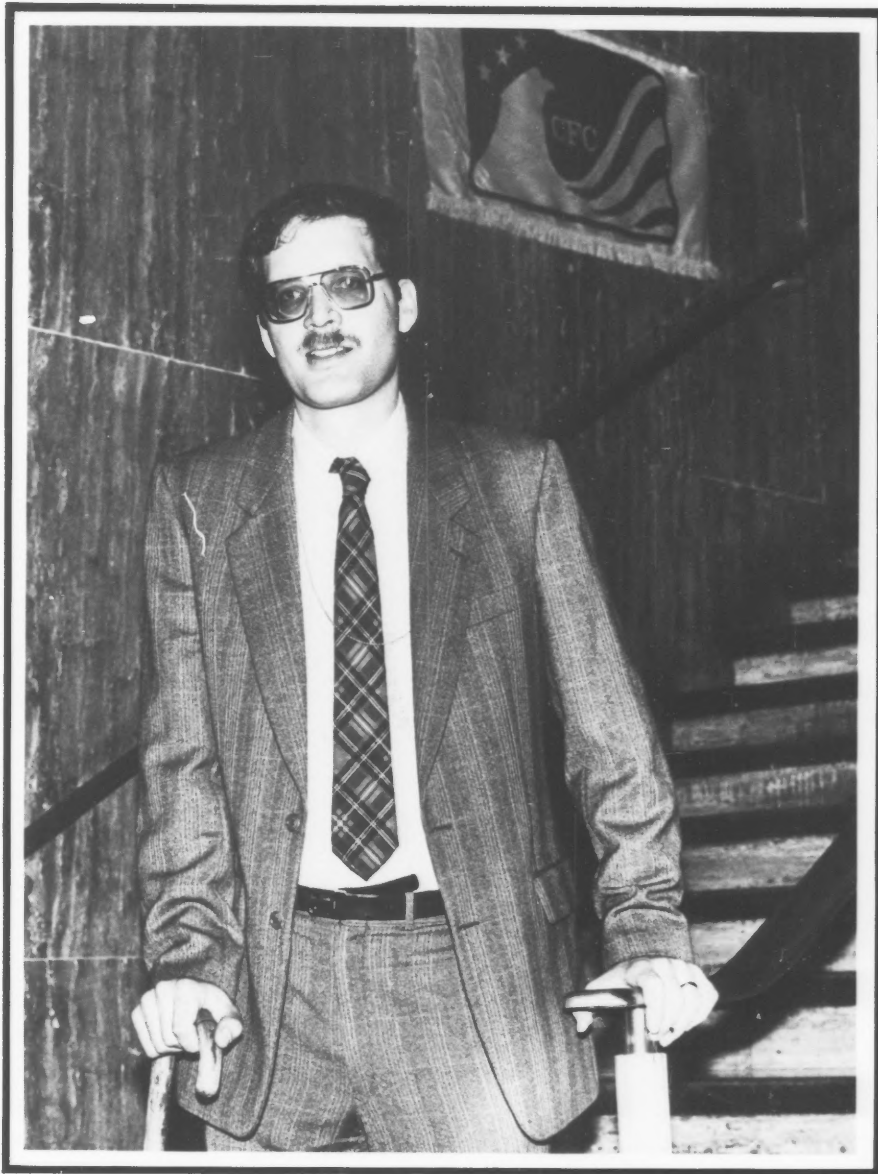


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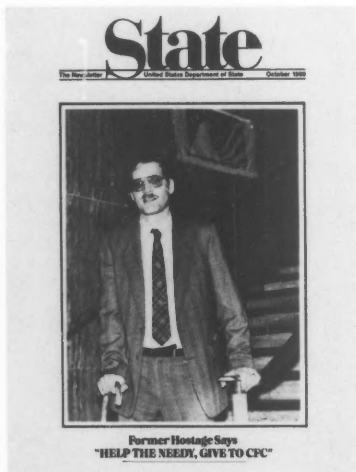
The Newsletter

United States Department of State

October 1989



**Former Hostage Says
"HELP THE NEEDY, GIVE TO CFC"**



THE COVER—Foreign Service officer *Richard Queen* talks about his illness and the importance of the Combined Federal Campaign. Story on Page 10. (State Department photo by *Ann Thomas*)



Letters to the Editor

On senior jobs going to USIA

GUADALAJARA, MEXICO

DEAR EDITOR:

I know we are "The Foreign Service of the United States," but the assignment of so many USIA officers to senior vacancies in the Bureau of Inter-American Affairs seems to be going a bit beyond what we've ever seen. Chris Areos (USIA) is about to become ambassador to Honduras; Sally Grooms (USIA) is about to become deputy assistant secretary in the Bureau of Inter-American Affairs; Steve Diachi (USIA) is about to become deputy permanent representative to the Organization of American States; Jeff Dieterich (USIA) is about to become deputy chief of mission in San Salvador.

Some of these people are my good friends and are good officers; this is not personal criticism. I just wonder how many public-affairs-officer jobs USIA is offering to senior State Department officers. I also wonder what is going to happen to us senior Department officers who are unassigned partially because so many senior Department slots are being given (at least four in one bureau!) to USIA people.

Sincerely,
IRWIN RUBENSTEIN
Consul general □

2 big sticks

MANILA, PHILIPPINES

DEAR EDITOR:

These photos were taken during the official opening of the embassy's "Arnis Club." Arnis is a Filipino martial art, one of the oldest in the world. Training is conducted with a single 28-inch rattan stick,

—(Continued on Page 37)



Single sticks.

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There are 11 monthly issues (none in August). Deadline for submitting material for publication is in the first week of each month. Contributions (consisting of general information, articles, poems, photographs, art work) are welcome. Double-space on typewriter, spelling out job

titles, names of offices and programs—acronyms are not acceptable.

Black-and-white, glossy-print photos reproduce best. Each photo needs a caption, double-spaced, identifying all persons left to right. Send contributions to STATE magazine, DGP/PA, Room B-266. The office telephone number is (202) 647-1649.

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People at State

Department lawyer is named ombudsman for the Civil Service

John Byerly will report directly to Secretary Baker

CIVIL SERVICE employees at the Department now have an official ombudsman—John Byerly of the Legal Adviser's Office. Mr. Byerly has been appointed to the position in implementation of the 1988-89 Foreign Relations Authorization Act, which created the post to foster "greater equality of promotion, training, and career enhancement opportunities" for Civil Service employees at State. He will continue to serve as assistant legal adviser for African affairs while functioning as well in the new position. As ombudsman, he will report directly to the Secretary of State.

"There's a perception—and I think there's some validity to it—that Civil Service employees are sometimes overlooked by top management," Mr. Byerly told STATE in an interview on September 7. "A lot of people in management are career Foreign Service officers whose focus is on the embassies and posts where they've served the Foreign Service community. I think sometimes they forget the role Civil Service employees play in making it possible for them to do their jobs—getting the mail delivered, secretarial services throughout the Department, keeping the building in good order, providing expert analysis in the Bureau of Intelligence and Research, legal advice, passports—all vital areas."

He added: "Being a vigorous proponent of the Civil Service doesn't translate into my being an opponent of the Foreign Service, however. I don't think we're going to make much progress if we square off against each other. My approach is to stress cooperation with the Foreign Service, to get the best for all employees here—a fair shake for everyone."

Mr. Byerly said the ombudsman's role will be to address broad Civil Service concerns, rather than individual grievances. "I don't plan to supplant the excellent work of the Office of Equal Employment Opportunity and Civil Rights, or the unions," he explained. "But I will listen to complaints that might have a broad application. I'll have an open-door policy. I'll hear what people have to say and ask what solutions they'd like to see, discuss the problem with people who are experts, or with management, and see what we can come up with."



John Byerly. (State Department photo by Ann Thomas)

Training as a target

Foremost among the concerns Mr. Byerly wants to promote is increased training for Civil Service employees. He asserted: "Foreign Service employees receive a lot of training in their careers and, on the average, the Civil Service employee receives much less. There are some reasons for this—people training to become ambassadors, language training and so forth. But I think we should try and see if there aren't some lessons here—that what is good for the Foreign Service is also good for the Civil Service. We've got an excellent opportunity to increase training through the Foreign Service Institute."

Increased training might mean reallocation of funds or setting different priorities, he acknowledged, adding: "Fiscal year '90 is going to be very tight. But I think we have to make sure that, when we're cutting back, training isn't the first thing to go. I think that'd be a wrong decision, and I don't think it will happen."

Mr. Byerly continued: "I know from

my dealings with people in the Department—secretaries, for example—that they want to move up. Some secretaries want to rise to the top in their field; others are interested in shifting, say, to personnel or information management. I want to increase those opportunities. To the extent permitted by law, let's see if we can make more use of training and allow people to grow."

Mr. Byerly also plans to pursue greater opportunities for employees to move into jobs which have traditionally been Foreign Service positions. He wants to break down what he calls "rigid, artificial barriers" in some job classifications. "If you have a situation in which a well-qualified civil servant was interested in, say, being a country desk officer, I'd want to talk to the Bureau of Personnel and others who might have a role, and see if the system couldn't be changed to allow this person to be considered on an equal basis," he said, adding: "Let's take an example going the other way. The Legal Adviser's Office, by tradition, has been staffed exclusively by the Civil Service. Judge Sofaer (Abraham D. Sofaer, director of the office) has favored opening up the bureau to Foreign Service officers who are interested in working in the Legal Adviser's Office. That's created new opportunities for people in the Foreign Service, some of whom are lawyers. I think that, conversely, we could see the same sort of attitudes in bureaus that are traditionally staffed mainly by the Foreign Service, particularly regional bureaus. It would be good for the Department to have a balance of opportunities for everyone."

Awards for Civil Service

Mr. Byerly said he also favors greater recognition for Civil Service employees. He explained: "There's an excellent program of awards for Foreign Service employees throughout a range of areas—'Communicator of the Year,' political reporting, economic reporting, secretaries. But we don't have that same range in the Civil Service. I'd like to see more awards and a higher profile for those awards."

In pursuit of these goals, Mr. Byerly, who became ombudsman September 5, plans to meet with individuals throughout the Department. He said: "I think the first step is to talk to a wide range of people—

from top management down to entry-level employees—Civil Service and also some Foreign Service people, to gather what they think the problems are and also where they think solutions or answers can lie." He has already met with Edward Perkins, after Mr. Perkins had been designated director general of the Foreign Service and director of personnel, and the Bureau of Personnel deputy assistant secretary for the Civil Service, Kenneth Hunter. Of that meeting, Mr. Byerly said: "I've got their wholehearted support in advance for trying not only to improve the image but the opportunities available to the Civil Service. I take Ambassador Perkins' commitment to this to be a very positive sign."

Mr. Byerly said: "I have a sense that we'll find, from Secretary Baker on down, a willingness to give greater recognition to Civil Service employees. This comes from President Bush, who's shown a real interest in federal employees."

As ombudsman, Mr. Byerly expects to participate in all senior-level management policy meetings which affect Civil Service employees, and to present an annual report to the Secretary. He continued: "I'd like to form an ad hoc group of people throughout



John Byerly with director-general-designate Edward J. Perkins and the Bureau of

Personnel's Kenneth Hunter. (State Department photo by Tom O'Rourke)

the Department who could interpret to me not only their concerns but those of others who might be in a similar situation. I don't want to limit myself to people in supervisory positions. I'll seek out people who are representative of Civil Service employees, from office directors to lawyers to secretaries to people working in the mailroom. Each has legitimate concerns, and I want to hear from them or their representatives—not their bosses—directly." He added he had not decided

how the group will be formed, but said a computer search may be used to identify interested individuals.

'I plan to work long hours'

Asked how he could advocate the needs of Civil Service employees on a part-time basis, Mr. Byerly responded: "I will have to split my attention, there's no doubt about that. I'll spend part of each day working as the ombudsman and part of each day working as assistant legal adviser. I plan to work long hours and on weekends. I guess I'm of the old-fashioned school—I still believe it's an honor to serve in Government. This is where I want to be, and I want to do all I can to make the Civil Service the best it can be."

Mr. Byerly, who was in the process of building a staff and securing office space, said: "We'll have a telephone number people can call very soon. There are many support people throughout the Department who are regularly forgotten. I'm going to listen to what they want."

Mr. Byerly has been assistant legal adviser for African affairs since January. Before that, he worked as an attorney in the legal adviser's economic, business and communications office, 1985-87. He was deputy chief of the political section and legal adviser in Berlin, 1981-85, and responsible for legal issues in the Bureaus of African and Consular Affairs, 1979-81.

Mr. Byerly received his law degree from Yale in 1979. He was graduated from the University of North Carolina in 1975, and was a Fulbright scholar in Berlin, 1977-78. He is married to Sabine Kost, a physician.

—BARBARA NOYER ■

Here's the law that set up the ombudsman's office

The legislation that created the new ombudsman position contains Section 170, "Protection of Civil Service Employees." It resulted from an initiative by Senator Jesse Helms of North Carolina, the ranking Republican on the Foreign Relations Committee. The text follows:

"Congress finds that—

"(1) The effectiveness and efficiency of the Department of State is dependent not only on the contribution of Foreign Service employees but equally on the contribution of the 42% of the Department's employees who are employed under the Civil Service personnel system;

"(2) The contribution of these Civil Service employees has been overlooked in the management of the Department and greater equality of promotion, training, and career enhancement opportunities should be accorded to the Civil Service employees of the Department; and

"(3) A goal of the Foreign Service Act of 1980 was to strengthen the contribution made by Civil Service employees of the

Department of State by creating a cadre of experienced specialists and managers in the Department to provide essential continuity.

"*Equitable reduction of budget.*—The Secretary of State shall take all appropriate steps to assure that the burden of cuts in the budget for the Department is not imposed disproportionately or inequitably upon its Civil Service employees.

"There is established in the Office of the Secretary of State the position of ombudsman for Civil Service employees. The position shall be a career reserved position within the Senior Executive Service. The ombudsman for Civil Service employees shall report directly to the Secretary and shall have the right to participate in all Management Council meetings to assure that the ability of the Civil Service employees to contribute to the achievement of the Department's mandated responsibilities and the career interests of those employees are adequately represented." □

Appointments

Chief financial officer, refugee programs chief

Secretary Baker has named two persons for top positions in the Department. They are:

—*Chief financial officer*—Jill E. Kent, to succeed Roger Feldman as State comptroller and to assume broader duties.

—*Refugee programs*—Princeton Nathan Lyman, to succeed Jonathan Moore as director of that bureau.

Here are biographical sketches of the two.

Chief financial officer

Jill E. Kent comes to State from the Treasury Department to take a new position as the State Department's chief financial officer—a portfolio that combines the work of the Department comptroller with additional duties.

Since last year, Ms. Kent had been at Treasury as assistant secretary for management. She also served there as principal deputy assistant secretary for finance and management. In 1984–85 she was chief of the Treasury and general services branch at the Office of Management and Budget, and was a senior budget examiner there, 1981–84. She was acting chief of legislative reference at the Department of Health and Human Services, 1978–80.

Ms. Kent received a bachelor's from the University of Michigan in 1970, a juris doctor degree from George Washington University in 1975 and a master-of-laws there in 1979. She is married to Mark Solomons and resides in Washington.

Refugee programs

Princeton Nathan Lyman had been ambassador to Nigeria since 1986. Before that, he was deputy assistant secretary for African affairs, 1981–86.

Mr. Lyman entered Government service with the International Cooperation Agency, a predecessor to AID, in 1961. He joined the Foreign Service in 1964 and was assigned to Seoul. He returned to Washington as a senior research associate at Harvard in 1968. He then worked in AID's Bureau of Program and Policy Coordination, and served as director for project development in the agency's Africa bureau. In 1976 he was director of the AID mission in Addis Ababa. In 1978 he was appointed director of the Office for Planning the Institute for Scientific and Technological Cooperation, a joint effort of AID and the Office of the President's Science Adviser.

Mr. Lyman was born in California on



Ms. Kent



Mr. Lyman

November 20, 1935. He received a bachelor's from the University of California in 1957 and a doctorate from Harvard in 1961. His honors include meritorious service awards in 1983 and 1989 and Superior Honor Awards in 1971 and 1986. Mr. Lyman is the co-author of "Korean Development: The Interplay of Politics and Economics," and numerous articles. He is married to Helen Ermann; they have three daughters.

President Bush names 8 for ambassadorships

President Bush as of mid-September had named eight more persons for ambassadorships. All the nominations require Sen-



Mr. Melton



Mr. Brown

ate confirmation. The posts involved and the persons named are:

—*Brazil*—Richard Huntington Melton, deputy assistant secretary for inter-American affairs, to succeed Harry W. Shlaudeman.

—*Cote d'Ivoire*—Kenneth L. Brown, deputy assistant secretary for African affairs, to succeed Dennis Kux.

—*Haiti*—Alvin P. Adams Jr., associate coordinator for counter-terrorism, to succeed Brunson McKinley.

—*Iceland*—Charles E. Cobb Jr., under secretary of commerce for travel and tourism, to succeed L. Nicholas Ruwe.

—*India*—William Clark Jr., principal deputy assistant secretary for East Asian

and Pacific affairs, to succeed John R. Hubbard.

—*Romania*—Alan Green Jr., a retired West Coast industrialist, to succeed Roger Kirk.

—*Sri Lanka, Maldives*—Marion V. Creekmore Jr., deputy Afghan coordinator, to succeed James W. Spain.

—*United Arab Emirates*—Edward S. Walker Jr., deputy assistant secretary for Near East and South Asian affairs, to succeed David L. Mack.

Following are biographical sketches of the persons named.

Brazil

Richard Huntington Melton is presently deputy assistant secretary for inter-American affairs. He was ambassador to Nicaragua last year, and director of the Office of Central American and Panamanian Affairs, 1985–88.

He entered the Foreign Service in 1961 and served as an economic/commercial officer in Managua, 1963–65, and Santo Domingo, 1965–67. He was a political officer in Recife, 1967–69. After undertaking area studies at the University of Wisconsin, 1970–71, he was an international relations officer, Bureau of Inter-American Affairs, 1971–73. Mr. Melton was a special assistant in that bureau, 1973–75, and a political officer in Lisbon, 1975–78. He attended the National War College, 1978–79, and was a political officer in London, 1979–82. He was deputy chief of mission in Montevideo, 1982–85.

Mr. Melton was born on August 8, 1935, in Rockville, Md. He received a bachelor's from Cornell in 1958 and a master's from the University of Wisconsin in 1971. He served in the Army, 1958–61. His foreign languages are Spanish and Portuguese. Mr. Melton is married to the former Margaret Anderson; they have three children.

Cote d'Ivoire

Kenneth L. Brown has been deputy assistant secretary for African affairs since 1987. Before that, he was consul general in Johannesburg, 1984–87.

Mr. Brown began his Foreign Service career as a consular, economic and political officer in Algiers, 1961–63. He returned to Washington as a research analyst, 1963–65, and was a political officer in Kinshasa, Zaire, 1965–67. He was a fellow with New York University's Center for International Studies, 1967–69, and a program officer for the Department's New York reception center, 1969–70.

Mr. Brown was a desk officer for

Zambia and Malawi, 1970-72. He served as a political officer, 1972-75, and information officer, 1975-77, in Brussels. He became deputy director of the press office and associate spokesman for the Department, 1977-79. Mr. Brown was deputy director of UN political affairs, 1979-80, and director for central African affairs, 1980-81. He served as ambassador to the Congo, 1981-84.

Mr. Brown was born in Seminole, Okla., on December 6, 1936. He received a bachelor's from Pomona College in 1959, a master's from Yale in 1960 and an additional master's from New York University in 1975. He served in the Army reserves, 1960-61. His foreign language is French. In 1979 he received a Superior Honor award. Mr. Brown is married to the former Bonnie Heather Lea; they have three children.

Haiti

Alvin P. Adams Jr. has been the associate coordinator for counter-terrorism since 1987. Before that, he was detailed to Ryder Systems, Inc., of Miami, and was ambassador to Djibouti, 1983-85.

Mr. Adams entered the Foreign Service in 1967. After receiving Vietnamese language training, he was an area development officer in Quang Nam Province, for AID, 1968-69. He was a special assistant to the ambassador in Saigon, 1969-70, and a political officer there, 1970-72. Mr. Adams was a staff member of the National Security Council, 1972-74, and a special assistant to the Secretary, 1974-76. He was an economist with the Office of Development and Finance, 1976-77, and deputy director of the Office of Business Practices, 1977-79. Mr. Adams was a special assistant for legislative and public affairs, Bureau of Economic and Business Affairs, 1979-81, and director of the Secretariat Staff in 1981. He was deputy executive secretary of the Department, 1981-83.

Mr. Adams was born in New York on August 29, 1942. He received a bachelor's from Yale in 1964 and a law degree from Vanderbilt in 1967. His foreign languages are French, Vietnamese and Spanish. He won Meritorious Honor Awards from AID in 1970 and the Department in 1971. Mr. Adams is married to the former Mai-Anh Nguyen; they have a child, Lex.

Iceland

Charles E. Cobb was under secretary for travel and tourism at the Commerce Department until recently. He was also assistant secretary of commerce for trade development, 1987-88.

From 1984-87 Mr. Cobb was chairman and chief executive officer of the Arvida Disney Corp. He was chairman and chief executive officer of the Arvida Corp., 1983-84. From 1980-83 he was senior executive vice president, chief operating officer and director of the Penn Central Corp. He was also associated with subsidiaries of the Kaiser Aluminum & Chemical Corp., 1964-72.

Mr. Cobb participated in the White House Conference on Balanced Growth and Development, and was a member of the Governor's Resource Management Task Force in Florida. He was also active in the South Florida Coordinating Council, the Southern Growth Policies Board and the



Mr. Adams



Mr. Cobb



Mr. Clark



Mr. Green

Orange Bowl Committee.

Mr. Cobb's honors and awards include membership in the Junior Achievement Hall of Fame. He was one of South Florida's "Achievers of the Decade." He has served as vice chairman of the board of trustees and as chairman of several committees at the University of Miami.

Mr. Cobb received his bachelor's in 1958 from Stanford. After graduation he served in the Navy for two years, then returned to Stanford for his master's in business administration in 1962. He was born in Fresno, Calif., on May 9, 1936. He is married to Sue McCourt Cobb. They have two children, Christian and Tobin.

India

William Clark Jr. has been principal deputy assistant secretary for East Asian and Pacific affairs since 1987. Before that, he was deputy chief of mission, 1985-86, and chargé d'affaires, 1986, in Cairo.

Mr. Clark began his Foreign Service career as a follow-up officer in the Department's Cultural Exchange Branch in 1957. He received German language training in 1959, and was vice consul in Sierra Leone, 1959-61. After studying Japanese at the Foreign Service Institute, he was vice consul in Kobe-Osaka, 1963-65. He was principal officer and consul in Sapporo, 1965-67. After attending Columbia's School of International Studies, 1967-68, he was officer-in-charge of Southeast Asian Treaty Organization affairs, 1968-69. He was the Asian adviser to the U.S. delegation to the 24th UN General Assembly in 1969. He was detailed to the Army as director of the Liaison Department, U.S. Civil Administration, 1970-72. Mr. Clark was first secretary in Tokyo, 1972-74, and chief of the special trade activities section, Bureau of Economic and Business Affairs, 1974-76. He attended the National War College, 1976-77. He was director of Japanese affairs, 1980-81, and deputy chief of mission in Tokyo, 1981-85.

Mr. Clark was born on October 12, 1930, in Oakland, Calif. He received a bachelor's from San Jose State, and served in the Navy, 1949-53. His foreign languages are Japanese and German. He won the Army's Outstanding Civilian Service Award in 1971, a Meritorious Civilian Service Award in 1972, the President's Distinguished Service Award in 1985, and the President's Meritorious Service Award in 1987 and 1989. Mr. Clark is married to the former Judith Lee; they have a child, Jared.

Romania

Alan Green Jr. was chairman of the Federal Maritime Commission from 1981 until his retirement in 1985. He was commissioner for the Statue of Liberty-Ellis Island centennial in 1986.

Mr. Green was chairman of the board for Tom Benson Industries, Portland, Ore., 1968-81. He was a member of the board of directors of Comprehensive Care, Inc., Irvine, Calif., 1967-81. He served as commissioner for the Port of Portland, 1970-75, and again in 1979, until 1981. He was chairman of the board of Western Batters, Inc., Beaverton, Ore., 1955-77, and secretary-treasurer of the Southern Oregon Battery & Supply Co., Roseburg, Ore., 1959-77. He served on the executive committee of

APPOINTMENTS

the East-West Center for Cultural and Technical Exchange in 1974.

Mr. Green was born in Portland on May 1, 1925. He was graduated with a bachelor's from Stanford in 1949. He served in the Army, 1943-45. He is a member of the Columbia River Maritime Museum Board, Oregon Historical Society and is active in Stanford alumni affairs. Last year, he was named Oregon "Republican of the Year." Mr. Green is married to Joan Irwin Green; they have three children.

Sri Lanka, Maldives

Marion V. Creekmore Jr., a career Foreign Service officer, has been the deputy Afghan coordinator since last year. Prior to that, he was senior research fellow at the Center for the Study of Foreign Affairs, and diplomat-in-residence at George Washington.

Mr. Creekmore began his career at State in 1965 and went to South Africa for his first assignment, 1965-66. He was posted in Ghana, 1966-68, and Bonn, 1970-73, both times as economic/commercial officer. From 1973-74 he was at the Foreign Service Institute, then was with the Bureau of Economic and Business Affairs, 1974-78.

In more recent years, Mr. Creekmore was detailed to the Department of Energy as director of the Office of International Policy (1978). From 1979-81 he was deputy assistant secretary in the Bureau of International Organization Affairs, then deputy chief of mission in New Delhi, 1981-84. After that, he became a senior research fellow at National Defense University. In 1985 he was deputy director of the Policy Planning Staff.

From 1985-87 Mr. Creekmore was deputy assistant secretary in the Bureau of Near East and South Asian Affairs. He was a senior at George Washington, 1987-88.

Mr. Creekmore was born in Memphis on January 8, 1939. He earned a bachelor's from Vanderbilt in 1961, and a master's and Ph.D. from Tulane. He received the Presidential Meritorious Honor Award in 1985 and 1987, and the Department of State Distinguished Honor Award in 1989. Mr. Creekmore is married and has two daughters.

United Arab Emirates

Edward S. Walker Jr. has been deputy assistant secretary for Near Eastern and South Asian affairs since last year. Before that, he was deputy chief of mission in Riyadh, 1985-88.

Mr. Walker joined the Foreign Service

Inspector general stays on

President Bush has announced that Sherman M. Funk will continue to serve as inspector general of the Department. In a separate announcement, the President said Richard T. Kennedy will remain an ambassador-at-large. □

in 1967, working in the Visa Office. After receiving Hebrew language training, he was a political officer in Tel Aviv, 1970-73, and was assigned to the Israel desk in Washington, 1973-74. He was a staff assistant in the Bureau of Near Eastern and South Asian Affairs, 1974-75, and received Arabic language training, 1975-77. After serving as political officer in Damascus, 1977-79, he



Mr. Creekmore



Mr. Walker

was deputy director for northern Arab affairs in 1979. Mr. Walker was a special assistant to the President's personal representative for Middle East negotiations, 1979-81, and a special assistant to the assistant secretary for Near East and South Asian affairs, 1981-82. He was an executive assistant to the deputy secretary of state, 1982-84, and received senior training at the Royal College of Defense Studies in London, 1984-85.

Mr. Walker was born in Abington, Pa., on June 13, 1940. He received a bachelor's from Hamilton College in 1963 and a master's from Boston University in 1966. He served in the Army, 1962-65. His foreign languages are Arabic, Hebrew and French. He received a Superior Honor Award in 1975, Meritorious Honor Award in 1976, and senior performance pay in 1986 and

Sofaer stays on

President Bush has announced that Abraham D. Sofaer will continue to serve as legal adviser of the Department. The President also announced that Timothy L. Towell will continue to serve as ambassador to Paraguay, and Edward L. Rowley as special adviser for arms control matters. □

1989. He is married to Wendy J. Walker; they have two children. □

Swartz is named chief of language studies

David H. Swartz has been appointed dean of the School of Language Studies at the Foreign Service Institute. Until recently, he was staff director of the Department's Nuclear Risk Reduction Center.

A member of the Senior Foreign Service, Mr. Swartz's previous posts have included deputy chief of mission in Warsaw and consul general in Zurich and Calgary. He served two tours in the Soviet Union, including one as head of the Kiev consulate general advance party in the late 1970s. □

Hume Horan is aide to director general

Hume Horan has been appointed special assistant to the director general of the Foreign Service. He will concentrate on implementation of the Foreign Service Act of 1980, especially as it pertains to senior officers; conclusion of the 1989 assignment cycle; and other duties as the director general may assign.

A career minister, he has served as chief of mission to Saudi Arabia, Sudan, Cameroon and Equatorial Guinea. From 1978-80 he was senior deputy assistant secretary in the Bureau of Consular Affairs. This past year, he was diplomat-in-residence at Georgetown. □

New equal opportunity chief: Audrey Morton

Audrey F. Morton is the new deputy assistant secretary for equal employment opportunity and civil rights, succeeding Clarence Hodges.



Ms. Morton

Ms. Morton was director of the Office of Civil Rights for the Department of Health and Human Services until recently. Before that, she was a deputy assistant to the director for minority health, and a deputy regional director and director of inter-governmental and congressional affairs for that agency.

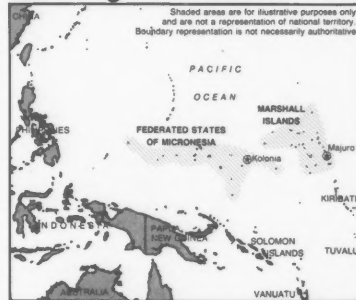
Before her tenure at Health and Human Services, Ms. Morton worked as an assistant to the city manager of Aurora, Colo.

She was also an adjunct professor in urban studies at Metropolitan State College, and the doctoral program coordinator for the University of Colorado's graduate school of public administration.

Ms. Morton has served on numerous boards and committees for civil rights and community concerns: housing, homelessness, youth, women's health care, prenatal care, public education and job equality. She has held leadership positions with the Colorado Republican party, the Colorado City Management Association, and the Denver Public School Advisory Committee.

She was born in Washington. She received a bachelor's from Regis College and a master's in public administration from the University of Colorado. She has completed most of the coursework toward a doctorate from that institution. She is the mother of two daughters, Michelle and Brenda, and two sons, Michael and Brian. □

Micronesia, Marshall Islands get embassies



The United States has upgraded its missions in Micronesia and the Marshall Islands to embassies. The two countries, trust territories of the United States until 1986, have gained sovereign status as nations.

The embassy in Micronesia is in

Kolonia, on the island of Pohnpei. Michael Wygant is chargé there until an ambassador is appointed. The embassy in the Marshall Islands is in Majuro; the chargé is Sam Thomsen. □

People at State

Roger E. Burgess has assumed duties as deputy executive director, Bureau of Inter-American Affairs ... Priscilla Clapp is the new deputy assistant secretary for refugee admissions ... John S. Wolf has become principal deputy assistant secretary for international organization affairs. □

Correction

The name of Thomas F. Stroock, nominated as ambassador to Guatemala, was misspelled in one section of the August-September issue (it was spelled correctly in a photo caption). A state senator in Wyoming, Mr. Stroock was chairman there of the Senate Appropriations Committee. □



NEAR EASTERN AND SOUTH ASIAN AFFAIRS—James Spain, left, receives Wilbur

J. Carr Award from Assistant Secretary John Kelly. Mr. Spain, a three-time ambassador,

has retired after nearly 40 years of Government service.

News Highlights

Selin announces changes in organization at State

Under Secretary Ivan Selin has notified Congress of a plan by him to set up a Bureau of Financial Management and Planning at State. The new entity would result from a combination of two offices that report to the management chief—the Office of the Comptroller and the Office of Management Policy.

In a cable to the field, Mr. Selin also said he intends to have "people-related offices," such as the Foreign Service Institute, the Office of Medical Services and the Family Liaison Office, report to him through the director general of the Foreign Service and director of personnel. In addition, the information management operation in the Bureau of Administration and Information Management would be shifted to the Bureau of Diplomatic Security, "to accommodate the need to integrate security into new information management systems at the earliest possible time."

The under secretary continued that he was calling for closer coordination between the security bureau and the Foreign Buildings Office of the administration bureau on matters relating to construction security, "to speed up projects and strengthen the role of the project manager." □

Construction completed in Mogadishu, Dhaka

Newly-constructed embassy buildings in Mogadishu, Somalia, and Dhaka, Bangladesh, have become operational.

In Mogadishu, the new embassy compound is on an 85-acre parcel near the city center. The buildings include a chancery, an administration building, USIA offices and quarters for the Marine security detachment. To oversee construction, the Foreign Buildings Office maintained a professional staff on site for three years. The architects, the construction company and virtually all the construction material came from the United States. Security precautions were an integral part of the design of the new compound, which features high walls, vehicle barriers, guard houses and special television cameras.

In Dhaka, for the first time, many segments of the U.S. mission are housed in one location, in an 82,000-gross-square-foot complex. Ambassador Willard De Pree, at the ribbon-cutting ceremony, remarked that the construction completion time of two years and four months was impressive, in view of floods in Bangladesh during the



A view of the newly-opened U.S. embassy in Bangladesh.



The new embassy in Mogadishu.

construction. He also noted the influence of American architect Louis H. Sullivan, who in the early part of the century, was a pioneer of the "modern" style. Interior design motifs at the Dhaka facility also draw heavily on Mr. Sullivan's work, including the extensive use of decorative terra cotta. Inside the complex are many examples of Bangladesh textiles and artwork, as well as American decorative pieces. □

Security officer honored for saving 2 lives

A State employee who saved the lives of two others was given an award for valor by Deputy Secretary Lawrence Eagleburger on August 11. Jeff Thomas, a special agent in the Bureau of Diplomatic Security, saved the lives of agents George Gilcrest and Dave Hall on July 22 last year.

They, along with agent Thomas Scanlon, were assigned to a protective detail for Secretary Shultz. As the agents rode to his California home to work a midnight shift, driver Gilcrest swerved to avoid hitting an animal. Their van hit an embankment and overturned, injuring all four agents. Mr. Scanlon was able to get out of the van, despite broken ribs and other injuries. The others were trapped inside.



Deputy Secretary Lawrence Eagleburger presents Award for Valor to special agent Jeffrey Thomas, left.

As the engine caught fire, Mr. Thomas kicked out the rear window and carried Mr. Hall, who was only partially conscious from a blow to the head, to safety. Despite his own head injuries and a broken wrist, Mr. Thomas then returned to the van and carried Mr. Gilcrest, who was immobilized by a dislocated hip, to safety.

Mr. Thomas currently works for Diplomatic Security's Mobile Training Division. □

Arrest in visa case

A Foreign Service national at the U.S. embassy in Guyana is among three persons arrested in connection with a visa fraud case. The arrests resulted from an investigation conducted by State's inspector general and the Bureau of Diplomatic Security. As part of the probe, \$68,000 was seized by authorities from a safe deposit box. □

State marks 'Hispanic Heritage Month'

The Department is observing National Hispanic Heritage Month, with one of the highlights being a lecture in the Dean Acheson Auditorium at 11:30 a.m. on October 17, "Multi-Cultural Dynamics in Shaping Global Affairs." The speaker will be Samuel Betances, professor of sociology at Northeastern Illinois University.

The cafeteria here is serving traditional Hispanic dishes as part of the observance. President Bush has proclaimed the month, with coordination for it at State being handled by Azucena M. Vasquez of the Office of Equal Employment Opportunity and Civil Rights. □

'Blacks in Government' forms State chapter

The organization—Blacks in Government has established a foreign affairs chapter at the Department. It will function as a support, advocacy and resource group to address the concerns of Government employees, particularly blacks, a Department Notice said.

The chapter is open to all employees of the foreign affairs agencies. Meetings are on the first Wednesday of each month from noon to 1 p.m. in Room 1408. For a membership application, contact John Ellis, 647-8109. □



SAFETY OFFICE—Stephen Urman, director, left, presents Robin Waters "Saved by the Belt" award. Ms. Waters, a lab technician in

Medical Services won the Department competition by writing a personal essay on how seat belts save lives.

Safety Office says State passed the radon test

Radon test results for Main State have been received from the U.S. General Serv-

ices Administration. All samples had radon values well within the U.S. Environmental Protection Agency's standard, the Safety Office at State announced.

Detectors were placed for a three-month period in the basement and in selected locations on the first floor during January. If you wish to review the test results, contact the Safety Office, 647-4302. □



SUGGESTION SPOTLIGHT



Martin J. Rath, left, special agent with the Bureau of Diplomatic Security, receives a \$1,420 cash award from the bureau's **Stephen R. Craigo**. Mr. Rath's suggestion concerned per diem for two detailed Diplomatic Security

agents in Panama. He suggested that Government housing be made available by the post for them, thereby reducing the per diem by 50%. Savings to the Department so far have totaled more than \$24,000.

For contracting officers

A regulation intended to guide Department contracting officers has been published in the Foreign Affairs Manual (Appendix E, 6 FAM 200). It was prepared by the Department's Office of the Procurement Executive, Bureau of Administration and Information Management, which is in the process of obtaining certifications from procurement officials working for State, to the effect that they are in compliance with the Procurement Integrity Act. ■

Acronym of the Month

POEMS = Principal Officers' Electronic Mail System. □

Buy U.S. savings bonds through the Payroll Savings Plan. Donate part of your paycheck to the most deserving cause in the world—your future. □

Combined Federal Campaign

Former hostage in Iran knows how it feels to need help

Richard Queen is coping with multiple sclerosis

"I KNOW PERSONALLY how unexpected events and illness can radically change the course of your life," says Richard Queen. "No one is immune." The former hostage in Iran adds in an interview with *STATE* magazine: "But there are hundreds of organizations out there, most of them participating in the Combined Federal Campaign, that do a wonderful job in helping people."

A Foreign Service officer, Mr. Queen is now assigned to the Office of Overseas Citizens Services in the Department. When he stands up in his small crowded office on the fourth floor to plug the Combined Federal Campaign, which is about to begin in the Department, he doesn't appear to be out of the ordinary.

But Richard Queen is anything but ordinary.

He reaches for his well-worn cane; you remember he is just 38 years old. Then you notice that he isn't at ease with his tall frame. He has trouble walking and uses the cane as a needed support, like a much older man.

Hostage at 27

Richard Queen was 27, on his first overseas assignment, when he became one of the 53 Americans taken hostage in Tehran in 1979. He was released before most of the others, after nine months of captivity, because of illness.

As he and the world found out later, the illness was multiple sclerosis, a chronic progressive disease of the nervous system. Even with this debilitating disease, Mr. Queen has coped with the dual handicaps of both multiple sclerosis and the extraordinary emotional trauma of being a hostage.

He said: "I've had the help of a lot of people over the years, including some at the National Multiple Sclerosis Society, which is a beneficiary of the Combined Federal Campaign. I know firsthand how important it is to support the campaign."

This year the campaign at State begins on October 16, with Secretary Baker scheduled to address employees at a kickoff ceremony in the Dean Acheson Auditorium. The campaign runs until November 30.

Mr. Queen says the theme of this year's campaign, "Helping Someone Have a Better Tomorrow," is particularly appropriate in his case: "There were times after I found



out about my illness that I wasn't sure how wonderful my tomorrows would be."

Level of generosity

Last year, the Department raised over \$800,000 from employees and retirees, with almost half of this amount collected at overseas posts. Over 1,000 volunteer and non-profit agencies, internationally and in the community here, benefit from the campaign.

In the Department, nine bureaus and offices won awards for exceeding their goals last year: Inter-American Affairs, International Communications and Information Policy, the Office of the Under Secretary for Management, International Narcotics Matters, the Foreign Service Institute, Refugee Programs, Human Rights and Humanitarian Affairs, Near Eastern and South Asian

Affairs and International Organization Affairs.

Several other bureaus and offices met their dollar goals: Administration and Information Management, Economic and Business Affairs, European and Canadian Affairs, Legislative Affairs, Oceans and International Environmental and Scientific Affairs, the Office of the Inspector General, Bureau of Personnel, Politico-Military Affairs and the Office of the Secretary.

As in prior years, employees who use the payroll deduction option may designate organizations to benefit from their contributions.

'Oh, boy!'

Recalling the embassy takeover in Tehran, Mr. Queen says: "It was on a Sunday, the first day of the workweek in Iran,

and I was in the office cleaning out my files. I heard gunfire and a lot of commotion outside. I remember thinking: 'Oh, boy, more excitement.' My first reaction was that this would be a neat thing to tell my friends; that I was held hostage for a day. But it didn't quite turn out that way.'

About six weeks after the takeover, he began to feel numbness on his left side which didn't go away. Then dizzy spells started, and he experienced double vision and had difficulty walking. The symptoms of the yet-undiagnosed illness got progressively worse over a six-month period. Mr. Queen's roommate at this time was Don Homan, an Army medic, "who didn't know what was wrong with me, but realized I was very sick." At the fellow hostage's insistence, an Iranian medical student was brought in to examine Mr. Queen. But the student had no idea what was wrong. Mr. Homan then became adamant that Mr. Queen be taken to a hospital for a thorough examination.

Mr. Queen says that his illness was difficult for the Iranian doctors to diagnose: "But they finally released me on the order of Ayatollah Khomeini to my parents' custody." By this time, he had been a hostage for nine months. As soon as he was released, the illness went into remission. He was taken to Wiesbaden, West Germany, to the U.S. Army hospital, and after many tests, the doctors diagnosed the illness.

Queen lends a hand

After returning to the States to a hero's welcome, Mr. Queen underwent treatment. It was at this time that he became involved with the National Multiple Sclerosis Society and, when he was able, he made two public service announcements for the organization. He says: "They felt that I had some name recognition and that, since the world knew I had MS, I could help the public learn more about the disease. I was happy to help them."

Mr. Queen said he has participated in



Mr. Queen is greeted by Secretary Muskie as he arrives home in 1980.

several support groups and has received letters from hundreds of multiple sclerosis patients: "Most of the letters were encouraging, but there were so many that I couldn't answer all of them. I still have boxes filled with unopened letters in my home."

In 1981 Mr. Queen was assigned to London. He recalls: "During that time there the disease affected my legs. I was only in London nine months before I was sent back to Washington. After tests and treatment,

they finally decided I was well enough to be assigned to Toronto, where I spent three very happy years."

Shuttle-bus romance

In 1986 Mr. Queen's physical condition deteriorated and he spent long periods in the hospital. Sent back on Washington assignment that year, he met his future wife, Moire Ellen MacDonald, on the "shuttle bus of love," riding from the Department to Rosslyn, Va. He says: "She's a paralegal working with extradition matters at State. After we were married, my world became much brighter."

Mr. Queen is optimistic about the future and extends himself to help others. He feels strongly that "it's up to each of us to support the Combined Federal Campaign." He says: "When we care, we give generously, and we share the best part of ourselves. That caring is what sets us apart as human beings."

—VEDA ENGEL ■

What your dollars buy

Monthly payroll deduction:

- \$50—a wheelchair for a handicapped child.
- \$40—protection to 50 acres of land next to a wild or scenic river.
- \$25—three weeks of stimulating activities and health monitoring for an elderly person.
- \$10—food for a starving refugee child in the Sudan for a year.

Biweekly deduction:

- \$25—shelter and counseling for a homeless person for two weeks.
- \$14—enough rice seed for 26 families for one year.
- \$12—care for an abused infant for five days in a residential setting.
- \$6—for a stroke victim, transportation to therapy for six months. □

Education and Training

Time spent in training has declined, congressional agency says

General Accounting Office reports on professional development at State

THE GENERAL Accounting Office of Congress, reporting on the professional development of Foreign Service employees, has found that the overall amount of training at the Foreign Service Institute has declined in recent years. In a document prepared for Senator Claiborne Pell (D.-R.I.),

chairman of the Foreign Relations Committee, the agency said it had also found that:

—Less time is spent on political training than in other areas.

—Several concerns had prompted abandonment of a single, mandatory mid-level training course.

—About two-thirds of the language-designated positions are held by qualified individuals.

—Some employees are reluctant to spend prolonged periods in training, and there are work pressures that often preclude this.

Excerpts from the report, based on materials that were gathered until last March, follow:

Schedule of courses at the Foreign Service Institute

Program	Nov.	Dec.	Jan.	Length
Area studies				
Africa, sub-Sahara	—	4	29	2 weeks
East Asia	6	—	29	2 weeks
Latin America	—	4	29	2 weeks
Near East and North Africa	—	4	29	2 weeks
South Asia	6	—	29	2 weeks
Southeast Asia	6	—	29	2 weeks
USSR/eastern Europe	—	4	29	2 weeks
Western Europe	—	4	29	2 weeks
Language and advanced area courses				
French	—	—	8	24 weeks
Spanish	—	—	8	24 weeks
Familiarization and short-term (FAST) courses				
Bulgarian	—	—	16	7 weeks
Czech	—	—	16	7 weeks
German	—	—	8	8 weeks
Hungarian	—	—	16	7 weeks
Polish	—	—	16	7 weeks
Romanian	—	—	16	7 weeks
Russian	—	—	16	7 weeks
Serbo-Croatian	—	—	16	7 weeks
Administrative training				
Advanced disbursing officer course	13	—	—	3 weeks
Budget and financial management	6	—	8	27 days
Contracting officer's training for construction projects	—	—	3	3 days
Custodial officer training	8	—	11	2 days
	30	—	—	2 days
Domestic cashier operations	6	—	—	1 day
General services operations	6	11	2	11 weeks
	13	—	8	11 weeks
	20	—	15	11 weeks
	27	—	22	11 weeks
Personnel management training	—	—	8	6 weeks
Travel voucher examiner	13	—	—	4 days
	28	—	—	4 days
Transportation voucher examiner workshop	—	11	—	3 days
Vendor claims voucher examiner workshop	—	4	—	3 days
Overseas Briefing Center				
College admissions for the Foreign Service child	1	—	—	1 day
Community leadership skills	13	—	—	1 week
Employment planning for the mobile Foreign Service spouse	—	—	9	3 days
Encouraging resilience in the Foreign				

—(Continued on next page)

Attendance at courses

“Training enrollments have increased since passage of the Foreign Service Act of 1980. According to State records, there were 11,761 State Department enrollments in training courses in 1980. Enrollments increased to 15,664 in fiscal year 1983. Except for an unexplained increase in 1987 post-language enrollments, the number of staff attending training courses has been fairly stable since 1983. However, the amount of time spent in training declined from about 1.5 million hours in 1983 to about 1.2 million hours in 1987, with the post-language program declining by about 200,000 hours. While State officials said it would be difficult to determine the cause of the inconsistency between post-language enrollments and hours, one possible explanation is that more staff and/or dependents attended shorter language courses.

“Time spent in professional studies courses—courses directed toward satisfying the additional emphasis on professional development envisioned by the 1980 Foreign Service Act—has declined in recent years. State employees spent about 326,000 hours in professional studies programs in 1987 compared with 346,000 in 1983.

“By far, the largest number of Foreign Service officers are in the political cone. However, within the School of Professional Studies, political training ranks third in terms of enrollments and fourth in hours when compared to the other three cones—less than one day of political training per political officer in fiscal year 1987 (see Table 1).

“In explaining why political training attendance was significantly less than administrative and consular training despite the fact that there were more people in the political area than the others, State officials told us that (1) administrative officers need specific training to be familiar with various fiscal, personnel, and other administrative

TABLE 1
Functional training of Foreign Service officers (1987)

<i>Code</i>	<i>Number of officers</i>	<i>Enrollment</i>	<i>Hours</i>
Administrative	902	1,170	55,536
Consular	1,035	720	81,622
Economic	1,194	110	22,248
Political	1,949	151	13,597

rules and regulations, and (2) consular officers must be certified (commissioned), and to obtain their commission they require training to be knowledgeable of pertinent immigration laws and regulations. According to a Foreign Service Institute official, many personnel in the political area have a background in political science and believe they can function effectively without extensive training.

"State officials also noted that on some occasions bureaus have not approved staff requests to attend political training due to their work load and the time required away from the job. In response, (the institute) is working with the bureaus to update political courses to better serve their needs, and two political courses have been revised.

Mid-career training

"The Foreign Service Act of 1980 emphasized the need to provide Foreign Service personnel with the experience and training needed to perform effectively in senior management positions. However, State experienced difficulty with the mid-career training program it had developed.

"State initially designed a 20-week mid-level course to satisfy one of the requirements of the 1980 Foreign Service Act. An officer had to attend the course to be eligible for promotion to the class 01 level (GS-15 equivalent). This course included both leadership and functional training. In a 1985 study of its training requirements, the State Department concluded that the course was too long and the management training aspects of the course were provided too early in an officer's career. These factors, along with overly large class sizes, resulted in elimination of the course in 1986 and restructuring of the mid-career training program.

"In place of the single mid-level course, (the institute) developed what it refers to as a 'continuum' of shorter, assignment-related functional training courses. In 1988, managerial training aspects of the

—(Continued from preceding page)

<i>Program</i>	<i>Nov.</i>	<i>Dec.</i>	<i>Jan.</i>	<i>Length</i>
Service child	2	—	—	1 day
Going overseas, for families, singles and couples	4	—	24	1 day
Introduction to effective training skills for the Foreign Service spouse	27	—	—	1 week
Introduction to cross-cultural training	—	6	—	3 days
Parenting Foreign Service high school and college-bound students through re-entry	2	—	—	1 day
Security overseas seminar	13	11	8	2 days
Transition to Washington, for families, singles and couples	—	—	22	2 days
Transition to Washington, for families, singles and couples	4	—	—	1 day
Understanding regulations, allowances and finances in the Foreign Service context	7	—	—	3 days
Consular training				
ConGenRoslyn basic consular course	Continuous enrollment			26 days
Advanced consular functional intensive	—	—	8	3 weeks
Consular orientation program	Continuous enrollment:			6 days
Immigration law and visa operations	Correspondence course			
Nationality law and consular procedure	Correspondence course			
Overseas citizens services	Correspondence course			
Passport examiners	Correspondence course			
Executive development				
Chairing effective meetings	—	5	—	1 day
EEO awareness for managers and supervisors	6	—	—	2 days
Executive media training	29	—	31	1 day
Foreign affairs leadership seminar	—	—	21	2 weeks
Program directors management seminar	—	6	—	3 days
Supervision for the experienced employee	—	—	31	3.5 days
Washington tradecraft	6	—	—	2 weeks
Political training				
Executive-congressional relations	13	—	—	1 week
Negotiation art and skills	—	4	—	1 week
Political tradecraft	—	—	8	3 weeks
Economic and commercial studies				
Orientation for overseas economics	—	—	22	2 weeks
Orientation				
Orientation for Department officers	—	5	—	2 days
Orientation for Foreign Service officers	—	—	3	8 weeks
Orientation for Foreign Service specialists	—	—	15	3 weeks
Orientation for Soviet and East European posts	27	—	8	5 days
—	—	—	22	5 days
Office management courses				
Advanced word processing	20	5	30	3 days
Advanced WP Plus	14	—	16	1 day
Civil Service clerical/secretarial	14	11	22	1 week
Decision-processing	16	—	18	1 day
Drafting correspondence	—	11	—	1 week
Glossary	15	—	17	1 day
Oral communication	6	—	—	1 week
Supervisory studies seminar	27	—	3	3 days
Written communication	—	—	8	5 days
Curriculum and staff development				
Adults as learners	—	—	19	1 day
Information management training				
Introduction to the personal computer	13	—	29	1 week □

—(Continued on next page)

EDUCATION AND TRAINING

—(Continued from preceding page)

mid-level course were replaced by the Foreign Affairs Leadership Seminar.

"The leadership seminar lasts two weeks and is targeted to O1-level officers because, according to an institute official, this is the level at which an officer assumes management responsibilities. However, political officers, who appear to have the greatest chance of promotion to the Senior Foreign Service based on State's analysis, * accounted for only 6% of State's attendance at the first three offerings of this course. By comparison, consular officers accounted for 29% of course attendance. Administrative and economic officers each represented about 16% of State's attendance, and Foreign Service specialists, State's Civil Service employees, and personnel from other foreign affairs agencies made up the remainder.

"In addition to satisfying performance-related standards, the Foreign Service Act specifies that members of the Service should satisfactorily complete mid-career training before appointment to the Senior Foreign Service. The mid-level course was initially made mandatory for this reason. However, mid-level courses are no longer mandatory before appointment to the Senior Foreign Service. The guidelines followed by promotion boards in making selections for Senior Foreign Service positions do not contain factors for ensuring the completion of mid-career training.

"According to State officials, they do not make training mandatory for several reasons. First, the Department does not have adequate funds to bring large numbers of staff members to Washington specifically for training. Second, since employees are stationed worldwide, there are logistical problems in scheduling training when the employees are reassigned. Third, staff who have not been promoted and have not had the required training may have the basis for a grievance against the Department. These reasons, coupled with State's uncertainty about the appropriate amount of mid-career training and the timing of such training during an individual's career, contribute to State's reluctance to enforce mandatory

*A State Department analysis of promotions for 1985 through 1987 shows that more political officers reached the Senior Foreign Service than officers in other cones. During that period, 85 political officers (about 14% of eligible political officers) were promoted to the Senior Foreign Service compared with 23 consular officers (12.4%), 28 administrative officers (9.6%), and 41 economic officers (9.4%).

training.

Language training

"In 1980, we reported that language-qualified staff filled 71% of the 1,320 lan-

guage-designated positions. In 1986, language-qualified staff filled 74% of the 1,634 language-designated positions; however, our review showed that 67% of the 1,784 language-designated positions

Hours of FSI Training for State Department Staff

Course	1983	1984	1985	1986	1987
Senior Seminar	14,720	18,240	19,688	20,552	17,520
Extension (external) training	64,955	92,295	66,498	70,130	52,690
Academic Affairs	92,216	97,740	88,608	81,904	86,816
School of Area Studies	116,128	110,329	106,520	114,392	96,301
Overseas Briefing Center	0	0	5,943	9,634	4,701
School of Professional Studies					
Administrative training	58,184	55,832	53,802	54,445	55,536
Consular training	58,244	63,936	75,449	90,412	81,822
Economic training	31,816	47,232	45,728	47,316	22,248
Political training	8,808	8,560	6,824	9,252	13,597
Junior officer	50,984	58,712	80,492	59,732	75,752
Mid-level	88,632	192,708	68,324	19,048	1,040
Executive development	12,444	11,136	8,268	15,907	32,148
Communications and clerical skills	16,475	21,133	30,594	28,899	18,486
Orientation	20,452	13,996	17,321	19,967	15,106
Information management	0	0	0	0	10,692
Total	345,639	473,245	386,792	344,978	326,227
School of Language Studies					
FSI Washington	477,964	445,858	433,993	520,349	474,951
Post-language program	321,897	286,174	267,051	196,043	114,826
Field Schools	50,472	37,384	37,440	57,272	52,449
Total	850,333	769,416	738,484	773,664	642,226
Total hours of training	1,484,191	1,561,265	1,412,533	1,415,254	1,226,481

Note: Some of these hours were earned by dependents of State Department employees.

Source: Department of State

Number of State Department Staff Enrolled in FSI Training

Course	1983	1984	1985	1986	1987
Senior Seminar	10	12	14	14	12
Extension (external) training	2,201	2,609	2,169	2,257	1,630
Academic Affairs	69	68	73	84	73
School of Area Studies	1,852	1,716	1,512	1,493	1,319
Overseas Briefing Center	0	0	486	599	281
School of Professional Studies					
Administrative training	2,037	1,461	1,673	1,744	1,170
Consular training	556	539	704	827	720
Economic training	147	129	134	153	110
Political training	209	144	115	106	151
Junior officer	194	230	341	287	262
Mid-level	175	706	497	44	13
Executive development	354	398	262	342	459
Communications and clerical skills	545	664	745	751	499
Orientation	641	401	641	668	508
Information management	0	0	0	0	48
Total	4,858	4,672	5,112	4,922	3,940
School of Language Studies					
FSI Washington	1,219	1,125	1,226	1,333	1,181
Post-language program*	5,409	5,522	5,774	4,369	7,216
Field Schools	46	40	46	62	60
Total	6,674	6,687	7,046	5,764	6,457
Total enrollment	15,664	15,764	16,412	15,133	15,712

Note: Some of these enrollments include dependents of State Department employees.

*State officials were unable to explain the substantial increase in 1987 post-language enrollments.

Source: Department of State

Tables as they appeared in the report of the General Accounting Office.

were filled with language-qualified staff in 1988.

"State officials provided various rationales for the decline in the language compliance rate. One State official told us that staff who did not meet the agency's language skill requirements typically would have received language training but had not scored well enough on their competency tests. Another official said that most of the decrease was due to the correction of previous errors in the agency's automated personnel data base. A third official indicated that the decrease since 1980 was due, in part, to an increase in language-designated positions while the size of the workforce remained relatively constant.

"To determine whether employees who had received long-term language training were making use of their education, we reviewed the current assignments of those employees who had completed long-term language training in 1987. We found that almost all, about 97%, of these employees

were assigned to positions in which they could make use of their language training.

Assignment process

"When making assignments, State officials must balance the need to minimize post vacancies, provide needed training, minimize travel costs, provide employees with home leave, allow employees to choose their assignments when possible, and meet State's organizational needs. State officials told us that, given these constraints, they are not always able to provide employees with training they should ideally have.

Reluctance to attend training

"Since assignments last two to four years, Foreign Service officers have a limited amount of time to demonstrate job performance; therefore, according to State officials, they are reluctant to spend extensive amounts of time in training. An (institute) official told us that a number of officers are opposed to attending courses

over a few weeks long. Another (institute) official said that it is difficult to get officers to attend the advanced political course and that at least one course a year is canceled as a result. An officer who enrolled in a year-long university course noted his reluctance to do so based on 'conventional wisdom' within State that this would be a year lost in terms of consideration for promotion.

"The Foreign Service personnel system is an up-or-out system, which limits the number of years an employee may spend in any one grade and the number of years an employee may work for the Service before being promoted to the Senior Foreign Service. State officials told us that this environment had led to employees' fear that being in training makes them less competitive for promotion. To ameliorate this concern, State extends the time limits for promotion to the next higher class level for those employees who enroll in long-term training, such as the more difficult language courses." □

Antiterrorism course teaches you how to survive

Foreign Service wife becomes a good shot

BY HELEN STROTHER FOUCHE

IAPPROACH roller coasters with apprehension and excitement, and this turned out to be the right analogy when I attended the Bureau of Diplomatic Security's antiterrorism course, so I could prepare a publication on it for the Department.

None of us in the seminar knew quite what to expect when we arrived at the Foreign Service Institute at 7:30 a.m. on a recent Monday. The early check-in was indicative of the tone of the course. The next five days, in Rosslyn and Winchester, Va., were to be intense ones, and 7:30 wasn't the earliest we would start a day. Xavier Beard of Diplomatic Security's Development and Training Division, gave us a hearty greeting. As program manager, he would be the "den mother" for this dramatic training experience.

Classes are limited to 20. This is only the second year of the program, and there's often a waiting list. Twelve of us were men and eight were women; half were en route to high-risk posts. Most of us were strangers, but at the end of the five days we would become friends.

Surveillance targets

A three-to-four-second reaction time isn't much when a terrorist attack occurs;



The author with an AK-47 assault rifle. (Photo by John Hughes)

but if you're prepared, we were told, you can usually react correctly. This was what we were going to be trained to do. The first step in a terrorist's game plan is surveillance; that would be ours, too. We were put on the streets of Arlington as surveillance *targets*. Thus began the hands-on aspect of this training. Throughout the week, "hands-on" was the buzzword, and it was what made the course so unique and

valuable for everyone. For the surveillance exercise, each team of four was assigned a car, a route to follow and instructed to note all observed incidents of surveillance. Was that sunbather surveilling us? (He was.) How about that woman asking directions? (Again, yes.) And that construction worker peering down from the crane? (No. We were becoming paranoid.) I began to resent my lack of privacy, for the first time really sensing what surveillance could mean. It was to be the first of many unexpected gut feelings. The surveillants had purposely been obvious enough so that we couldn't miss their actions. Even so, we didn't catch them all.

The historic town of Winchester was our home for the four nights. Most training took place in neighboring West Virginia, and the early-morning van drives to the sites took us along narrow country lanes through apple orchards still in bloom. Those drives were pleasantly mindless interludes, a counterpoint to the physical and mental stimulation of this very structured course.

Diplomatic Security trainers assured us we would learn to: detect surveillance activities; search for and recognize bombs; use a revolver and shotgun safely; perform evasive driving maneuvers in reaction to an attack; practice unarmed defensive tactics;



Student rams "terrorist" car.

utilize basic hostage survival techniques; and recognize terrorist group tactics. They were right.

The trainers

And we learned from the pros. Eighty percent of the instructors are agents from Diplomatic Security's training center. Most have military backgrounds; others are from law enforcement. Mr. Beard, for example, served in the U.S. Secret Service and as a Montgomery County police officer. He was an instructor at the Federal Law Enforcement Training Center in Georgia, and later detailed by Treasury to Interpol (the international police organization) in Paris. Many current trainers have served abroad as regional security officers.

Many of us were poised to challenge an instructor in the beginning. Temperamentally, we were all "from Missouri." As a group we were open, yet sophisticated and demanding. Burley Fuselier, chief of the Mobile Security Division, says that, in his mind, the credibility of the trainers is a prime consideration: "Diplomatic Security trainers go through the grueling 'Survival Evasion Resistance Escape' course; and no one enjoys it. The purpose is to give trainers the *right* to stand up in front of the class."

My original roller coaster analogy held true, as I've said. Sometimes the ride was physical, sometimes mental. What would be next, and how would I react? Thoughts were triggered which organized my past experiences abroad into a new framework of security awareness.

Sometimes over dinner we discussed our reactions to the day's training. We shared a few war stories, too. Half of us had already experienced terrorist activity to varying degrees. More than one had lived where assassinations had occurred. I'd been through martial law and bomb threats and had read my husband's name on a hit list in South America. Our trainers had their own tales to tell.

Individualized instruction

I think the key to the success of this

program was that each trainer seemed able to gear himself to the individual student. Every one of us felt successful at every stage of the training. No one exceeds his comfort level in any phase of the course. There was never any pressure to do so, only confidence-building encouragement. And surprisingly, physical condition wasn't a factor in being able to participate fully.

On Wednesday, the "crash-bang" nickname hit me. Literally. That day was also my birthday, and it was one I will never forget. Candles on the cake are one thing, "J-turns" on a racetrack quite another! Our trainer was a professional driver who tactfully dispelled our notions of our own driving expertise.

Three students to a car, we set off on the track. Instructors allowed (actually encouraged) us to make mistakes which would send us skidding and pivoting across the road, to the near-terror of colleagues in the back seat. The point was to illustrate how much a car can do, and how easily we can control it. The goal for the practical-training skills segment was to bring us "up to the 30% level." (The average driver drives at 10% of his ability.) I, like most, later put that basic training into practice. I have studiously changed old driving habits and now control the wheel differently, brake differently and practice ocular vision.

Driving workout

Primed by newly-acquired skills, we were prepared for an afternoon of antiterrorism driving. There were surprises on the track that afternoon. And that included speed. The track was two miles in length and traced an oval through hillsides with trees. The cars had a workout (all tires are replaced after only two days of classes). Taking turns at the wheel, we had quite a workout ourselves.

One of our group hadn't driven in several years and was very apprehensive. The instructor was sensitive to her feelings, moving her along only as she felt motivated. By the end of the day, she turned out to be one of the best drivers.

Shooting

I've never liked guns and, in complete honesty, I didn't look forward to the full day of firearms training on Thursday. It was a section of the roller coaster to be tolerated. The range was a quarried-out area backed by a hill—a beautiful setting—and the crunch of thousands of spent shells underfoot seemed incongruous. Not all of us were novices, but I certainly was. And I wasn't alone. We lined up 20 yards from our targets. An instructor corrected my stance with a quiet word, moved my thumb slightly. On command, I fired. The noise was less than I'd expected. To my amazement, I had hit the target not far from center! I was startled, and very pleased.

For me, it was accomplishment. But the credit wasn't mine, it was the instructor's. Their leader was a tough-talking, cigar-chomping sharpshooter whose demeanor frankly intimidated some of us initially. We soon saw his other side—a sensitive teacher who took immense pride in the success of his new students. Should an emergency situation arise, I now *know* I could handle a gun competently, and that was the crux of this training. We weren't learning to be marksmen; we were learning to be prepared.

Today I often think of my classmates. Especially with the news from the world's hot spots. Two of those colleagues have arrived in El Salvador; two are back in Manila; one is in Lima. I hope all are well.

Good student

The results of what we learned during those five days are usually not quantifiable. But in a recent situation it was. Dennis Williams, a graduate of the course, was shot twice in the head by terrorists in Cairo. He bounced his car off the curb, rammed the attacker's car and kept going. And he survived.

Any of us who have taken this training may avoid being taken hostage someday. We may safeguard a whole group, without even being aware of it. We may thwart an assassination attempt. We may exude a security awareness that is somehow contagious to others.

There are all kinds of roller coasters. And once you've been on the little one at the county fair, you'll never feel quite the same fear if you hit the world-class one.

The course is open to persons of any Government agency who are going overseas to be accredited to an embassy. Their spouses are welcome on a standby basis. To enroll, call 703/875-7427 or, if you're overseas, cable your career counselor. ■

Life in the Foreign Service

Border incident in Africa displaces Foreign Service nationals

But employees in Nouakchott, Dakar display solidarity

BY ANN SIDES

The author is the regional consular officer in Dakar.

AT EMBASSY NOUAKCHOTT, a quiet, isolated post on the fringes of the Sahara Desert, last April 23—a Sunday—started what looked like an ordinary workweek in Mauritania. But before it was over, the mission and its neighboring post in Senegal, Embassy Dakar, were in the middle of a major regional political crisis, and over half of Nouakchott's Foreign Service nationals became refugees in Senegal.



Ms. Sides
refugees in Senegal.

Mauritania and Senegal are linked by their common past as part of the French colonial territories of West Africa. The post-colonial era found thousands of Senegalese artisans and technicians working in Mauritania, and tens of thousands of Mauritanian shopkeepers running small businesses in Senegal. The two communities lived at peace for almost 30 years after independence, but a border incident last April set off a wave of communal violence in the two countries that took over 200 lives.

Sixty per cent of the locally-recruited workforce at Embassy Nouakchott on that Sunday were Senegalese citizens, although some had lived most of their lives in Mauritania.

General services officer Al Terry recalls that the workday started normally, but by mid-morning the routine of clearing shipments through customs and dispatching repairmen had come to a halt. Frightened Foreign Service nationals reported seeing mobs of angry Mauritanians pulling Senegalese out of cars and buses and attacking them. Work stopped and the nationals hurried home to be with their families.

'Afraid to leave'

The next day, as the rioting spread, the Senegalese nationals began bringing their families to work with them for safety. By nightfall on Monday, April 24, the Senegalese employees and their families—over

150 men, women and children—were afraid to leave. The embassy decided to give protection to those on the general services compound and to another group of approximately 45 Senegalese AID nationals and their families being sheltered at the AID compound.

Embassy cars were sent to pick up those still outside the compounds. Tents from the general services warehouse were set up, and mattresses awaiting a surplus property auction were distributed. The compounds began to look like refugee camps. American colleagues cleared their consumables shelves to feed the nationals and their families.

Nurse practitioner Edna Farrington made her rounds in the compounds, caring for the injured and comforting the frightened. She learned that one of the general services workers, Sakho Thiam, had been badly beaten and was in the hospital. Ms. Farrington went to the hospital, got Mr. Thiam out, treated his broken arm and kept him in her own home until he was returned to Senegal.

Embassy Dakar, with only two Mauritanians on its national staff, didn't have the protection problem faced by

Embassy Nouakchott. In addition, however, to watching over its own Mauritanian employees, Dakar's staff followed up on welfare-and-whereabouts inquiries made by Mauritanian nationals in Nouakchott, fearful for the safety of relatives in Senegal.

Airlift is organized

As the crisis continued, thousands of Senegalese gathered in Nouakchott's Grand Mosque and stadium for protection. In Dakar, thousands of Mauritanians collected in Dakar's mosque and stadium for the same reason. An international airlift was organized to return the Senegalese and Mauritanians to their own countries. Both embassies were deeply involved in relief efforts, reporting and security measures made necessary by the deepening crisis.

It became clear that the Senegalese nationals wouldn't be able to remain in Mauritania, and embassy officials contacted the evacuation coordinators to schedule their orderly departure on an upcoming airlift. Before they could be evacuated, however, a Mauritanian police official and a squad of soldiers forced their way onto the compound, at 3 a.m.

Ignoring the protests of the unarmed



Nouakchott's Sakho Thiam receives emergency clothing package from Dakar's Seynabou Ndoye. With them are Abdoul Ba,

Assane Diop and (partially hidden) Tidiane Dieme. (Photo by Pape Diaw)



Some of the displaced Nouakchott employees, in the garden at Amembassy Dakar. (Photo by Pape Diaw)

guards, they began rounding up the nationals and their families, loading them into trucks. Ambassador William Twaddell, alerted by a phone call from one of the nationals, hurried to the compound with high-ranking Mauritanian officials to put a stop to the raid. Although the Mauritanian government apologized for the incident, a number of nationals had already been taken to the airport. They turned up later, destitute but unharmed, in Senegal.

After the incident at the compound, the Senegalese were moved to the chancery compound. They remained there until taken, under embassy and official Mauritanian escort, to one of the evacuation flights. To protect the nationals from the loss of property undergone by both Mauritanian and Senegalese refugees at the airports, Nouakchott's administrative officer, Greg McLerran, and Dakar's administrative officer, Michael O'Brien, agreed to a telegraphic transfer of the nationals' salaries and personal funds. Their belongings were placed in storage for them, to be returned when circumstances permitted.

'God bless America'

"When the trucks came to take them off to the airport, just about everybody had a lump in his throat," recalls Mr. Terry. "As the truck pulled away, they were call-

ing: 'Thank you for what you did for us,' and 'We will never forget you.' When they shouted 'God bless America,' it just about did me in."

In Dakar, the first of the 80 deported nationals began appearing as the embassy was closing down for a long three-day weekend. The first arrivals—mostly those caught in the compound raid—were interviewed to determine if any of their comrades were missing or injured. A Foreign Service national receptionist was stationed at the embassy all weekend, with orders to collect the names of each arriving Foreign Service national family, and dole out small cash advances to get them through the weekend. Those with immediate medical problems were seen by regional medical officer Chad Meyer.

When the main body of Nouakchott nationals arrived, senior personnel assistant Seynabou Ndoye was assigned to welcome each new arrival, and help him or her fill out forms and collect salary payments. The Department agreed to keep the nationals on administrative-leave status until July 1, and eight were detailed temporarily to Embassy Dakar's staff.

There is little possibility, said the post, that the Nouakchott nationals will soon be able to return to the embassy where some had worked for 20 years. The Embassy Dakar staff and their families contributed a package of clothing to each repatriated family, and donated over \$1,000 in cash to help with medical care and resettlement

expenses. Personnel officer Bob Regelman has sent lists of the displaced nationals and their skills to embassies and international organizations all over the region. Many U.S. and third-country embassies have expressed interest in hiring them, but finding jobs for all of those displaced won't be easy, the post said.

Mutual aid group

The displaced nationals themselves have formed a mutual aid organization, the Amembassy Nouakchott FSN Employees Committee. Shipping clerk and committee spokesman Lemine Aidara says the displaced nationals who have homes and families in Dakar provide shelter for those who do not, and former Nouakchott nationals coming in to Dakar from their hometowns to collect their paychecks or look for work can count on a place to stay.

The displaced nationals also trade information about job and housing possibilities, and try to keep each other's morale up, Aidara says.

In a resolution of thanks, the committee members declared: "On behalf of all FSNs repatriated from Nouakchott, we express our satisfaction and gratitude to the American community for their valuable assistance and inestimable help." Citing the moral support, financial help and hospitality provided by both Americans and nationals, the resolution concluded: "God Bless U.S. Missions Nouakchott and Dakar. God Bless America." ■

Reminiscences

Two more articles about Shanghai, China It's an indelible city

Pat Turner's article in the June issue, on Shanghai after World War II, prompted responses by two readers, which are presented here.

BY TESS JOHNSTON

The author, who has contributed two other articles to this magazine on her serving in China, was posted to Shanghai from 1981 to 1986, and returned there recently for a second tour.

IN SHANGHAI, China, the American consulate general is now located far from where it was in 1949. It's no longer in the old "International Settlement," where British and American interests were represented, but rather in what was called until 1949 the "French Concession."



Ms. Johnston

This was once the most fashionable area of Shanghai, stretching to the west along Avenue Joffre (now renamed Huai Hai Lu), where the present consulate general stands.

In its heyday this avenue was lined with elegant boutiques and bustling cafes and coffee houses. White Russian refugees catered to the avenue's monied customers. The popular Arcadia Dance Hall (lovely hostesses, dime-a-dance) was just outside the back entrance of our present diplomatic housing in an old apartment building, 11 stories of ochre brick jutting out of a sea of small houses. Across the street is the Jin Jiang Hotel, where Presidents Nixon and Reagan stayed.

Avenue Joffre was lined with trees planted by the French. Fifty years later, they form a cool green tunnel over shoppers and strollers. The buildings are still there but the ambience is changed. The cafes are mostly gone and the dance hall was torn down to make an apartment house. The boutiques now offer much less expensive and tempting merchandise to wall-to-wall Chinese shoppers who jostle their way through the crowded streets. The streetcars and rickshaws have been replaced by buses and more than 3 million bicycles which ply the downtown streets daily.

Further to the west, walls partially conceal splendid mansions set in deep gardens.



The city today.

The consulate general is in one of these magnificent old houses, and its garden stretches back to the former American School buildings. Designed to duplicate Independence Hall in Philadelphia, today the school is occupied by a naval research unit. The lovely blue roofs and clock-tower can only be glimpsed from outside the walls—and no photographs please.

Inside the consulate

Inside our consulate general, the receptionist sits at the foot of a sweeping oak staircase; light filters in through stained glass windows onto the parquet floors. The gentlemen's study with its gothic ceiling and elaborate carved mantelpiece houses the senior commercial officer. The library (this one with barrel-vaulted ceiling) holds the commercial staff. The music room, with columns and proscenium arch still in place, hums to a different tune now—the workings of a busy visa unit and is slated to be occupied by the administrative officer.

Visa applicants are relegated to what was once a long outdoor gallery running the length of the house, facing on the garden. This has now been glassed in, both downstairs and upstairs, where it serves as other consulate general offices. Still other buildings—greenhouse, carriage house, servants' quarters—are parceled out to various users.

The green sward serves as a playground for the American School and on weekends doubles as a softball diamond.

Other lovely old homes which line the avenue contain offices and guest quarters and/or hundreds of families, each family living in one or two rooms. I once took a British friend back to his family's relatively modest former residence. It now houses over 40 Chinese, and a family of four occupies his old bedroom.

Outside this relatively uncrowded area, the city throbs with life. Intended for a population of 3 to 4 million, Shanghai now has 12 plus million. To say it's a beehive of activity is to understate. In fair weather it seems that everything possible is done in the streets. People wash clothes, vegetables and children, cook on small charcoal stoves, study, read, play cards or Chinese chess or just lounge about on low bamboo chairs.

Shanghai snack

Baozi (dumpling) stands still dispense the Shanghai specialty, "small basket dumplings," to hordes who sit around small tables or carry out the still-steaming goodies in bits of paper, nibbling as they walk. Shopping in the area features everything from wigs (favored by Mao's wife) to bottle-stoppers—a whole shop full of them in

every material and size. To see this area on a Saturday or Sunday afternoon adds a whole new dimension to the word "crowded".

But what a treat! Every day is like festival time—and at festival time itself (the lunar new year) there is probably no place on earth quite like it. Whole families come to do their pre-holiday shopping and to be photographed at the teahouse or garden gates. The baby girls have rouged cheeks and gigantic bows, and the boys' caps have ears like rabbits or flaps like Mongols. With their little black eyes sparkling with excitement, Chinese babies are irresistible. Their dotting parents hold them proudly aloft to be admired—and to keep them from being crushed.

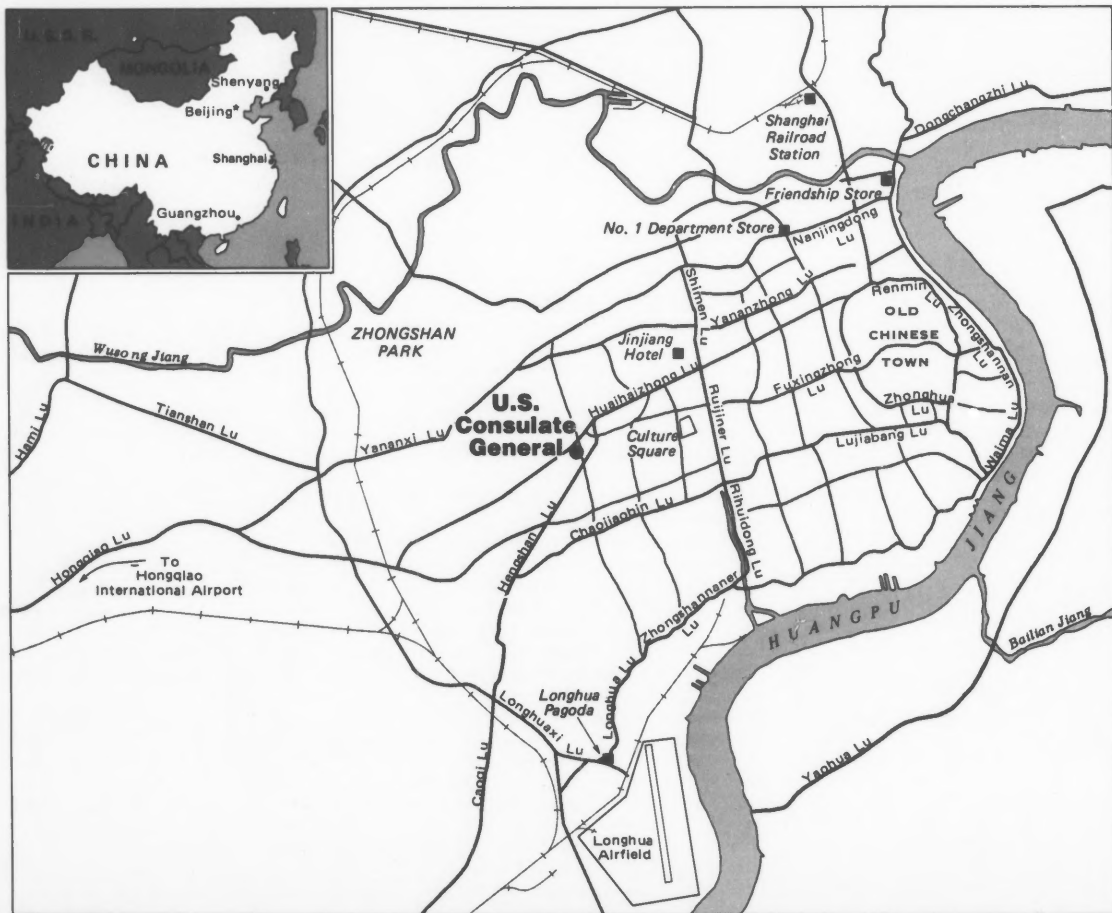
Not far north of the Old City Temple is the infamous "Blood Alley" (now called Xikou Lu). Its current facades are of drab apartment buildings rather than the rowdy nightclubs, opium dens and bawdy houses of yore. No longer do sailors roister on this quiet street, nor do they pass out and get "shanghai'ed" as in the bad old days. Only an occasional aging ex-sailor or Marine seeks it out, trying to capture again in his mind some of the good times he had there so long ago.

Most foreigners lived in the section south of Suzhou Creek. Even today, it's easy to tell whether you're in old "Frenchtown" or the International Settlement. Just look at the lampposts. The French used triangular concrete posts, curving and convex,

while the British opted for a sturdy square model set in an iron cage of vertical bars. Yanan Lu (previously Avenue Edward VII) divided the two sectors. If you're driving down that street even today, on the south side you'll find the French model and on the north the British. Before 1949, if you had an accident in the south lane, petite Annamite policemen would take charge, while on the north side of the same street any incident would bring on tall and imperious Sikhs. If you happened to be Chinese, it wouldn't much matter as you would get abuse from both.

New skyline

Proceeding along in your ricksha you would soon arrive at the French Bund or



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The consulate general today.

Quai de France. North of this street the waterfront was called simply The Bund. I wasn't there before the 1949 "liberation," but based on pictures I've studied it seems remarkably the same. The godowns are now gone, but all of the major buildings which characterized the waterfront remain in place. Unfortunately several new skyscrapers have been added to the skyline but, like the Montparnasse Tower in Paris, you learn to ignore the intrusion.

A few new overpasses have been built to try to channel the mass of pedestrians who crowd the wide boulevard, where now thankfully no rickshas transport haughty foreigners. Rather, rumpled, grumpy foreign tourists compete for taxis while the Chinese fight for a place on the already overflowing buses. But the noise level remains just as high, and the confusion and bustle just as great.

In the very early hours of the morning all this changes, however, as the city's inhabitants flow out from their crowded quarters onto the riverwalk to practice their Tai Qi Quan (inaptly called "shadow boxing" in the West). Their studied, exquisitely slow and fluid movements, to tinny music beamed over loudspeakers,

make a fascinating panoply against the river backdrop. It will not be so peaceful again until well after midnight.

If it is high summer, midnight will be little different from noon, except that the bodies will be horizontal rather than vertical. The intense heat drives the inhabitants from their minuscule quarters onto the streets until there's no more room. Then some of them must move onto the shimmering concrete wasteland that once was Shanghai's famous racecourse, formerly called the Recreation Ground, now called Ren Min (The People's) Square. Here, whole families bring cots and chairs and sprawl, shoulder to shoulder in the gigantic empty square, leaving only enough space for two lines of vehicles to inch through.

Coping with the climate

Shanghai is unfortunately as deadly cold in winter as it is hot in summer. The dividing line which separates northern from southern China is the Yangtze River—and Shanghai lies six miles south of it. Therefore it suffers frigidly from the government policy that allows heating only in the northern half of the country. Although temperatures are no colder than, say, Atlanta, none

of the schools, theaters, stores or housing (save those for foreigners) is heated. Discussions of the day's low temperatures is usually done in terms of layers, a six-layer day being about the coldest. The normally slim and trim population takes on the silhouette of the "Michelin Man" (but in blue or brown rather than white) in multi-layers of padded garments.

North of the former racecourse a magnificent clocktower marks the Shanghai Race Club building and grandstands, now occupied by the city library. Near the library a part of the old Recreation Ground has been converted into a park, its meager grass and shrubs badly bruised by popular use. During the early evening hours lovers monopolize its benches and, on Sunday mornings, the "English Corner" occupies a portion of it. There, eager Chinese students—and all Chinese students are eager, it seems—practice English conversation with their colleagues, the better speakers becoming the nucleus of a large and admiring crowd. Any English-speaking foreigner who has the courage to wander in will be engulfed for hours by a huge crowd, hanging onto his or her every word. (For incipient politicians who wish to practice with a receptive audience, this may be your greatest chance!)

North of the park, one long street still forms the shopping heart of Shanghai. The Sun and the Wing On department stores, however, are now called simply the No. 1 and No. 10 Department Stores respectively.

Overlooking the park, the American-built Park Hotel has retained its name but lost the retractable penthouse-roof cafe where customers could dance under the stars. There's still a cafe there and, though popular with young people who have access to the coveted foreign exchange certificates (purchased only with hard currencies), at last report it didn't allow dancing.

This street flows to The Bund. And flows is an apt word. Over a million people a day through it. It's a sea of pedestrians through which only two lanes of vehicular traffic can cut a slow and hazardous passage, like ships parting the waves. To move one short block on foot in the dense mass can require 20 minutes—and generous use of elbows and end-runs.

Bomb's legacy

Where the street reaches the Bund, the famous Sassoon House/Cathay Hotel still stands on the north side, and on the south side, the less chic Palace Hotel (now both called Peace Hotel). The latter was unfor-

tunately decapitated by one of the few bombs that fell on the International Settlement during World War II. The roof line is now different but little else is changed. Both still cater to Westerners, especially those with a sense of history (W. Somerset Maugham and Noel Coward both wrote plays in the Cathay).

Downstairs, the jazz band plays golden oldies in the lobby coffeeshop. Who can resist "String of Pearls," "In the Mood" or a foot-tapping set which starts with "Chattanooga Choo Choo" and ends with "Boogie Woogie Bugle Boy of Company B"? The Chinese band members are all in the mood and give it their best shot.

Next to the bridge, the Russians have moved back into their old consulate general, complete with its ornate glassed-in tea pavilion on the bank of the river, alas now not in use. Built in the late 19th century, the old mansion has seen good and bad days since it served the imperial Russian court. If its richly paneled walls could talk, here is where I would like to listen.

Once over the bridge this is no longer the Bund or indeed even the International Settlement. This is Hongkou (Hungkow), once home to both Westerners and Chinese, followed by the Japanese, and then by the Jewish ghetto created by the Japanese during World War II. Before that, it was businesses and godowns—not nearly as fashionable as the French or International Settlements.

The Hongkou Park was a welcome green lung in its midst, so huge it even had space for a shooting range for police and military use. Now, like all Shanghai's parks, it too is crowded, as it serves as a "front yard" for a million or more inhabitants. It not only has lotus ponds but water everywhere, and everywhere children, on swings or being paddled in precarious boats. Sometimes they are a gaggle, a long line of them holding onto a rope and being lead along by nursery school attendants.

Crossing the river

The ferries still ply the Wusong River, a tributary of the Yangtze which separates the fashionable side of Shanghai from the factory side, called Pudong. There is now a vehicle tunnel underneath it, but to use it is to risk being virtually gassed in the long queues which snake through it. As the ferries seldom sink, you're better off to take your chances topside.

If you were taking a stroll you might turn from The Bund into less crowded Fuzhou (Foochow) Lu on your way home. On your right, the old Calbeck's wine



store—a half-timbered house which looks as though it belongs in a small English village—is still there. Further along, Pat Turner would still find her old residence, Hamilton House. That and its near-twin, the Metropole across the street, are no longer open to foreigners, but they appear virtually unchanged.

The numerous book stores which used to make the stroll so pleasant are mostly gone. The 1939 Shanghai Directory lists 220 clubs for foreigners (but only 26 churches). Among others, the American Club was on Fuzhou Lu. It is of course closed now, but its facade is still the same, only a little worse for wear.

Where Fuzhou Lu ends at Xizang Lu (formerly Thibet Road), the Moore Memorial Church is also little changed. Along with the other church most popular with Americans, the Community Church opposite the old American School, it's still open for business—and business is booming. The churches went underground during the Cultural Revolution (1966–76) but have emerged stronger than ever. But it is now Chinese who overflow into the aisles. The hymns and scriptures are the same, but in Chinese—except for the Catholic churches, which still use Latin.

'Pleasure palace'

From the sacred to the profane, no tour of Shanghai was complete without a trip to the Great World (Da Shijie). This was a multistoried pleasure palace which offered its public every form of amusement. Coolies could spend their meager wages on gambling or magic shows—or have their ears cleaned out. The more monied could indulge in various forms of debauchery on the premises, the prices rising the higher you rose in the building.

There were singsong girls, Chinese opera, bars and restaurants, jugglers and acrobats, dance halls—everything. The building is still there with its elaborate fac-

ade and tall church-like steeple. Inside you're still offered a truncated and tamer version of some of the entertainment that once caused Shanghai to be called the wickedest city in the world.

Wicked no more, it holds the best and the worst of China. Crowded and chaotic, it throbs with activity—exhausting yet exhilarating. Its population is predominantly the young and striving. They are dazzled by Western fashions, lifestyle and possibilities, and this is reflected in their manners and dress. Shanghai has China's major writers, artists and filmmakers, several prestigious universities and one of China's two music conservatories (just across the street from our apartment block). It's the undisputed cultural and intellectual center of China.

Relatively cosmopolitan, consumer-oriented Shanghai lures citizens from all over China to its sights, its stores, its services. A city of Chinese ways and Western architecture, it never fails to fascinate foreigners who visit it. An English friend once described it as resembling a combination of Calcutta and Warsaw. To me, it's as if Shanghai had been frozen in ice for 50 years and just thawed out: a 1930s European city with a young Chinese population suddenly dropped into it. It's survived wars and revolutions, the Japanese occupation starting in 1937, the battles for "liberation" in 1949, and the internecine warfare of the Cultural Revolution. And unlike European cities, it has survived them with its major architecture virtually intact.

The city Pat Turner knew and the one I now live in is superficially much the same. Yet it's much changed, as observed in my rambles through streets of familiar old names—streets known to me only through reading, research and accounts of expatriate friends. Shanghai, the earlier one of Pat Turner and now mine, this home for two State Department employees of two different eras, will always have a special place in our hearts. □

**'A great, flat city ...
pedicabs rushing ...
raucous cries'**

BY AGNES RIDDLE KAMERICK

IRECENTLY RECEIVED from my daughter, Sue Kamerick, now posted at the embassy in Montevideo, a copy of the article written by Pat Turner about Shanghai.

Immediately my thoughts turned to the time almost 43 years ago when I landed in Shanghai to take up my first Foreign Service post. This prompted a search for old pictures and copies of letters I wrote home in '46, '47 and '48, with which I took a nostalgic trip down memory lane.

Shanghai, once called "the Pearl of the Orient," had changed for the worst by the time I arrived; and with my arrival, my mode of living changed drastically. I left a comfortable home and loving family in a peaceful city in the green hills of Tennessee for Shanghai—a great, flat city teeming with millions of people; pedicabs rushing through the streets hither and thither; the river packed with sampans bearing whole families; and, over it all, the screeching of horns and raucous cries of pedicabbers and street vendors.

Having in recent years visited my daughter in Damascus, Tel Aviv and Montevideo and having seen the lovely

quarters occupied by Foreign Service personnel, it occurred to me that an account of my lifestyle in "olden days" might be of interest to your readers.

Most of my daily existence was bounded by Hotel Metropole (where I lived in one room with another girl for a year); Hamilton House (where I shared a two-room apartment with another girl for my second year); the consulate (where I worked: first in the code room, then in the commercial section); and the American Club (where most of us took our meals). These buildings converged on a traffic circle, and I could reach my home, my office, or go for a meal by walking only a few steps.

The Shanghai shivers

I arrived by ship in mid-October and found the weather delightful; but soon the chills of November and December crept into our hotel, which was devoid of heat after the Japanese invasion—boilers, radiators and other metals were removed. The temperature in the apartments at Hamilton House was also lower than desired, so girls wore long johns under their evening gowns and, for cocktail parties and receptions, many wore Chinese-brocade fleece-lined jackets. The body heat of persons together appeared eventually to raise the temperatures, and sometimes the unmistakable odor of goat rose from the brocade jackets. At one point during our battle with cold, we

received the gift of a small Perfection oil heater, and to us it was more treasured than a pot of gold. Finally, we found one day an old rusty radiator in our room, with a note from management saying that it hoped we would excuse the noise as heating facilities were once again put into use. We waited and waited and listened and listened for that very welcome sound, and one day it *came!* "Hiss-hiss" went the radiator, and "joy-joy" cried the two occupants of Room 311.

On the plus side, a stay in the Orient spoiled us all. Even in our hotel room we had a small amah who washed and pressed our clothes, with Chinese boys in the hall always at our beck and call. When I moved to Hamilton House, there were a husband and wife team to care for us—Huang and Amah. Huang was the majordomo. He did all our marketing and cooking and took care of all household matters; Amah tottered about on tiny bound feet, with myopic eyes behind thick glasses, she was wrapped in layers and layers of clothing. My roommate and I agreed that we had never had it so good!

Much of our social life consisted of get-togethers in each other's apartments, and nobody was surprised, when having dinner at the home of a friend, to be served on one's own dishes. Our furnishings and other household equipment might have been somewhat skimpy, but thanks to the ingenuity of all the houseboys in the building there was never a shortage of any necessity, since they all knew what was in each household and borrowed back and forth.

Shanghai was never like this

During my two-year stay in Shanghai I took several trips, but the one I think about most nowadays is a trip to Peiping. When I watch TV coverage of affairs in China today, and see the crowds in the streets and throngs of people on the Great Wall, I can't believe it's the same place I visited in June '47. The peace and beauty of Peiping then were balm to our spirits after the filth, noise and crowds of Shanghai.

As 1948 drew to a close, many changes took place in the consulate. Wives, children, one secretary and a dog were evacuated to the Philippine University in Manila as the Communist aggression seemed imminent. My tour of duty ended in December, so I said good-bye to people who had become very dear to me and left by plane for Hong Kong, Bangkok, Manila, Hawaii, San Francisco, and finally Washington and home—with enough memories to last a lifetime. ■



Agnes Riddle in Shanghai, 1946 or 1947.

Whittlin' Away

WITH HIS ROOTS in Oklahoma, Lynn O. Doughty knows what to do with such spare time as he finds as a communications officer in Mbabane, Swaziland. He carves people and scenes from his heritage—in linden or basswood, using a single-bladed pocket knife, producing figures 9 to 12 inches high. He has exhibited, sold and won awards. ■



Mystery Corner

Heinous 'crimes' at the Hill Club in Sri Lanka

Whodunit to Whodunsky?

BY COLIN HELMER

The author—"Fritz Von Froheim" to his weekend friends—is in the economic section at the U.S. embassy in Colombo.

THE "COUNTESS Irina Andreyevna Whodunsky" collapses before the horrified eyes of the guests assembled at her birthday celebration. "Dr. Basil Killdare" notices the traces of blue around her lips—evidence of cyanide poisoning. But who would commit such a cold-blooded crime? The fanatical "Father Dimitri," whose church is named in the countess' will, had the motive. "Dr. M.D. Chowla," the celebrated herbal physician, certainly had access to the method. "Hirsute Poirot," the countess' hairdresser, had the opportunity.

But wait—is it possible that no crime occurred at all?

That's right. There was no real crime.

Instead, there was a ride through the Sri Lankan hill country on the Viceroy Special, a refurbished colonial-era steam train, and then accommodations for the passengers at the Hill Club in Nuwara Eliya, a beautiful, old hotel which provided the perfect setting for the Colombo diplomatic community's "Murder Mystery Weekend."

'Questionable activity'

The weekend was the brainchild of Sarah McAbee. She originated the idea of a mystery role-playing game, greatly expanded from the commercial versions sold in stores, which would last an entire weekend and involve as many as 50 characters. She also was the impressario who arranged transport, catering and lodging for the participants. Among her more impressive achievements was persuading the conservative management of the Hill Club to allow 50 slightly crazy expatriates free run of their establishment. While the game would have been enjoyable in a simpler setting, the atmosphere evoked by the Viceroy Special and the Hill Club made the weekend something to remember. The general idea was to have everyone engaged in some form of questionable activity at all times. Even the children who came along on the trip had a role to play: dropping hints, planting clues and generally contributing to the chaos and confusion.

All the participants were urged to come in costume, and almost everyone succeeded in obtaining suitable attire. The Viceroy

Special tends to attract attention in any case, but the sight of this train filled with foreigners dressed in the frocks, suits and uniforms of the 1920s drew wide-eyed crowds all along the route. At the Hill Club, where the staff people continue to this day to dress in their traditional, colonial-period uniform of white jacket, gloves and sarong, the costumes of the players fit right in. Nevertheless, the 120-year-old establishment had never hosted a crowd quite like this one.

Hot-water bottles

The game continued for six rounds, but breaks were scheduled to allow the players to enjoy the many attractions, scenic and recreational, of the Sir Lankan Hill Country. Everyone enjoyed the change from Colombo's tropical climate. At an elevation of 6,000 feet, Nuwara Eliya has a mild, alpine climate that can get a little chilly for visitors from the tropical lowlands. The hot-water bottles provided at bedtime by the staff of the Hill Club turned out to be very welcome.

And whodunit to Whodunsky? She dun it to herself. She faked her own murder in hopes that it would sort out her true friends from those who were only after her money.

At the end, all the weekend participants joined the countess in a triumphant champagne toast: "To crime!" ■



Sir Rodney Catchum (Rex Baker), Harry Serum (Seth Bloom) and Andy Capp (Christopher O'Meara) arrest Captain Fritz Von Froheim (Colin Helmer) on charges of espionage.



Boarding the Viceroy Special in Colombo: Countess Irina Andreyevna Whodunsky (Sarah McAbee), Madam Stuffany Shirtini (Veronica Jones), Sultan Hassan Hassock (Ed

Vazquez), Sir Rodney Catchum (Rex Baker), Madam Crystal Orb (Gillian Hartup), Senor Maximum Machismo (Allison Brown).

Personnel: Civil Service

Promotions

GG-6

Gilliam, Adele, International Organization Affairs

GG-8

Price, Brenda Slaughter, International Boundary Commission

GG-11

Green, Zoe F., Foreign Service Institute, Language Studies
Jantharat, Prawet, Foreign Service Institute, Language Studies
Kuffler, Patricia L., International Organization Affairs

GM-13

Aurilia, Anthony Neil, Administration and Information Management
Halter, K. Steven, Intelligence and Research
Lehmann, Patricia A., Office of Management Policy

GM-14

Angle, Eileen, Office of Inspector General
Gillespie, Stephanie A., Bureau of Personnel
Haynes, John D., Office of Inspector General

Kimmel, Elizabeth Elliott, Administration and Information Management, General Services
McGruder, Richard Keith, Administration and Information Management
Sanders, Robert Henry, Administration and Information
Torres, Carlos R., Bureau of Personnel Organization and Occupational Analysis Division

GM-15

Brown, Bruce Allan, Office of Comptroller
Salvatierra, George, International Organization Affairs

GS-3

Dozier, Crystal I., Consular Affairs, Automated Records
Duley, Raquel Lee, Diplomatic Security, Philadelphia Field Office
McCullen, Cynthia Leigh, Foreign Affairs Information Management Center
Myers, Bertha J., Consular Affairs, Automated Records
Rowe, Lisa M., Administration and Information Management
Seabron, Kiviette R., Diplomatic Security, Investigations
Williams, Troy M., Bureau of Personnel, Recruitment, Exams and Employment

Selections under State's Merit Promotion Program

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

Selectee	Announcement No.	Position title	Series/grade	Bureau or office
James Pinkelman	88-1447	Writer-editor	GS-1082-12	Bureau of Public Affairs
Anthony Jones	89-252	Support services specialist	GS-342-7	Inter-American Affairs
Ruth Samuels	89-663	Secretary (typing)	GS-318-7	Economic and Business Affairs
Lorraine Holmes	89-708	Secretary (typing)	GS-318-6	International Organization Affairs
Beverly Herd	89-776	Secretary (typing)	GS-318-7	Diplomatic Security
Gregory Watters	89-473	Traffic management specialist	GS-2130-7	Administration and Information Management
Sandra M. Penny	89-475	Budget analyst	GS-560-13	Administration and Information Management
Royce A. Rock	89-467	Supervisory exhibits specialist	GS-1010-12	Administration and Information Management
James R. Stroy	89-477	Computer operator	GS-332-4	Administration and Information Management
Eileen F. Kazanowski	89-531	Secretary (steno)	GS-318-9	East Asian and Pacific Affairs
Paul W. Fisher	89-656	Supervisory computer systems analyst	GM-334-13	Administration and Information Management □

GS-4

Borges, Tonya L., Consular Affairs Automated Records
Davis, Tracy, Administration and Information Management
Hunt, Janet L., Consular Affairs, Manual Records
Jackson, Richard L., Office of Comptroller
Mack, Karen Marie, Office of Comptroller
Matthews, Lydia M., Inter-American Affairs, Andean Affairs
Perez, Mariquita A., Seattle Passport Agency
Simpson, Kimberly Monique, Office of Comptroller
Stewart, Pamela Y., Consular Affairs Automated Records
Teleki, Maximilian N., Economic and Business Affairs

GS-5

Brown, Larmont P., Office of Communications, Diplomatic Mail and Pouch
Bullivant, Nancy Lynn, Administration and Information Management
Chicklowski, Patricia S., Office of Comptroller
Cole, Bernadette S., Bureau of Personnel, Foreign Service Career Development and Assignments
Gilmore, Towana K., Office of

Comptroller

Henderson, Mary E., Administration and Information Management
Mack, Daniell J., Politico-Military Affairs
Maguire, Mary K., Administration and Information Management
McMath, Kristen M., Office of Communications, Diplomatic Mail and Pouch Division
Ramadan, Riham M., Office of Comptroller
Reed, Lorie T., Bureau of Personnel Retirement Division
Short, Constance B., Refugee Programs
Skrobisz, Margott L., Office of Comptroller
Soctomah, Mary C., Boston Passport Agency
Thomas III, George Alvin, Office of Comptroller
Thomas, Jennette, Consular Affairs
Thompson, Gasha R., Foreign Affairs Information Management Center
Torrence, Roderick S., Office of Comptroller

GS-6

Boone, Louise T., Office of Communications
Broadus, Jackie R., Foreign Affairs Data Processing Center
Burrell, Rossanna V., Office of

Inspector General

Clyburn, Debra D., Foreign Service Institute, Data Processing Service Center
Edwards, Patricia A., Bureau of Personnel, Recruitment, Exams and Employment
Hill, Lynn R., Office of Communications
Holloway, Wendy A., African Affairs
Johnson, Ardelia, Office of Communications
Johnson, Frances, Executive Secretariat
Morton, Doreen Annette, Administration and Information Management
Smith, Robin Lynn, Consular Affairs
Sommerfeld, Dennis A., Foreign Service Institute, Language Studies
Weaver, Ralph S., Bureau of Personnel, Records Management, Regulations and Research Division

GS-7

Adams, Kathy J., Bureau of Personnel, Retirement Division
Beck, Donald G., San Francisco Passport Agency
Butler, Emily R., Office of Communications
Capo, Peter A., Office of

Communications
Catlett, William H., Office of Communications
Corcoran, Rita M., Bureau of Personnel, Foreign Service Career Development and Assignments.
Devaghn, Thelma T., African Affairs
Dious Jr., Robert A., Consular Affairs, Personnel
Everett, Jeanne M., Administration and Information Management
Gainey, Carla R., Legislative Affairs
Garcia, Franklin D., Administration and Information Management, Allowances Staff
Giacomin, Gelinda M., Foreign Service Institute, Audio-Visual Facility
Gilbert, Kathryn A., Chicago Passport Agency
Gordon, Mare S., Consular Affairs, Public Issuance
Hardtke, Karen Leigh, Administration and Information Management, Allowances Staff
Haskins, Debra D., Diplomatic Security, Countermeasures Program
Holmes, Oscar, Executive Secretariat
Hooks, Veronica D., Near Eastern and South Asian Affairs
Jackson, Rhonda M., Medical Services
Johnston, Wileva L., Administration and Information Management, General Services
Kaeding, Darrell J., Consular Affairs Public Issuance
Lanham, Nadia Marie, Politico-Military Affairs
Macias, Richard G., San Francisco Passport Agency
Pollard, Timbolin D., Chicago Passport Agency
Powers, Joyce Ann, Administration and Information Management
Queen, John R., Office of Communications
Rollins, Shearita Marie, Intelligence and Research, Personnel
Sager, Jeffrey Michael, Foreign Affairs Information Management Center
Samuels, Ruth N., Economic and Business Affairs, Monetary Affairs
Serey, Mary Ellen, Intelligence and Research
Stanley, Dumar G., Office of Communications
GS-8
Barnes, Latoria Marlina, Refugee Programs
Davis, Sarah Elizabeth, San Francisco Passport Agency

Hainesworth, Darlene, Foreign Affairs Data Processing Center
Hopkins, Gwendolyn A., Intelligence and Research
Johnson, Carolyn D., Office of Security Oversight
Moses, Helen M., Policy Planning Staff
Reddon, Bessie E., Near Eastern and South Asian Affairs, Arabian Peninsula Affairs
Robinson, Juanita M., Office of Legal Adviser, Management
Russell, Emma L., Administration and Information Management
Stewart, Doris, Bureau of Personnel, Foreign Service Career Development and Assignments
Talbert, Paula C., Office of Communications
Taylor, Kelly G., Inter-American Affairs, Panamanian Affairs
Williams, Unita E., Economic and Business Affairs
GS-9
Austin, Edward J., Office of Inspector General
Camper, Sheryl Cherise, Foreign Affairs Information Management Center
Cherry, Malissa T., Office of Comptroller, Central Claims
Condo, Antoinette J., Foreign Affairs Information Management Center
Cruey, Denese Shavon, Diplomatic Security
Daniele, Caryn Lynn, Diplomatic Security, Personnel Management
Edwards, Rebecca, Oceans and International Environmental and Scientific Affairs
Hannon, Katherine E., Diplomatic Security, Investigations
Lalley, Thomas M., Foreign Affairs Information Management Center
Lopez, Lourdes, Near Eastern and South Asian Affairs
Moeller, Patricia A., Office of Under Secretary for Economic Affairs
Taylor, Reaver L., Administration and Information Management
Taylor, Russell E., Bureau of Personnel, Foreign Service Career Development and Assignment
Tomberlin, Loretta Anne, Bureau of Personnel
GS-10
Clauselle, Richard L., Office of Communications
Gray, Delores M., Consular Affairs
Metzger, James Scott, Office of Communications
Thomas, Veronica Marie, Office

of Communications
GS-11
Allen, Sharon Lee, Office of Protocol, Accreditation
Baker, Thomas A., Office of Comptroller
Campbell, Andrea D., Bureau of Personnel, Recruitment
Gold, Ricki A., Refugee Programs
Hill, Eunice Edwards, Consular Affairs
Jackson, Janice Denise, Office of Comptroller
Johnson-Braun, Kim A., Diplomatic Security, Policy and Awareness
Littles, Chandra B., Diplomatic Security, Financial Management
Pace, Rosa D., Foreign Affairs Information Management Center
Underwood, Nicola R., Consular Affairs, Public Affairs
GS-12
Bell, Mary Louise, Bureau of Personnel, Retirement
Daniele, Lawrence M., Diplomatic Security, Threat Analysis
Flanagan, Ellen M., Economic and Business Affairs
Green, Alice J., Diplomatic Security, Financial Management
Hannan, Mary Catherine, Administration and Information Management
Kiser, Daniel Lee, Office of Geographer
Najarian, Jeffrey P., Philadelphia Passport Agency
Padgett, Patricia L., Bureau of Personnel Budget
Price II, Jack E., Economic and Business Affairs
Rasmussen, Michelle Renee, Diplomatic Security, Investigations
Reck, Kathleen Ann, Bureau of Personnel, Foreign Service Career Development and Assignments
Rivera, Beth Ann, Diplomatic Security
Trendic, Sandra J., Consular Affairs, Personnel
Geiger, James J., Consular Affairs
WG-5
Metzger, Robert S., Administration and Information Management
WG-6
White, Brian G., Administration and Information Management
WG-11
Dolan, John S., Administration and Information Management, Building Management Operations

Appointments

Aga, Glenn P., Intelligence and Research
Askins, Giulia G., Foreign Service Institute, Language Studies
Austin, Maria G., Foreign Service Institute, Language Studies
Banks, Donna, International Organization Affairs, Policy and Planning
Batten, Sandra Ann, Consular Affairs, Automated Records
Bigando, Sharon R., Diplomatic Security, Houston Field Office
Blanks, Sherron Ail, Consular Affairs, Manual Records
Borromeo Jr., Peter M., International Narcotics Matters
Brandon, Arlene M., Pre-Assignment Training
Brophy, Michael J., Office of Inspector General
Budd, Jacqueline H., Consular Affairs, Manual Records
Burdette, Sharon Marie, Administration and Information Management
Byrd, Lonnie L., Office of Historian
Cheek, Randy B., Foreign Service Institute, Center for Study of Foreign Affairs
Chen, Chuan Yuan, Administration and Information Management
Cottman, Darrell C., Consular Affairs, Automated Records
Couch Jr., Thomas M., Intelligence and Research, Security
Cox Jr., Cody Lee, Foreign Affairs Information Management Center
Doromby, Andrea M., Foreign Service Institute, Language Studies
Doup, Denise V., Office of Communications, Diplomatic Mail and Pouch
Durica, Betty A., Administration and Information Management
Edwards Jr., Yates, Diplomatic Security
Engel, Veda T., Bureau of Personnel, Public Affairs and State Magazine
Finnegan Jr., William F., Consular Affairs
Fisher Jr., Robert Hugh, Administration and Information Management, Personnel Management
Floris, Kathleen Margaret, Pre-Assignment Training
Fort, Randall M., Intelligence and Research
Francis, Renee' D., Pre-Assignment Training
Galvin, Frederick T., Diplomatic Security, Technology Operations

PERSONNEL: CIVIL SERVICE

Gillcrist, Joan, Office of Historian
Gonzales, Josefina B., Pre-Assignment Training
Gron Dahl, Michelle, Office of Inspector General
Hannon, Katherine E., Diplomatic Security, Investigations
Hayes, Mary P., Pre-Assignment Training
Henson-Bell, Monica Noreen, Near Eastern and South Asian Affairs
Herr, Anne Dillon, Presidential Management Intern Program
Hummel Jr., Arthur W., East Asian and Pacific Affairs
Jackson, Gary Beldon, Consular Affairs, Manual Records
Johnson, Dorothy L., Consular Affairs, Automated Records
Koval, Cherifa, Foreign Service Institute, Language Studies
Kresse, Thomas Robert, African Affairs
Laprade, Robert C., African Affairs
Lewis, Pamela H., Refugee Programs
Linden, Gregory S., Office of Inspector General
Lishner, Timothy J., Office of Inspector General
Long, Shirley Anne, Administration and Information Management
Louis, Lois Elaine, Pre-Assignment Training
Lydon, Kathleen Ann, Near Eastern and South Asian Affairs
McClure, Beulah C., Office of Communications
McCracken, Patrick Michael, Office of Inspector General
McGaffey, Jennifer J., Pre-Assignment Training
McLean, Steve K., International Boundary Commission
McNeal, Shiaoing W., Foreign Service Institute, Language Studies
Merchant, Timothy Paul, Consular Affairs
Minor, Clarice Yvonne, Economic and Business Affairs
Monley, Wanda Teresa, Pre-Assignment Training
Moore, Anthony Gleen, Administration and Information Management
Moore, Richard A., Dublin
Motes, Roger D., Office of Communications
Norsworthy, Suzanne P., Office of Foreign Missions
O'Brien, Thomas P., African Affairs
Pinkelman, James Thomas, Office of Historian
Robel, Robert B., Administration and Information Management,

Acquisitions
Robinson, Terita Renee, Consular Affairs, Automated Records
Scharf, Michael Paul, Office of Legal Adviser
Schensted, Robert M., Foreign Service Institute, Professional Studies
Schofer, Andrew J., Intelligence and Research
Scott, Leslie Andrew, International Narcotics Matters
Sebert, Jamiss E., Miami Passport Agency
Seward, Tracey Delores, Consular Affairs, Automated Records
Smith, Melba E., Bureau of Personnel, Grievance Staff
Turner, Norma P., Office of Comptroller, Fiscal Operations
Vandenbroucke, Donna Ruth, African Affairs
Vincent, Marilyn E., Office of the Under Secretary for Management
Vogler, Benjamin C., Foreign Affairs Information Management Center
Von Furstenberg, George M., Economic and Business Affairs, Planning and Economic Analysis Staff
White, Queen E., Consular Affairs
Williams, Caroleen L., Intelligence and Research
Williams, Janice C., Office of Comptroller
Wonnacott, Gordon Paul, Office of the Under Secretary for Economic Affairs
Yonkers, Pamela M., Pre-Assignment Training
Zehnder, William C., Office of Inspector General

Reassignments

Anstead, Philip, Office of Comptroller to Office of the Under Secretary for Management
Bullock, Tabitha N., Consular Affairs to Executive Secretariat
Fridinger, Tracy Hitt, Administration and Information Management to Bureau of Personnel
Hambrick, Barbara K., Administration and Information Management to Diplomatic Security
Harms, John C., Pre-Assignment Training to Intelligence and Research
Herd, Beverly N., Administration and Information Management to Diplomatic Security
Herman, Daniel A., Diplomatic Security, Investigations to Consular Affairs
Jepson, Mary Ann C., Administration and Information Management to European and

Canadian Affairs
Kent, Jill E., Office of the Under Secretary for Management to Office of Comptroller
Lambert, Robin Denise, Consular Affairs, Automated Records to Foreign Affairs Information Management Center
Ludden, Kenneth Martin, Administration and Information Management to Diplomatic Security
Lynch, James J., Pre-Assignment Training to Bureau of Personnel
Matthiesen, Kenneth B., Office of Communications to Executive Secretariat
McQuillan, Thomas R., Office of Comptroller to Office of Communications
Mouzon, Jan E., Pre-Assignment Training to Office of Inspector General
Price, Sheila J., Office of the Under Secretary for Management to Office of Communications
Reed, Mary Catherine, Administration and Information Management to International Organization Affairs
Reis, Carolyn W., European and Canadian Affairs to Office of Comptroller
Stebbing, Marlene J., Pre-Assignment Training to Office of Legal Adviser
Weldon, Nettie F., Pre-Assignment Training to Bureau of Personnel
West, Kevin F., Office of Communications to Foreign Affairs Data Processing Center
White-McKnight, Angela L., Pre-Assignment Training to Office of Legal Adviser
Williams, Carolyn L., Politico-Military Affairs to Inter-American Affairs
Williams, Veronica, Bureau of Personnel to Inter-American Affairs
Willis, Tanika, Pre-Assignment Training to Human Rights and Humanitarian Affairs

Resignations

Adams, Ronald C., Consular Affairs, Automated Records
Adler, Matthew H., Office of Legal Adviser
Avila, Kimberly M., Bureau of Personnel
Balakit, Florencia L., Administration and Information Management
Baldwin, Elizabeth Mendez, Office of Protocol
Barnes, Lynetta Rose, Foreign Affairs Information Management Center
Barrett, Claire Winifred, Foreign

Affairs Information Management Center
Baumgarten, Elizabeth M., Foreign Affairs Information Management Center
Bennett, Carl R., Office of Communications
Bethune, Timothy, Foreign Affairs Information Management Center
Bimmer, Patricia Marie, Bonn
Bodansky, Daniel M., Office of Legal Adviser
Bonifacio, Amy Noemi, San Francisco Passport Agency
Breedlove, Kimberly M., Oceans and International Environmental and Scientific Affairs
Bridgeman, Reginald S., Foreign Affairs Information Management Center
Broadway, Chemain D., Foreign Affairs Information Center
Brooks, Troy Spencer, Foreign Affairs Information Management Center
Brown, Adrienne Yvette, San Francisco Passport Agency
Brown, Anthony, Bureau of Personnel
Bryant, Eric Paul, Foreign Affairs Information Management Center
Burns, David H., Economic and Business Affairs
Chapdelaine, Pamela J., Boston Passport Agency
Chick, Jeannie Helen, Inter-American Affairs
Choi, Sunhee, Bureau of Personnel
Clark, Phyllis S., Medical Services
Clements, Willie E., Office of Communications
Coles, Shelly W., Economic and Business Affairs
Copeland, Phyllis Ann, Pre-Assignment Training
Davis, Sarah Elizabeth, San Francisco Passport Agency
Dean, Catherine Patricia, Foreign Affairs Information Management Center
Dunleavy, Nancy B., Miami Passport Agency
Faison, Dorothy L., Consular Affairs, Manual Records
Flood, Patrick J., Refugee Programs
Fountain, Dorothy B., Oceans and International Environmental and Scientific Affairs
Freeman, Alan Michael, Foreign Affairs Information Management Center
Goldstein, Michael Scott, Foreign Affairs Information Management Center
Griffiths, Alessandra Jane, Inter-American Affairs
Guerra, Brenda B., Administration and Information Management

Guerra, Mark D., Northeast Passport Processing Center
 Hairston, Karen N., Bureau of Personnel
 Hall Jr., Leland Kimani, Foreign Affairs Information Management Center
 Harris-Berry, Gail V., Consular Affairs, Automated Records
 Holcomb, Diana Lyte, Legislative Affairs
 Hoof, Caroline, Paris
 Hoover, Lisa K., Foreign Affairs Information Management Center
 Horvath, Ann Elizabeth, Bureau of Personnel
 Howard, Latrice S., Stamford Passport Agency
 Huff, Harriet L., Pre-Assignment Training
 James, Evelyn L., Foreign Service Institute, Personnel
 Jones, Georgette L., Tunis
 Kennedy, Deborah D., Office of Legal Adviser
 Kershaw, Justin Frank, Diplomatic Security
 Kidd, Lester, Office of Communications, Logistics
 Kirker, Kathleen J., Administration and Information Management, General Services
 Kirksey, Jason F., Bureau of Personnel
 Kurtz, Allen, International Organization Affairs
 Ladd, Joseph D., Inter-American Affairs
 Larson, Teresa F., Dhahran
 Leaver, Betty Lou, Foreign Service Institute, Language Studies
 Leslie, Wilma Theresa, Foreign Affairs Information Management Center
 Lotfabadi, Irma R., Bureau of Personnel
 Louis, Lois Elaine, Pre-Assignment Training
 Lugo, Lydia, Pre-Assignment Training
 Malloy, Brian Joseph, Foreign Affairs Information Management Center
 Mangum, Clarice N., New York Passport Agency
 Martz, Mary Jeanne Reid, International Organization Affairs
 McIntosh, Kathleen J., European and Canadian Affairs, Soviet and Eastern European Exchange Staff
 Morley, James H., Chicago Passport Agency
 Morris, Sarah H., Politico-Military Affairs
 Munroe, Stephen D., Stamford Passport Agency
 Murphy, Kevin J., Office of the Secretary
 Nix, Crystal Lori, Office of Legal Adviser
 Nygard, Richard C., International Organization Affairs
 Owusu, Mark Osei, Los Angeles Passport Agency
 Palmer, Diana, Paris
 Pokempner, Dinah R., Office of Legal Adviser
 Pompey, Renee P., Office of Comptroller, Fiscal Operations
 Queen, Julie Ann, Consular Affairs, Public Issuance
 Realuyo, Celina B., Bureau of Personnel
 Reilly, Katherine B., Oceans and International Environmental and Scientific Affairs
 Reynolds, Sonji L., Consular Affairs Automated Records
 Ruiz, Fernando I., Administration and Information Management
 Scallon, Quinn M., Inter-American Affairs
 Schipperit, Shannon, Office of Chief of Protocol
 Shane, Jeffrey N., Economic and Business Affairs
 Shelton, Michelle Lesette, Bureau of Personnel
 Simmons, Darlene A., Office of Communications
 Simons, Marie Victoria, Foreign Service Institute, Overseas Briefing Center
 Spiro, Peter J., Office of Legal Adviser
 Stone, Benita, Consular Affairs, Manual Records
 Summers, Kimberly Ann, European and Canadian Affairs
 Temeles, Melissa Jo, Foreign Affairs Information Management Center
 Threatt, Lashorn T., Consular Affairs, Automated Records
 Torrence, Torre, Bureau of Personnel
 Van Derhoff, Rachel, Karachi
 Watson, Lisa M., Bureau of Personnel
 Witten, Samuel M., Office of Legal Adviser
 Yu, Peter Michael, Office of Legal Adviser
 Zanger, Hugh M., African Affairs

Retirements

Coleman, Helen M., Bureau of Public Affairs
 Ketch, Madeline L., Consular Affairs
 Trainor Jr., William J., Intelligence and Research, Economic Analysis
 Wallick, Ruth M., Seattle Passport Agency ■



FOREIGN SERVICE INSTITUTE—Graduates of the clerical/secretarial class, first row, left to right: *Monyetta Jones, Carmen Lopez, Brenda Moore, Mary*

Weindorf, Cynthia Schranghamer, Susan Sirota, Joyce Simmons. Second row: Lucille Mercer, Lucy Sarabia, Lynn Bullivant, Ana Rodriguez, Tricia Chicklowski, Jo-

Anne Riabouchinsky, Velma Bush, Lisa Bazemore-Rawls, Irene Smith, Patricia Mallon (chairwoman). Third row: Eloy Sarabia, Sylvia Rivera, Veronica Grayson,

Robert Heaps, Kim Washington, Lorie Reed, Ginny Taylor (coordinator).

Post of the Month: Lima

THE CAPITAL of Peru, the large country on the western bulge of South America, Lima has over three million inhabitants. U.S. Foreign Service people there are featured as part of STATE'S continuing series.

In the Plaza de Armas: Diana Temple, Peggy Zabriskie, Roland Estrada, Jo Fuhrer.





The ruins at Machu Picchu, a sacred retreat of the Incas.

Ambassador *Alexander F. Watson* (left) and AID director *Donor Lion* inaugurate exercise equipment at the new gym for mission employees.



Jinx Lennon on a shopping tour.



Colonial architecture abounds, as seen in these carved balconies, built in 1735. The balconies were a place for wealthy women to see but not be seen.

POST OF THE MONTH: LIMA



Political counselor *John Hamilton* and secretary *Mary Jo Fuhrer*.



Luis Moreno with 1.5 tons of burning coca leaf.



Ambassador *Alexander F. Watson*, left, and narcotics director *Caesar Bernal*, right, familiarize Congressman *Steven Solarz* (D.-N.Y.), center, with herbicides used to hamper illicit coca production.



The post has five sets of tandem couples, including *Donna and John Hamilton* (left), *Frances Cintron and Mark Johnson* (center), and *Linda and Donor Lion*. Not shown: *Rusty and Virginia Graham*, and *Thomas Leary and Rachel Norniella*.

An outdoor market.



It's cash-counting time. From left: *Giovanna Pinasco, Rosella Pollari, Mariano Medina*.



With a bullfight poster in Plaza de Acho: *Faye Stepp, Warren Post, Jim Stepp*.

POST OF THE MONTH: LIMA

Members of consular section, clockwise from upper left: *L. Martinez, K. Baldwin, D. Stuart, C. Saona, B. Soldi, M. Monasi, P. Tinsley, C. Cobian, V. Olivares, K. Sackett, L. Corpancho, D. Hamilton, E. Osoros, V. Cruz, J. Preston, O. Ezeta.*



Judy Watson and daughter Caitlin, with Peruvian artist Fernando de Szyszlo, Francesca Schwartz and public affairs officer Charles Loveridge.



Three generations of the *Mendoza family* have worked at the embassy. Grandfather *Jose* was replaced in his position by his son *Victor*, shown with grandson *Jose*. ■



Ask Dr. Goff



Q.

I do quite a bit of traveling and always have problems adjusting to the time change. Sometimes it seems I don't rest properly for days. I feel I can't function properly during this time. Someone suggested I ask my doctor for Valium to help me rest. Is this something that can be recommended?

AFRICA

A.

Jet-lag is a common problem among us Foreign Service people. The insomnia is an uncomfortable but transient problem. The use of medications is a matter for serious thought and discussion with your health care provider. They're not always the best answer to your jet-lag problems. I strongly oppose their use if, on arrival, you will be asked to work immediately, negotiate or otherwise be involved in substantive activities. Even the best, least noxious and most recommended of sleep-inducing drugs, the short acting benzodiazepines (Valium, Librium, Dalmane, Halcion), will inevitably lead to some obtunding of faculties and some degree of later "rebound" insomnia, anxiety, nervousness and possibly excitement. Of specific concern is the possibility of unpredictable lapses of mental function, particularly of memory, that are reported to occur occasionally with administration of this class of drugs. The effects can be very subtle, and go quite unnoticed. You may be shocked a few hours later when presented with clear records of an activity about which you have absolutely no recall. These side effects have obvious implications as to decision-making. The barbiturates, the still-used old "stand-by" sleeping medications, are primitive drugs compared to the benzodiazepines. They have greater side effects and aftereffects, and there's a much greater danger from overdose.

The transient insomnia from jet-lag can be ameliorated by many general measures other than sleeping medications. Before departing, altering hours of sleep may help; if scheduled to travel east, arise a few hours early for the preceding few days. Similarly, sleep late a few days prior to traveling west. Once at your destination, remember that each hour of time-zone change takes approximately one day of readjustment. Be tolerant of the discomfort from sleep loss. Take naps, reduce your caffeine intake, abstain from alcohol and use whatever other means to help you relax, such as exercise,

warm baths, music, etc. Recent research suggests that scheduled exposure to bright outdoor light may speed the body's resetting process.

For some, medication may be a legitimate comfort, but this should be carefully discussed with your health care provider. Feeling rested and "well slept" is desirable, but probably has little to do with actual mental efficiency. Sleeping medications, though they may leave you feeling rested, always involve the risk of some unwanted effect upon your mental function.

Q.

I'm pregnant. An amniocentesis has been recommended because of my age. Can I be medically evacuated for this, and does the government pay for the amniocentesis?

SOUTH AMERICA

A.

Amniocentesis may be offered to all pregnant women who will attain their 35th birthday at the time of delivery or who fall into a high-risk group. If amniocentesis can't be performed at post, you can be medically evacuated to the nearest adequate medical facility. Amniocentesis is a test to diagnose genetic disorders in the fetus. This test is performed as an outpatient procedure, between the 16th and 18th week of pregnancy. Ultrasound is performed before and sometimes during the amniocentesis. The length of stay at a medical evacuation point would normally be two to three days. Per diem will be paid during this time, and only in exceptional circumstances would more than three days be provided. A "FS-569, Authorization for Medical Services," will be provided to cover the cost of this procedure.

Minor cramping and spotting isn't unusual after the amniocentesis, and your physician will want you to rest for 24 hours. You should return to post to await the test results, which take about 10 to 12 days to complete. If you're medically evacuated to the United States, remember to call my For-

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

Foreign Programs office on arrival, to obtain medical clearance before returning to post.

Q.

Our family enjoys the bicycling in the Washington area. We've noticed an increased use of safety helmets. I think they're a nuisance, but my wife thinks they make sense. Is there any information about the benefits of wearing them?

WASHINGTON

A.

Bicycle safety helmets do make good sense. Head injury is the most common cause of death and serious disability in bicycle accidents. Safety helmets will help protect your head from injury, whether you're struck by another moving vehicle or you strike a stationary object (i.e., curb or parked car). Up until recently, bicycle helmets were recommended based on good old common sense, but a recent study has shown safety helmets to be highly effective in preventing head injury. While the study was unable to compare the types of helmet used, most had a hard outer shell and polystyrene liner. It's thought that this is the desirable material (rather than a bendable outer shell and padded strips). Helmets are particularly important for children, since they suffer the majority of head injuries from bicycling accidents. It's also important for children to be taught bicycle safety rules, and for adults to provide a good example. Cycling is increasing in popularity in this country, so head injuries will become more and more a problem. Wearing helmets is an important preventive measure. They may not be fashionable, but they could save your life!

Q.

While on home leave, I was hospitalized for removal of pins from my ankle that was broken while posted overseas. Are these expenses covered by the Department?

EUROPE

A.

If an illness, injury or medical condition is incurred while you're abroad, and if it's in connection with a hospitalization, a "FS-569, Authorization for Medical Service," may be issued, even if you're on home leave. The FS-569 will cover any medical expenses not paid by your private health insurance coverage. ■

Diplo-Croctic No. 54

BY CAROL BECKER

Office of Foreign Buildings Operations

DIRECTIONS

To solve this puzzle, write the words that you can guess from the definitions in the numbered blanks provided, and then transfer the letters to the corresponding numbered squares in the diagram. Working back and forth, a quotation will appear in the diagram reading left to right. When all the words have been filled in, the author and title of the book from which the quote was taken will appear as the first letter of each word reading down. The solution will be published in next month's STATE magazine. ("Diplo-Croctic No. 53" appeared in July; the solution was in the August/September STATE.)

1Q	20	3K	4L		5D	6I		7J	8I	9P		10W	11X	12U	13N	14F	15C	16R	17J	
18Q	19a	20K			21V	22I	23D	24C	25A		26O	27C	28J	29M		30Y	31I	32H		33F
34N	35I	36H			37S	38B	39F	40N	41H	42A	43L	44R		45Y	46a	47C		48L	49a	
50V	51N	52B			53G	54Y	55W	56C		57X	58G		59K	60Z	61U	62E	63W	64C		65C
66M	67H	68U			69F	70S	71W	72I	73J	74Z	75B	76U		77X	78H	79K	80P		81C	82X
83O	84a	85A			86A	87G		88a	89Q	90T	91O	92R		93M	94E		95I	96Y	97G	
98F	99a	100S	101K	102V	103Z			104Z	105a		106K	107C	108W		109C	110F	111a	112P	113A	114O
115V	116W	117I	118R	119M			120L	121K	122O	123Z	124R	125T	126H	127W	128I		129J		130G	131H
132C	133Z	134B	135Y	136S	137I			138M	139K	140X	141F		142K	143I	144X	145W		146P	147Q	148Z
149U	150I	151N	152J	153O	154R	155X		156R	157D		158P	159J	160B		161I	162D	163U	164C	165W	
	166C	167K	168O	169W	170M	171S	172D	173V		174X	175B	176I	177O	178I	179M		180P		181T	
182M	183R	184C	185K	186A		187E	188O		189X	190J	191E	192U		193W	194U	195M	196a	197I	198V	
199S	200N	201K	202O		203J	204M		205E		206G	207C	208J	209X		210W	211J		212I	213M	
214X	215V	216C	217N																	

CLUES	WORDS	CLUES	WORDS
A. Card game	86 113 42 85 25 166	N. Supply with food	34 51 151 200 40 217 13
B. Name of casino in Ian Fleming novel	160 38 52 134 1,5 75	O. Card game	122 2 91 202 83 114 26 177
C. See WORD I	109 166 81 27 15 132 216 24 47 107 64 56 164 207 184 65	P. Opposite of WORD Q	146 9 112 158 180 80
D. "We hope to plant a _____ where none before hath stood." (Richard Rich, 1610)	172 182 153 23 157 5	Q. Unilateral	89 188 18 1 168 147
E. Marsupial	62 94 187 191 205	R. Computer game	183 16 124 156 154 44 92 118
F. Inside information	39 33 14 141 98 69 110	S. Card game	136 171 100 199 37 70
G. Card game	87 53 130 206 58 97	T. Board game	143 90 125 181 176
H. Dice game	36 131 78 41 126 67 32	U. Ophthalmic medicine	149 194 192 163 76 61 12 68
I. Followed by WORD C, computer game	197 212 178 72 8 117 137 95 31 22 150 6 161 35 128	V. Board game	173 102 198 115 21 50 215 73
J. More	129 28 190 203 17 152 211 7 159 208	W. Playground equipment	10 127 63 193 55 108 116 165 210 169 71 145
K. Alan Alda film	20 106 139 201 167 185 101 59 79 121 3 142	X. "Our task is to replace despair with _____." (LBJ, 1964)	57 209 174 82 155 214 144 140 189 77 11
L. Derisive cry	4 43 120 48	Y. Card game	45 96 135 54 30
M. Vapidity	213 119 204 182 195 170 179 66 29 93 138	Z. "The gods _____ the depth and not the tumult of the soul." (Wordsworth)	123 148 133 60 104 74 103
		a. Award by lottery	19 46 88 105 84 196 49 111 99

Foreign Service Families

Information on schools overseas is available

The Office of Overseas Schools has announced the availability of detailed information on 670 schools attended by children at posts around the world. The data describe preschool, elementary and secondary programs, and includes opening and closing dates, requirements for admission, course offerings, special programs, extracurricular activities, graduation requirements and other details of interest to families being posted abroad. A companion "User's Guide to the 1989 Microfiche Information" lists the schools, grade levels, enrollment and availability of boarding facilities.

The information has been reproduced on microfiche and distributed to posts overseas. In addition, it is available in the Department Library, Foreign Service Lounge and bureau executive offices. The school information form is revised at post in the odd years and updated in the even years in order to update information. Contact Carol T. Sutherland (663-1915) with comments, suggestions or questions. □

Bookfair is back: it begins October 20

The 29th annual Bookfair will open with "Family Night" on October 20, from 5 to 8 p.m. There will be entertainment for children in the Dean Acheson Auditorium, and the cafeteria will serve family fare, 3 to 7 p.m. The Bookfair will be at the 23rd Street entrance, on upper and lower levels.

Thousands of books in all categories will be on sale. A large assortment of foreign stamps and coins will also be offered. Paintings and prints from around the world will be featured at an art corner.

The event will be open to the public, Saturday, October 21 through Monday, October 23, and Thursday, October 26, through Saturday, October 28, from 10 to 4 daily. For information, call 223-5796. Proceeds will benefit the Association of American Foreign Service Women's scholarship fund, as well as community projects in Washington. □

'Alert Overseas Kids' manuals distributed

Teaching manuals and guidelines for organizing "Alert Overseas Kids" (A-OK) clubs have been sent to regional security officers and community liaison coordinators worldwide. Topics in the manuals include home safety, away from home, body safety,

fire and first aid.

The A-OK program, aimed at teaching children 6 to 12 about security and safety matters, is a joint project of the Bureau of Diplomatic Security, the Family Liaison Office and the Overseas Security Advisory Council.

Currently, the club is sponsoring a worldwide poster contest. Each poster must include the words "A-OK" or "Alert Overseas Kids" on it. Participants must attend a school which is either supported by the Department's Office of Overseas Schools or the Department of Defense, or with a school population of at least 30% U.S. citizens. To compete, contestants must belong to an A-OK club and must have completed a safety test from one of the program modules. Details on the contest can be found in the manuals. The winner will receive a personal computer. ■

Letters to the Editor

—(Continued from Page 1)

progressing to double rattan sticks for the more advanced student. Footwork, distancing and timing are critical elements in this



Double sticks—the author, right, with Ed Paz.

art. The rattan stick replicates the bolo, which was the early fighting weapon of the Filipinos.

Since the July opening of the club for mission-wide membership, we now have 20 active students. The club participated in an international tournament here on August 19.

Sincerely,
JOHN L. HUGHS
Communications programs officer □

A plea for recycling

WASHINGTON

DEAR EDITOR:

In Japan, more than 50% of the country's household and commercial waste is recycled; only 16% goes to landfills and the remaining 34% is incinerated. In the

Anapestic Assignments

by ebp

There was a person assigned to Naha Who, upon learning of it, said: "Ah-ha!"

A posting to the Pacific
Seems to me more than terrific.
It's like getting posted to Shangri-la!" □

United States, on the other hand, 86% still ends up in landfills. In case after case, from cities to rural areas, changes in old habits are bringing beneficial results to the environment. For example, the low-income city of Camden, N.J., has one of the best recycling programs in the United States.

The Department of State does not currently recycle its wastes. It could set an example for the rest of the nation. Why continue to toss out our newspapers, our soft-drink cans, our tons of paper? Why should any home, any town or city, any company, big or small, make an effort if their own Government agencies do not. Shouldn't we in the Department be doing more?

Sincerely,
DEE WEBBER
Bureau of Oceans and International
Environmental and Scientific Affairs □

Editor's note

The staff of STATE would like to be on the distribution list for your post or bureau newsletter, as well as employee publications at Department offices across the United States. Send your most recent newsletter to DGP/PA, Room B-266, Main State, and please continue sending copies. Call the editor's attention to items in your publication that you believe might be of general interest to the people of State, at home and overseas. ■

Shipping group will meet October 2

The Shipping Coordinating Committee will conduct an open meeting at 9:30 a.m. October 2 at Coast Guard headquarters in Washington. The purpose is to finalize preparations for the 16th session of the assembly and associated bodies of the International Maritime Organization, scheduled for October 9-20 in London.

Members of the public may attend the meeting up to the seating capacity of the room. For information, write to M.C. Grace, U.S. Coast Guard, 2100 Second Street S.W., Washington, D.C. 20593, or call (202) 267-2280. □

Honors and Awards

Superior Honor Awards

Anderson, Youngun, FO-02, Washington
 Boyer, Neil A., GM-15, Washington
 Boyls, R. Wayne, FO-03, Manila
 Brown, Kent N., FO-01, Washington*
 Buccellato, Michael, FP-04, Tegucigalpa
 Campbell, Martha L., FO-03, Majuro
 Dixon, Michael T., GM-14, Washington
 Dorris, C. Eugene, FO-01, Shenyang
 Dudik-Gayoso, Joan, Washington
 Egger, Philip H., FO-03, Lusaka
 Frankfather, Betty, FP-06, Mogadishu
 Freeman Jr., Roger, FO-03, Bamako
 Guest, Michael E., FO-02, Moscow
 Hamilton, Thomas P., FO-01, Kuala Lumpur
 Hill, William, FP-04, Washington*
 Hopper, Robert F., FO-01, Washington
 Johnson, David T., FO-01, Washington*
 Johnston, Laura J. FP-04, Manila
 Jones, M. Gordon, FE-OC, Quito
 Kurtzer, Daniel C., FO-01, Washington
 Lehovich, Vladimir, FE-MC, Washington
 Lief, Elliot R., FO-02, Washington
 Lukas, Joseph, GM-13, Washington*
 Marsh, William H., FE-OC, Geneva
 Martin, G. Eugene, FO-01, Manila
 Matano, Albert K., GS-11, Washington
 Moore, Ralph R., FE-MC, Manila
 Ortunio, Abel, GM-13, Washington*
 Platt, Nicholas, FA-CM, Manila
 Propst, Sharon E., FP-06, Manila
 Robinson Jr., David, FP-04, San Salvador
 Shea, Laurel M., FO-02, Washington
 Sherr, Richard K., FO-04, San Salvador
 Trivelli, Paul A., FO-02, San Salvador
 Turk, Lynn J., FO-02, Seoul
 Waterman, Daniel F., FO-01, Washington
 Whiteside, Ruth A., GM-14, Washington
 Yamamoto, Donald Y., FO-03, Beijing

Yates, John M., FE-OC, Manila

Meritorious Honor Awards

Alford, Edward M., FO-03, Nairobi
 Arreaga, Mary F., FP-06, Lima*
 Boulwar, Mark M., FO-02, Banjul
 Bridgett, Helen D., GS-12, Washington
 Brill, Kenneth C., FO-01, Calcutta
 Broe, Patricia A., GS-08, Washington
 Browne, Lilia, FP-05, Hong Kong
 Bryson, Mary H., GS-12, Washington
 Clyatt Jr., Oscar, FO-02, Sofia
 Cook, John G., FO-01, Washington
 Crawford, Juliette, GS-10, Washington
 Davis, Christopher, FO-04, Conakry
 Deasy, John P., FO-03, Washington
 Diamond, Charles E., FP-04, Washington
 Dollar, Carolyn J., FP-07, Washington
 Duane Jr., Paul A., FP-02, Hong Kong
 Eason, Richard M., FO-04, London
 Edson, Stephen A., FO-03, Bangkok
 Fairchild, Albert E., FO-01,

Washington*
 Flax, Gale B., FP-06, Lima*
 Foster, James M., FP-06, Panama
 Fuller, Donald L., FP-05, Washington
 Garriga, Jose G., FO-04, Buenos Aires
 Givens, Marianne L., FP-06, London
 Greentree, Todd R., FO-02, Prt. Moresby
 Johnson, Kevin M., FO-03, Buenos Aires
 Jones, John A., GS-11, Washington
 Kovich, Michael J., FP-04, Asuncion
 Llorens, Hugo, FO-03, Asuncion
 Labastida-J, Beatri, FP-04, Lima
 Lief, Elliot R., FO-02, Washington*
 Martinez, Carmen M., FO-02, Bangkok
 May, Drew Stephen, FO-01, Vientiane
 McClelland, Regina, GS-12, Washington
 McGaffey, David, C., FO-01, Washington
 Moran, Roger J., FO-03, Yaounde
 Nida, Nan A., FP-04, Bogota
 Quinn, Andrew J., FP-05, Bangkok
 Ramos, Erlinda, FP-08, Hong Kong
 Recinos, Augusto, FO-04, Washington

Spelman, Douglas G., FO-02, Washington
 Stephens, Robert H., GS-12, Washington
 Strawberry, Kenneth, GS-16, Washington
 Talak, Ronald, GS-12, Washington
 Thomas-Greenfield, L., FO-03, Banjul
 Tynes, Robert E., FO-01, Washington
 Tyson, Herbert L., FO-01, Washington
 Urman, Stephen C., GM-15, Washington
 Vaughan, Maura, FP-06, Conakry
 Verity, Eileen D., GM-14, Washington
 Wesche, Stephen G., FO-02, Washington
 Wilson, David O., GS-12, Washington □

*Denotes group awards.

Because of a computer system problem, both of these lists are missing an estimated 30 names. If your award was issued in late July and your name does not appear on these lists, to verify receipt in the Department of your nomination form, contact Rita Corcoran, PER/CSP/ERPM, Room 2429, by cable. ■



PORT-AU-PRINCE, Haiti—Mike Suddath, communications pro-

grams officer, on being presented the Superior Honor Award. With

him is his wife, Barbara.

Personnel: Foreign Service

Appointments

Allen, Dorothy S., Canberra
Anderson, Christina C., Madrid
Augustus, William J., Brasilia
Bauer, Nada, Sofia
Becker, Katherine B., Munich
Beecroft, Metta O., Ouagadougou
Bell, Florence Joan, Lagos
Blackburn, Anne Williamson, Kuwait
Blau, Eunice C., Brasilia
Bock, J. Richard, East Asian and Pacific Affairs
Boisvert, Barbara Maria, Brussels
Boncy, Virginia W., Monrovia
Bowers, David L., Moscow
Brady, Kristy Anne, Nairobi
Brooks, Rita Garrison, Islamabad
Bryant, Sally K., Nairobi
Buchanan, Louise F., Pretoria
Buechler, Aleta Joanne, Abidjan
Campbell, Carolyn Vernet, Harare
Campos, Fay, Port-of-Spain
Carlson, Marcia N., London
Cather, Nicole M.L., Rio de Janeiro
Cawley, Jane M., Lisbon
Chambers Jr., George B., Office of Communications
Chigbrow, Mary Lou, Riyadh
Clayton, Joann, Moscow
Clayton, Paul Benson, Bonn
Combs, Amy, Port Louis
Combs, Constance A., Monrovia
Connerley, Victoria, Lisbon
Coonfield, Sompis, Manila
Copher, Everett A., Specialist Intake
Cordova, Priscilla, Guadalajara
Cotsana, Donna Sue, Athens
Coyle, Michael P., Antananarivo
Crook-Castan, Rafaela B., Mexico, City
Daspit, Dana, Ouagadougou
Davis, Mark Daniel, Managua
Dennett, Linda Kay, Bogota
Dixon, Douglas A., Specialist Intake
Dunston, James L., Rome
Emerine, Sally Ann, Santiago
Feryok, Anne, Krakow
Fischer, Victoria E., Moscow
France, Marie-Carole, Kinshasa
Franklin, Noah A., Jerusalem
Fulton, Jhinuk, Rome
Gadzinski, Peter S., Hong Kong
Genton, Sarah S., Yaounde
George, Mary L., Moscow
Giacalone, Mirella, Rome
Goodman, Richard M., Moscow
Griider, Ronald M., Specialist Intake
Guthrie, Christina L., Moscow
Gweshe, Priscilla, Kingston
Haas, Margaret L., Mexico, City
Hamblett, Charles J., Specialist Intake
Harvey, Ursula S., Bonn

Hauschild, Karin, Lima
Hawkins, Elizabeth Ann, Frankfurt
Hobbie, Mary Lee, Nassau
Holmes, Eliana Paris, Rome
Howard, Kelly D., Jerusalem
Jenkins, Erna W., Berlin
Jimenez, Sandra Sue, Ankara
Johnson, Gene E., Office of Communications
Johnson, Georgia M., Rio de Janeiro
Johnston, Kathleen Ann, Moscow
Johnston, William A., Office of Communications
Jones, Charlene J., Amman
Kennell, Patricia, Athens
Kinsman, Robin M., Santiago
Knowles, Gail W., London
Kuschner, John M., Foreign Service Institute, Functional Training
Lavelle, Delia Ford, Pretoria
Littrel, Douglas M., Moscow
Loehr, Meldan, Adana
Lolas, Claudia Frink, Athens
Lyons, John Robert, Bamako
Madison, Nora G., Tunis
Mancinelli, Janette L., New Delhi
Markle, Toni C., Stockholm
Martzke, Judith D., Mexico City
Marut, Christopher J., East Asian and Pacific Affairs, Chinese Affairs
McFee, Patricia B., Dublin
Milstead, Eric N., Office of Communications
Moore, Richard A., Dublin
Moore, Sidney R., Specialist Intake
Morales, Tamara Lee, Bonn
Morrow, Daurice C., Bangkok
Mushingi, Tulinabo Salama, Libreville
Nevins, Ashley D., Munich
O'Donnell, Lee Young-Eun, Beijing
Ogburn, Thu-Hang Hoang, Seoul
Optiz, Joseph, Specialist Intake
Parisot, Peggy A., Cotonou
Patalive, Kathleen, Bridgetown
Pires, Lerma F., Havana
Poast, Glenda Elaine, Brasilia
Radford, Dean R., African Affairs
Recht, Linda Susan, East Asian and Pacific Affairs
Rector, Stafford, Quito
Rennie, Tracy Y., Khartoum
Ringdahl, Judith A., Brussels
Rizzo, Joanne T., Bucharest
Robinson, Joel M., Moscow
Rock, Jeffrey Butler, Suva
Rodier, Joan, Kuwait
Rodriguez, Mary Ellen, Mexico City
Rorvig, Marie Louise C., Madrid
Ryan, Vicki, Mexico, City
Sachse, Mona, Port Louis
Sams, Revelie E., Madrid
Sandberg, Karin Cooper,

Copenhagen
Sassano, Karen Ea A., Moscow
Seaman, Kim Elaine, Hong Kong
Semeraro, Sabina J., Madrid
Sharp, Yong Suk, Abu Dhabi
Simkin, Elizabeth S., Abu Dhabi
Simpson, Mary Jane, Monrovia
Stacey, Michael A., Moscow
Stanford, Elaine A., Istanbul
Steele, Naiyana Y., Vientiane
Stewart, Caroline Y., Moscow
Tabb, Evangelyn, La Paz
Tadlock, Connie M., Moscow
Taylor, Jane E., Antananarivo
Teagle, Lois Laireda, Frankfurt
Terry, Margene Dianne, Athens
Thornton, Susan Ashton, Leningrad
Touray, Mary F., Banjul
Troxel, Alan D., Foreign Service Institute, Language Training
Trudgen, Elizabeth S., Canberra
Untal, Marylou R., Mogadishu
Velte, Joan Lentz, Amman
Vieira, John A., Specialist Intake
Wainwright, Ina Rose, Belgrade
Walker, Renee L., Addis Ababa
Wells, Robert Douglas, Brasilia
White, Janet E., Singapore
Wickman, Stephen B., Foreign Service Institute, Functional Training
Wooten, Anita Sharon, Bridgetown


Transfers

Acosta, Manuel F., Spain to Rio de Janeiro
Admirer, Jonathan E., India to Berlin
Agnew, Elizabeth Jamieson, Hungary to Vienna
Aguayo, Daniel E., Germany to Bucharest
Aherne, Richard W., Human Rights and Humanitarian Affairs to Bureau of Personnel, Career Development and Assignments
Ahrens, Sharon N., Costa Rica to Lusaka
Albon Jr., William C., Greece to Office of Communications
Alden, Dennis H., Athens to Office of Communications
Allen, Sally C., Germany to Administration and Information Management
Allison, Lynn Alice, Politico-Military Affairs to Lahore
Anderson, Laurence Desaix, Japan to East Asian and Pacific Affairs
Anderson, Youngeun Hyun, International Organization Affairs to Consular Affairs
Archard, Douglas B., Sudan to Belfast
Archer, Philip E., Nepal to Office of Communications

Astala, Katherine Marie, Pakistan to Helsinki
Atkins III, George W.P., Moscow to Executive Secretariat
Baer, Lawrence Rea, Near Eastern and South Asian Affairs to Foreign Service Institute, Functional Training
Baker, Michael G., Philippines to Rangoon
Balsitis, James E., Egypt to Montreal
Bandler, Donald Keith, France to Bonn
Barnes, Shirley Elizabeth, Office of the Under Secretary for Management to Foreign Service Institute, Functional Training
Barr, Joyce A., Foreign Service Institute, Functional Training to Khartoum
Bauer, Mary K., Jamaica to Diplomatic Security
Bauman, John H., European and Canadian Affairs to Beijing
Bebick, Joan Ellen, Berlin to Rome
Becker, Robert W., Germany to Foreign Service Institute, Political Training
Bellows, Michael Donald, East Asian and Pacific Affairs to Foreign Service Institute, Functional Training
Benesch, Anthony, African Affairs to Muscat
Bent, Mark W., African Affairs to Abidjan
Berg, Paul Sidney, Near Eastern and South Asian Affairs to Foreign Service Institute, Language Training
Berntsen, John L., African Affairs to Accra
Bienvenue, Richard A., Thailand to International Organization Affairs
Boneparth, Ellen Susan, Greece to European and Canadian Affairs
Booth, Anita Shashy, Belgium to Bucharest
Booth, Donald E., Belgium to Bucharest
Borg, Parker W., Bureau of Personnel to International Narcotics Matters
Bosken, Jerome J., Korea to Oceans and International Environmental and Scientific Affairs
Bostock Jr., Francis H., Mauritius to Monrovia
Boyd, Paul Lawrence, Intelligence and Research to Foreign Service Institute, Language Training
Boyke, Robert, Diplomatic Security to Port-au-Prince
Bradford, Jean D., Beirut to Foreign Service Institute, Language

PERSONNEL: FOREIGN SERVICE

- Training
Brandt, Frederick C., Foreign Service Institute, Functional Training to Beijing
Brennan, Richard M., Sierra Leone to Ottawa
Brill, Kenneth C., Near Eastern and South Asian Affairs to Office of Under Secretary for Political Affairs
Brill, Kenneth C., India to Near Eastern and South Asian Affairs
Broksas, Arthur H., Seoul to Nairobi
Brown, David G., East Asian and Pacific Affairs to Hong Kong
Brown Jr., Edwin P., United Kingdom to Bujumbura
Brown, Laurence G., Indonesia to Medical Services
Brown, Raymonde J., African Affairs to Dakar
Brown, Spencer W., Diplomatic Security to Office of Inspector General
Brownfield, William R., Argentina to Policy Planning Staff
Buche, John Allen, International Organization Affairs to Vienna
Buchholz, Roy E., Bonn to Inter-American Affairs
Buck, Stephen W., Bureau of Personnel to Ottawa
Buelow, Judy Marie, Intelligence and Research to Maputo
Burchfield Sr., Timothy W., Kuwait to Foreign Service Institute, Functional Training
Burkette, Robert D., Vienna to European and Canadian Affairs
Burleigh, Albert Peter, Near Eastern and South Asian Affairs to Intelligence and Research
Burns, Mary Anna, Inter-American Affairs to Maputo
Bushnell, Prudence, Foreign Service Institute, Professional Studies to Dakar
Butler, Ruth E., Germany to European and Canadian Affairs
Caldwell, Linda E., Tegucigalpa to Near Eastern and South Asian Affairs
Caldwell, Mary L., Dominican Republic to Kathmandu
Cammermeyer, Paal, Office of Communications to Abidjan
Campbell, Arnold Haskins, Majuro to Inter-American Affairs
Campbell, Martha Larzelere, Majuro to European and Canadian Affairs, Post Management
Carbognin, Daniel P., Zaire to Hong Kong
Carroll, John J., Guatemala to Caracas
Cassman, Joel F., Managua to Inter-American Affairs
Castiglione, Diane Lydia F., Economic and Business Affairs to Foreign Service Institute, Functional Training
Chakrawarti, Arjun Rex, Executive Secretariat to Foreign Service Institute, Language Training
Chapman, Geoffrey W., Germany to European and Canadian Affairs
Chester Jr., George A., Special Domestic Assignment Program to East Asian and Pacific Affairs
Childs, Albert Luther, Thailand to Yaounde
Chun, James, Thailand to Diplomatic Security
Clark, Bruce W., Saudi Arabia to Near Eastern and South Asian Affairs
Clarke, Robert William, Near Eastern and South Asian Affairs to Office of Legal Adviser
Clerici, Laura A., Honduras to International Organization Affairs, Political Affairs
Cockburn, Carl S., International Organization Affairs to Inter-American Affairs
Cohen, Jonathan Raphael, Bangkok to Jerusalem
Collins Jr., John A., Colombia to Foreign Service Institute, Functional Training
Connell, James K., Iceland to Politico-Military Affairs
Conrad, Robert A., Canberra to Maputo
Corbin, Michael Hugh, Kuwait to Near Eastern and South Asian Affairs
Coronway, Gwendolyn, Haiti to Bureau of Personnel, Recruitment, Exams and Employment
Crawford, Virginia Ann, Germany to Jakarta
Cunningham, Francis Xavier, Near Eastern and South Asian Affairs to Oceans and International Environmental and Scientific Affairs
Curry, Dennis L., Brazil to Bucharest
Dailey, Ronald W., Israel to Medical Services
Daniels, John C., Pakistan to Near Eastern and South Asian Affairs
Davenport III, Francis M., Intelligence and Research to Foreign Service Institute, Language Training
Davis, John M., Diplomatic Security to Cairo
Davnie III, William F., Intelligence and Research to Foreign Service Institute, Language Training
De La Sota, Patricia, Senegal to African Affairs
Derse, Anne E., Foreign Service Institute, Functional Training to Seoul
Dethomas, Joseph Michael, Oceans and International Environmental and Scientific Affairs to Foreign Service Institute, Functional Training
Dillard, Diane, Italy to European and Canadian Affairs
Dionne, Rachelle D., Office of the Vice President to Bureau of Personnel
Dittmer, Richard F., Argentina to Office of Communications
Diouhy, David Bryan, San Salvador to Luxembourg
Dmytrewycz, Bohdan, Soviet Union to Panama
Donaldson, Angela M., Inter-American Affairs to Bogota
Dotson, Robert L., Sweden to Office of Communications
Doumitt, Paul N., China to Office of Communications
Downey, Robert E., Legislative Affairs to Khartoum
Duane Jr., Paul A., Hong Kong to Kuala Lumpur
Dunn, Kerry R., Greece to Office of Communications
Dyhr, Betty J., Thailand to Bridgetown
Elliott, Diana J., Sudan to Conakry
Ellsworth, Matt Allen, Jerusalem to Tel Aviv
Erney, Kenneth R., Mexico to Office of Communications
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Fisher, Richard V., European and Canadian Affairs to Brussels

Fitzpatrick Jr., William G., Office of Communications to Bonn

Fitzsimmons, Michael T., Denmark to Office of Communications

Fleenor, Charles E., Iceland to Office of Communications

Flynn, Kay M., African Affairs to Lome

Folensbee, Lester S., Thailand to Diplomatic Security

Foran, Patricia Bailey, United Kingdom to Calgary

Ford, James A., Libreville to Office of Communications

Fort, Jane Anderson Benton, Spain to U.S. Mission to NATO

Frank, Ralph, Administration and Information Management to Diplomatic Security

Galiardi, Mary Susan, International Organization Affairs to European and Canadian Affairs

Gallucci, Gerard M., Zimbabwe to African Affairs

Garno, David L., Jakarta to Kathmandu

Gilbride Jr., John J., Sao Paulo to Inter-American Affairs

Gilinger, Grace Carolyn, Nuclear Risk Reduction Center to Oceans and International Environmental and Scientific Affairs

Gleason, Steven R., Israel to Office of Inspector General

Glenn, James Hogan, Rome to Caracas

Gotchef, Edward J., Poland to European and Canadian Affairs

Graham, Russell Frost, Peru to Foreign Service Institute, Functional Training

Grahl, Larry C., Office of the Under Secretary for Management to Intelligence and Research

Granger, Carl E., Office of Communications to Cape Town

Graninger, Robert L., Bureau of Personnel, Resource Management and Organization Analysis to Foreign Service Institute, Language Training

Gratias, Scott R., Liberia to Office of Communications

Gray, James B., South Africa to Intelligence and Research

Greenlee, David N., La Paz to Santiago

Greenwalt, Frederick J., Administration and Information Management to Frankfurt

Gregory, Thomas L., Zaire to Office of Communications

Griego, Robert H., Bolivia to Guadalajara

Griffin, Harvey D., Jakarta to Office of Communications

Groening, Eva J., Administration and Information Management to Foreign Service Institute, Language Training

Guillot, Jackie A., East Asian and Pacific Affairs to Rangoon

Gundersen, Jon, Arms Control and Disarmament Agency to Foreign Service Institute, Functional Training

Haas, Dean J., Ottawa to Adana

Haas, George F., African Affairs to Bureau of Personnel, Employee Relations

Hall, John Martin, Arms Control and Disarmament Agency to African Affairs

Hamilton, Donna J., Peru to San Jose

Hanni, Robert W., Manama to Lagos

Harkness, Edward Michael, Yemen to Sydney

Harr, David C., India to Intelligence and Research

Harrington, David W., Inter-American Affairs to Lima

Harrison, Jennifer A., France to Office of Communications

Haspel, Gina C., Ethiopia to African Affairs

Havasy, John E., Department of Commerce to European and Canadian Affairs

Hazelrigg, George H., Panama to Inter-American Affairs

Hedgecock, William D., Kuwait to Office of Communications

Hennessey, Kathleen M., Santo Domingo to Stuttgart

Hetrick, Robert W., Greece to Office of Communications

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Hill, William R. G., Greece to European and Canadian Affairs

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Hinson-Jones, Robyn E., Office of Secretary to Lusaka

Hinson, Sherman N., Switzerland to La Paz

Hogan, Michael J., Mexico to Refugee Programs

Hogard, Stephen B., India to African Affairs

Holloman, Ann Elizabeth, China to East Asian and Pacific Affairs

Holtzman, Daniel L., Pre-Assignment Officer Training to Port-au-Prince

Hoover, Richard W., Morocco to Vienna

Hopper, David T., Sweden to Foreign Service Institute, Functional Training

Hopper, Susan Woolley, Sweden to European and Canadian Affairs

Hose Jr., Winfield Scott, Kuwait to Kathmandu

Howard, Timothy N., European and Canadian Affairs to Foreign Service Institute, Language Training

Howard, Timothy N., Madrid to European and Canadian Affairs

Hughes, Arthur H., Israel to Defense Department

Ishin, Stanley R., East Asian and Pacific Affairs to Bureau of Personnel, Career and Development Assignments

Imbrie III, William, Administration and Information Management to Foreign Service Institute, Functional Training

Ingraham, Russell Pierson, Intelligence and Research to European and Canadian Affairs

Jacobson, Richard C., Belize to Port Louis

Jaeger, Norma L., Pretoria to Bern

Jarek, Albert W., European and Canadian Affairs to Foreign Service Institute, Language Training

Jarek, Albert W., European and Canadian Affairs to Foreign Service Institute, Language Training

Johnson, David Timothy, Executive Secretariat to Ontario

Johnson, Ralph R., Economic and Business Affairs to European and Canadian Affairs

Johnson, Stanley E., Foreign Service Institute, Professional Studies to Vienna

Johnson, Sura R., China to Vienna

Johnston, William A., Office of Communications to Paris

Jones, Glenn T., Austria to Alexandria

Jones, Harry E., Israel to Near Eastern and South Asian Affairs

Kagler, Robert H., Diplomatic Security to New Delhi

Kaleel, Melvin R., Germany to Office of Communications

Kaplan, Matthew B., Venezuela to Bogota

Kekich, Mary Ann, Office of Ambassador-at-Large and Coordinator For Refugee Affairs to International Organization Affairs

Kelley, Danny L., Greece to Office of Communications

Kempe, Susan Elizabeth, Greece to European and Canadian Affairs

Kennedy, John N., Office of Communications to Foreign Service Institute, Functional Training

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Kinney, Stephanie Smith, USIA to Oceans and International Environmental and Scientific Affairs

Kircher, Robert J., Managua to Diplomatic Security

Kish, Marie L., Israel to Administration and Information Management

Kiecheshki, Michael Stanley, Soviet Union to Nuclear Risk Reduction Center

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Koritko, Andrew William, Inter-American Affairs to Administration and Information Management

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Krol, George Albert, European and Canadian Affairs to Foreign Service Institute, Language Training

Krueger, Karen E., Switzerland to Inter-American Affairs

Kyzner, David R., Zaire to Conakry

Lacock, Robert A., Germany to Niamey

Lahiff, Martin Patrick, Mexico to Department of Health and Human Services

Lamb, Dennis David, Costa Rica to Inter-American Affairs

Lamb, Robert E., Diplomatic Security to European and Canadian Affairs

Lanier, Jerry P., Nairobi to African Affairs

Latour, Jose E., Ciudad Juarez to Malabo

Lauderdale Jr., Eli N., Panama to Consular Affairs

Lauterbach, Steven Mark, Yugoslavia to Conakry

Lawler, James C., France to Oslo

Lawson, James M., Philippines to Office of Communications

Leach, Elaine D., Nairobi to Tel Aviv

Ledsky, Nelson C., National Security Council to Bureau of

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- Lewis, Daris V.**, Colombia to Office of Communications
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- Linde, Deborah Lyn**, Intelligence and Research to East Asian and Pacific Affairs
- Lister, John Louis**, Near Eastern and South Asian Affairs to Foreign Service Institute, Language Training
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- Long, John D.**, Japan to European and Canadian Affairs
- Lopez, Alphonse**, Bureau of Personnel to Rabat
- Lozada, Raymond E.**, Egypt to Office of Communications
- Lutz, Joseph W.**, Portugal to Office of Communications
- Lyles, Joanne Rainey**, Seychelles to Harare
- Lyles, Lauren B.**, Office of Communications to Bucharest
- Lyons, Roddy G.**, Cote d'Ivoire to Office of Communications
- Mack, James F.**, Paraguay to Inter-American Affairs
- Mackler, Roderick C.**, Austria to Intelligence and Research
- Macklin Jr., Thomas E.**, Italy to Moscow
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- Maertens, Thomas R.**, Soviet Union to Special Domestic Assignment Program
- Malkemes, Janet R.**, Cameroon to African Affairs, Economic Policy Staff
- Malott, Frank Stephen**, Cote d'Ivoire to Calcutta
- Malott, John R.**, Osaka-Kobe to East Asian and Pacific Affairs
- Mangiafico, Luciano**, Barbados to Palermo
- Manso, Joseph**, Spain to International Organization Affairs, Political Affairs
- Manuel, John D.**, Philippines to Administration and Information Management
- Markey Jr., John P.**, Trinidad to Administration and Information Management
- Markstein, Robert G.**, Australia to Oceans and International Environmental and Scientific Affairs
- Marshall, Joyce Diane**, Soviet Union to Nuclear Risk Reduction Center
- Martin, Eileen**, Brazil to Inter-American Affairs
- Martin, Thomas G.**, Belgium to International Organization Affairs
- McNeilly, Sandra J.**, European and Canadian Affairs to Executive Secretariat
- McCollum, Portia Elizabeth**, Executive Secretariat to Foreign Service Institute, Functional Training
- McCoy, Sue E.**, Ottawa to European and Canadian Affairs
- McDevitt, Elaine**, NATO to Bureau of Public Affairs
- McGee, James D.**, Netherlands to Bombay
- McGowen, Katherine M.**, Near Eastern and South Asian Affairs to Executive Secretariat
- McHenry, Michael S.**, Tunisia to Department of Commerce
- McMillian, Harold D.**, Pakistan to Vienna
- McNamara, Brian Michael P.**, Consular Affairs to Panama
- Medeiros, John**, Economic and Business Affairs to Foreign Service Institute, Functional Training
- Megica, Richard A.**, Harare to Riyadh
- Meinheit, Harold E.**, Malaysia to Ottawa
- Merikoski, Juha O.**, Guyana to Inter-American Affairs
- Merrigan, Robert W.**, African Affairs, Economic Policy Staff to Foreign Service Institute, Functional Training
- Miller, Kem E.**, Zambia to African Affairs
- Mills II, Arthur H.**, Germany to Lagos
- Mills, Eugenia D.**, Poland to European and Canadian Affairs
- Mills, Robert H.**, Near Eastern and South Asian Affairs to Wellington
- Mitchell III, Calvin A.**, Turkey to Manama
- Montgomery, Robert J.**, Ottawa to European and Canadian Affairs
- Moon, Patrick S.**, Foreign Service Institute, Language Training to Vienna
- Moore, Ralph R.**, Philippines to East Asian and Pacific Affairs, Economic Policy
- Morales Colon, Hector E.**, Venezuela to Brasilia
- Moran, Roger J.**, Cameroon to African Affairs
- Morris, Luther R.**, Malawi to African Affairs
- Moyer, Jacqueline R.**, Career Mobility Program to Ouagadougou
- Mozur, Michael C.**, Argentina to Berlin
- Munsey, Ernestine C.**, Moscow to Montreal
- Nagy, Eleanor J.**, Pre-Assignment Officer Training to Lagos
- Neary, Charles**, Botswana to African Affairs
- Negroponte, John D.**, National Security Council to Inter-American Affairs
- Nelson, Bruce L.**, Turkey to Office of Communications
- Nelson, Hugh M.**, Inter-American Affairs to Tegucigalpa
- Nice, Jeremy**, Inter-American Affairs to Brasilia
- Nida, Nan A.**, Colombia to Manila
- North, William B.**, International Organization Affairs to European and Canadian Affairs
- O'Keefe, John M.**, Philippines to Belgrade
- O'Rourke Jr., William H.**, Diplomatic Security to Bangkok
- Ojamaa, Elokai**, Helsinki to International Organization Affairs
- Olesen, Jeffry R.**, Mexico to Abu Dhabi
- Olsen Jr., Norman Hartman**, Economic and Business Affairs to Majuro
- Oppel, Bernard F.**, Oceans and International Environmental and Scientific Affairs to Foreign Service Institute, Language Training
- Otis, Terrell Reid**, Politico-Military Affairs to Foreign Service Institute, Functional Training
- Owen, Michael S.**, Ireland to Nouakchott
- Paariberg Jr., Don**, Intelligence and Research to Politico-Military Affairs
- Palmer, Ralph M.**, Bureau of Personnel to Office of Communications
- Panner, Aaron M.**, Mexico to Conakry
- Park, Deborah Perrie**, Italy to Intelligence and Research
- Parker, Christopher J.**, Colombia to Inter-American Affairs
- Parker, Donald Edward**, Consular Affairs to San Salvador
- Pastorino, Robert Stephen**, National Security Council to Inter-American Affairs
- Payne, Patricia**, Foreign Service Institute, Language Training to Guangzhou
- Peacock, Charles E.**, European and Canadian Affairs to Foreign Service Institute, Language Training
- Peck, Juliana Seymour**, Spain to Tunis
- Pelphrey, James D.**, Diplomatic Security to Foreign Service Institute, Language Training
- Perina, Rudolf Vilem**, European and Canadian Affairs to Vienna
- Perry III, John R.**, Greece to Office of Communications
- Perry, Caroline B.**, Sudan to Kinshasa
- Perry, June Carter**, African Affairs to Office of Deputy Secretary
- Peters, Lee M.**, Near Eastern and South Asian Affairs to Inter-American Affairs
- Pierce, David Catlin**, Khartoum to Bangkok
- Punkert, William G.**, Bangladesh to Athens
- Pope, Edward Carl**, India to Executive Secretariat
- Postupack, Catherine Irene**, Iraq to Banjul
- Purnell, Jon R.**, Vienna to Leningrad
- Putnam, Evelyn Ululani**, Poland to Nuclear Risk Reduction Center
- Quast, Necia Leanne**, Berlin to Foreign Service Institute, Functional Training
- Rabens, Joyce B.**, Economic and Business Affairs to European and Canadian Affairs
- Raspolic, Elizabeth**, Foreign Service Institute, Functional Training to Office of Inspector General
- Ravenscroft, Dennis G.**, Jordan to Diplomatic Security
- Reclinos, Augusto**, Inter-American Affairs to Foreign Service Institute, Language Training
- Reclinos, Helen Greeley**, European and Canadian Affairs to Foreign Service Institute, Language Training
- Regan, Mary Louise**, Bureau of Personnel to Career Mobility Program
- Remillard, Robert H.**, Saudi Arabia to Near Eastern and South Asian Affairs
- Ricciardone Jr., Francis J.**, Cairo to Near Eastern and South Asian Affairs
- Ritter, Dianna**, Bureau of Personnel to Foreign Service Institute, Functional Training
- Ritterhoff, Robin R.**, Economic and Business Affairs to Inter-American Affairs
- Roberts Jr., Larry D.**, Congo to Bonn
- Robertson, Thomas Bolling**, European and Canadian Affairs to Foreign Service Institute, Language Training
- Robinson, Lawrence Kerr**, Intelligence and Research to East

- Asian and Pacific Affairs
Robinson, Raymond G., Bureau of Personnel to Martinique
Robl, Terri Louise, Economic and Business Affairs to Foreign Service Institute, Functional Training
Rose, Theophilus James, Office of Deputy Secretary to Foreign Service Institute, Language Training
Rosen, Dorothea Maria, Korea to Accra
Ruble Jr., Richard W., Consular Affairs to Foreign Service Institute, Functional Training
Ruebensal Jr., Clayton F., Economic and Business Affairs to Geneva
Runner Jr., Benjamin C., Brazil to Politico-Military Affairs
Russell, Lawrence D., London to European and Canadian Affairs
Russell, Louis P., Kenya to African Affairs
Russillo, Victor L., Congo to African Affairs
Ruth, Josef Karl, European and Canadian Affairs to Bureau of Personnel, Career Development and Assignments
Rychak, Wayne S., Diplomatic Security to Foreign Service Institute, Functional Training
Sammis, John Frederick, Economic and Business Affairs, Planning and Economic Analysis Staff to European and Canadian Affairs
Samuel, Alfred L., European and Canadian Affairs to Berlin
Sanderson, Melissa Marie, Economic and Business Affairs to Office of Under Secretary for Security Assistance, Science and Technology
Sardinas, Martha, Consular Affairs to Refugee Programs
Sarofeen, Robert A., United Arab Emirates to Near Eastern and South Asian Affairs
Scarlett, Earle St Aubin, East Asian and Pacific Affairs to Foreign Service Institute, Language Training
Schatz, Gary Davis, Lebanon to Foreign Service Institute, Functional Training
Schelard, Mark Douglas, Office of Multinational Force and Observers to Foreign Service Institute, Language Training
Schwartz, Todd P., Germany to Dhahran
Sequeira, John S., Philippines to Intelligence and Research
Shaffer, Robert Edward, Austria to European and Canadian Affairs
Shankle Jr., Arthur P., Inter-American Affairs to Office of Inspector General
Shaw, Gregory H.W., Kenya to African Affairs
Shea, Laurel M., Politico-Military Affairs to Foreign Service Institute, Language Training
Shields, Peter K., African Affairs to Abidjan
Shinnick, Richard J., United Kingdom to Administration and Information Management
Shirley, Katherine H., Italy to Ambassador-at-Large for Counter-Terrorism
Shollenberger, John F., Bureau of Personnel to Diplomatic Security
Silliman Jr., Robert G., Kenya to Office of Communications
Simon, Alan P., Cote d'Ivoire to African Affairs
Skok, Anthony J., Papua New Guinea to Belgrade
Smith, Frederick Albert, Consular Affairs to Foreign Service Institute, Language Training
Smith, Jay Thomas, France to Consular Affairs
Smith, Paul L., Bolivia to Libreville
Smith, Sarah A.M., Bolivia to Bureau of Personnel
Sorrell III, Willis C., European and Canadian Affairs to Office of Communications
Spakauskas, Anthony, Administration and Information Management to International Organization Affairs
Spiers, Victoria Q., China to Manila
Spitzer, Craig A., Australia to Career Mobility Program
Sprigg, Sheri Kathleen, Human Rights and Humanitarian Affairs to Bureau of Personnel, Career Development and Assignments
Stafford III, Joseph D., Algiers to Near Eastern and South Asian Affairs
Steele, Thomas A., Beijing to East Asian and Pacific Affairs
Stegelmann, Ingrid M., Sudan to Bureau of Personnel
Stein, Jacalyn M., Italy to Ambassador-at-Large, Arms Control Matters
Stein, Timothy Allen, Greece to Diplomatic Security
Steinmetz, John H., Japan to Office of Communications
Stephens, Patsy G., Canada to Martinique
Stott Jr., David S., France to European and Canadian Affairs
Stout, Charles R., Bureau of Personnel, Policy and Coordination to Office of Inspector General
Strickler, Theodore Eugene, Switzerland to Politico-Military Affairs
Strickler, Valerie G., Germany to Administration and Information Management
Suchan, Gregory Michael, Pakistan to Rome
Sullivan, Mark A., Foreign Service Institute, Language Training to Bucharest
Sullivan, Shaun D., Argentina to San Jose
Swenson, Christopher H., Colombia to Mogadishu
Sykes, Arelia M., Bamako to Rangoon
Tappan, Michael, Ottawa to Office of Communications
Tarleton, Richard I., Philippines to Office of Communications
Tarrant, James R., Ottawa to Economic and Business Affairs
Tauber, Mark Steven, Office of Secretary to Inter-American Affairs
Taylor, John C., Frankfurt to Diplomatic Security, Washington Field Office
Taylor, Lawrence Palmer, United Kingdom to Ottawa
Taylor, Richard S., Oceans and International Environmental and Scientific Affairs to Foreign Service Institute, Functional Training
Taylor, Robert, Hong Kong to Bureau of Personnel, Career Development and Assignments
Templer, Eddie C., Philippines to East Asian and Pacific Affairs
Tenorio, Anthony, Tunisia to Department of Commerce
Terzuolo, Eric Robert, Italy to European and Canadian Affairs
Thigpen, Hollis E., Office of Communications to Paris
Thomas-Greenfield, Linda, The Gambia to Refugee Programs
Thomas, James B., Switzerland to European and Canadian Affairs
Tinney, Philip M., Foreign Service Institute, Functional Training to Office of Communications
Tomsen, Peter, China to Near Eastern and South Asian Affairs
Torrance, Thomas Edward, Israel to Executive Secretariat
Tynes, Robert E., Office of Inspector General to Foreign Service Institute, Language Training
Tyson, Paul H., International Organization Affairs to London
Urbancic Jr., Frank C., Qatar to International Organization Affairs
Valli, Moosa A., Kenya to Inter-American Affairs
Van Der Meulen, Hendrik, Sudan to Nouakchott
Vandenbroucke, Lucien S., Nouakchott to Near Eastern and South Asian Affairs
Varga, Michael J., Morocco to Economic and Business Affairs, Planning and Economic Analysis
Vargas, Loretta Twilley, Germany to Bureau of Personnel
Varney, William F., Philippines to Office of Communications
Viergutz, Jack S., Korea to Executive Secretariat
Vogler Jr., Earl F., Costa Rica to Office of Communications
Walker, David M., Intelligence and Research to East Asian and Pacific Affairs
Walker, Michael F., Beirut to Near Eastern and South Asian Affairs
Wanagel Jr., Michael, Thailand to Kathmandu
Ward, Jennifer C., Senegal to Kingston
Watt, Linda E., Ecuador to Near Eastern and South Asian Affairs
Wehrli, Edward J., Thailand to Human Rights and Humanitarian Affairs
Wells, Sharon S., Abidjan to Rabat
White, Kim Melanie, Portugal to Brasilia
White, Theodore W., Philippines to Office of Communications
Whitehead, Robert E., Belize to African Affairs
Wiedemann, Kent M., Singapore to East Asian and Pacific Affairs
Wiener, Sharon Anderholm, Near Eastern and South Asian Affairs to Foreign Service Institute, Language Training
Wilkinson, M. James, European and Canadian Affairs to International Organization Affairs
Williams, Gary, Ecuador to Foreign Service Institute, Center for the Study of Foreign Affairs
Williamson, Bruce, Norway to Economic and Business Affairs
Wills, Mary Jo, Niger to African Affairs
Wilson, David S., Near Eastern and South Asian Affairs to Bureau of Personnel, Career Development and Assignments
Wilson, Stephen E., Israel to Office of Communications
Winn, David M., France to Jerusalem
Wintheiser, Charles James, Germany to Foreign Service Institute, Language Training
Wittmann, Christopher E., Zimbabwe to Bangui

Woolfork, James L., Belgium to Administration and Information Management
 Wright, Glenda, India to Brazzaville
 Wycoff, Karl E., Foreign Service Institute, Language Training to Vientiane
 Yeager, Kenneth R., China to Prague

Resignations

Adams, Kevin P., Bonn
 Adkins, Patricia A., Mexico
 Aldis, Pheny, Lagos
 Avenius, April L., Santo Domingo
 Beck, Charles Edwin, Mexico
 Becker, Katherine B., Munich
 Bellows, Susan H., Mogadishu
 Benedicto, Brandon Taylor, Toronto
 Birdsong, Leonard Everett, Nassau
 Bond, James Bradford, Intelligence and Research
 Bowles, Patricia M., Yaounde
 Brennan, Virginia Susan, Freetown
 Brooks, Jeffrey W., Seoul
 Cannon, Janet Lee, Dhahran
 Champ, Renee C., Sanaa
 Clagett, Jennifer R., East Asian and Pacific Affairs
 Clark, Judith, Budapest
 Cleveland, George G., Rome
 Cline, Stephanie L., Moscow
 Cope, Veronica Mary, Niamey
 Coronado, Mary, Cairo
 Crum, Cinda Lou, Nairobi
 Dalton, Elisa A., London
 Davis-Jones, Mary Grace, Bogota
 Demay, Theresa M., East Asian and Pacific Affairs
 Dennett, Linda Kay, Bogota
 Dennis, Naldi M., Bamako
 Desantillana, Eileen Chang, Madrid
 Donovan Jr., Joseph R., East Asian and Pacific Affairs
 Dorfluber, Christina, Kaduna
 Dudley, Alice L., London
 Duggan, Tara Corinne, Bonn
 Dunford, Cathleen L., East Asian and Pacific Affairs
 Dunn, Christopher A., London
 Dutrow, M. Claire, Madrid
 Edelman, Mark L., Yaounde
 Ellis, Clarke N., East Asian and Pacific Affairs
 Englert, Richard A., London
 English, Suzanne Marie, Abidjan
 Erbacher, Christine, Lagos
 Evasick, Ryan M., London
 Fischer, Victoria E., Moscow
 Flowers, Ruth Marie, Helsinki
 Franklin, Noah A., Jerusalem
 Friedheim, Daniel Volmer, Rio de Janeiro

Gillgren Jr., John S., Office of Communications
 Gussenhoven, Francis A., Gaborone
 Hall, Rita J., Milan
 Hallett, Carol B., Nassau
 Hamilton-Wray, Tama Lynn, Bamako
 Harden, William C., Rio de Janeiro
 Hedges, Luella May, Bonn
 Hempen, Patrick A., Diplomatic Security
 Hennessey, Karen L., London
 Hilly, Christine E., Ottawa
 Ho-Powell, Janet Lai Kwan, Guangzhou
 Hobbie, Mary Lee, Nassau
 Jazyinka, Alfred L., Lagos
 Jorgensen, Susan Janine, Moscow
 Kachmar, Sheila L., Karachi
 Karmilowicz, Pamela Lynne, Frankfurt
 Khedouri, Mela N., London
 Kline, Maria Teresa, Paris
 Kuligowski, Tracie C., Seoul
 Lane Jr., Laurence William, Canberra
 Lehman, Elizabeth F., Abidjan
 Lord, Winston, Beijing
 Lybrand IV, James A., Paramaribo
 Marshall, Helene, Berlin
 Matter, Pamela L., Brussels
 McKenzie, Margaret Ann, Accra
 McKeon, Robert A., Yaounde
 Michel, Cynthia P., Pretoria
 Newlan, Martha Maxine, Kinshasa
 Nichols, Sandra H., Madrid
 Niemczyk, Julian M., Prague
 Paige Jr., James A., Near Eastern and South Asian Affairs
 Parshall, Marvin, Moscow
 Patterson, Marjorie L., Kinshasa
 Pellinen, Brent Matthew, Toronto
 Perkins, Cristina, Paris
 Prophet, Lela Mae, Seoul
 Rickard, Lara T., Bamako
 Rowland, George Clifton, Tunis
 Ruff, William J., Moscow
 Runne, Rebecca E., Oslo
 Saums, Jane Ellen, The Hague
 Schultz, Marilyn Jean, Kuwait
 Scogna, Paul Jared, Kuwait
 Sheets, Kimberly Ann, Berlin
 Silva, Mark F., Madrid
 Stark, Ann, Moscow
 Stewart, Caroline Y., Moscow
 Story, Rita Ann, Kinshasa
 Surgent, Shirley, Moscow
 Thoms, Carole A., Mexico
 Timmins, David Brighton, Hermosillo
 Tyson, Sydnee Lee, Moscow
 Vajay, George M., Rio de Janeiro
 Wallace, Marten David, Moscow
 West, Maurya Ann, Moscow

Retirements

Cahill, Harry A., International Organization Affairs
 Cash Jr., Carlyle E., Berlin
 Churchill, Joy Frances, Manila
 Cram, Richard W., Nairobi
 Daniels, Joseph, Foreign Service Institute, Senior Seminar
 Donovan, Michael W., Legislative Affairs
 Galvin, Frederick T., Berlin
 Gaston, Elizabeth M.A., Office of Secretary
 Heflin, Martin G., Foreign Service Institute, Center for the Study of Foreign Affairs
 Lamberty, Gerald, Guatemala
 Lane, Larry E., Bureau of Personnel
 Mallon, Patricia M.C., Bureau of Personnel
 Moser, Leo J., Assignment to Nongovernmental Organization
 Okane, Helen M., International Organization Affairs
 Ostrander, Nancy, Oceans and International Environmental and Scientific Affairs
 Ramage, Donald F., Canberra
 Roppe, Dorothy Ann, Singapore
 Sawyer, Inez L., Manila
 Schmidt, Carl W., Foreign Service Institute
 Smith, Melba E., Bureau of Personnel
 Spiker, Donald R., Office of Communications
 Sweany, Garrett Gordon, Vienna
 Sylvester, Charles T., Shanghai
 Thayer, Harry E.T., Foreign Service Institute
 Townsend, Doris Aleen, Manila
 Tracy, Mary E., Prague
 Tucker, Jacquelyn J., Bureau of Personnel
 Tucker, James K., Bureau of Personnel
 Walls, Carolyn S., Inter-American Affairs □

Selection boards

The second session of the Foreign Service Selection Boards convened on August 22. The members were:

Board S-I

To review specialists in classes FS 2-4 and employees in the administrative subfunctions in classes FP 2-3 and in class FP-4, not subject to tenure review:

Chairman

John C. Daniels, Near Eastern and South Asian Affairs
 State members
 Kumiko I. Cross, Tokyo
 Gary E. Lee, African Affairs

L. John Erickson, New Delhi
 Public member
 Harvey Holland, consultant, San Antonio

Board S-II

To review security and security engineering officers in classes FS 2-4 and diplomatic couriers in classes FS 2-7:

Chairman

Samuel E. Lupo, Conakry
 State members
 Alfred J. Verrier Jr., Bangkok
 Christopher M.B. Disney, Diplomatic Security
 Casper J. Pelczynski, Diplomatic Security
 Public member
 Olive W. Covington, educational consultant

Board S-III

To review communications and communications electronics officers in classes FS 2-4:

Chairman

Joseph F. Acquavella, Office of Technical Services
 State members
 William Hoffman, African Affairs
 Paul C. Bofinger, European and Canadian Affairs
 Paul R. Nugnes, Manila
 Public member
 Amy Billingsley, consultant

Board S-IV

To review communications officers in classes FS 5-7:

Chairman

Kenneth N. Peltier, Senior Seminar
 State members
 Esther Klein, San Salvador
 Samuel R. Richardson, New Delhi
 Roy E. Buchholz, Miami
 Public member
 Robert E. Gradle, communications consultant

Board S-V

To review secretaries in classes FS 3-6:

Chairman

Robert S. Barrett IV, Djibouti
 State members
 Michael G. Cutter, Vienna
 Lois A. Daris, Ottawa
 Carol J. Mills, Budapest
 Mary Jane Jazyinka, Pretoria
 Public member
 Linda Tharpe, Katherine Gibbs School

Board S-VI

To review secretaries in classes FS 7-8:

Chairman

Jeffrey Davidow, Lusaka

State members

Theda J. Kettler, Accra
Barbara J. Martin, Kinshasa
Etta J. Young, Foreign Service Institute

Public member

Sandra Chase, Katherine Gibbs School

Board G-II

Multifunctional, to review generalists in all four cones in class FS-2:

Chairman

Paul D. Taylor, Santo Domingo

State members

Johnnie Carson, Gaborone
Katherine M. Radosh, Near Eastern and South Asian Affairs

Dean Dizikes, Consular Affairs

Other agency member

David W. Culver, Department of Agriculture

Public member

Eric P. Serna, chairman, State Corp. Commission, New Mexico

Board G-III

Multifunctional, to review generalists in all four cones in class FS-3:

Chairman

David E. Zweifel, Inter-American Affairs

State members

Anne O. Cary, New Delhi
Diane Dillard, Kingston
Carolyn I. Heskin, Bureau of Public Affairs

Other agency member

Paul J. Saxton, USIA

Public member

Clifford A. Martin, director, human resources planning, Howard University

Board SFS-I (convened September 5)

To review generalists and specialists in class FE-CM for conferral of the rank of career ambassador:

Chairman

Deane R. Hinton, San Jose

State members

Alfred L. Atherton Jr., retired
Robert M. Sayre, retired

Diego C. Asencio, retired

Other agency member

Charles Schotta, Treasury

Public member

Marie Carmen Aponte, attorney □

Commissioning and Tenure Board

The Commissioning and Tenure Board has completed its review of the files of the Foreign Service officer career candidates who were eligible for consideration at the March and June sessions. Following are the candidates recommended for tenure and appointment (language probationers are not included on this list):

MARCH SESSION

Aceto, Paul V.
Alsace, Juan A.
Angulo, Michele R.
Beller, Jeffrey A.
Bouras, Nicholas S.

Boviard, Thomas M.

Christiansen, Daniel F.

Connelly, Maura

Converse, Joseph T.

Conway, Ellen M.

Creamer, John S.

Curtin, Mary T.

Dudley, James L.

Friedman, Stuart E.

Hammond, Constance

Hammond, Sylvia

Hanigan, Patricia L.

Harris, Marshall F.

Heffernan, Charles M.

Henzel, Christopher P.

Hirsch, Daniel M.

Holtz, Greta C.

Hopkins, Elizabeth Ann

Howard, Edward B.

Hueber, Lauren M.

Hulka, Gregory P.

Hyatt, Amy J.

Iqbal, Wajaj

Jackson, Carole Ann

Jackson, Jeanine E.

Jacobsen, Michael J.

Johnson, Lauren S.

Johnson, Matthew E.

Kish, Marie L.

Keogh-Fisher, Susan E.

Kushner, Todd A.

Leech, Theresa M.

Loar, Theresa A.

Matthews, Matthew J.

McCaslin, John M.

McGaffey, Elizabeth B.

Melville Jr., James D.

Miotke, Jeffrey A.

Raezer, Thomas C.

Ramotowski, Edward J.

Robinson Jr., David M.

Rollman, David A.

Saarnio, Sue Ellen

Seay III, Edmond E.

Shuler, David L.

Simon, Anne W.

Solh, Celia W.

Sorenson, Robert A.

Torrance, Thomas E.

Vincent, Andrew L.

Walker, Stephen W.

Wood, Cynthia Digby

Zak, Michael J.

JUNE SESSION

Adams, John Quincy

Brooks, Renee Nichole

Chiocco, Ralph D.

Cowell Jr., Bainbridge

Deblauw, Kimberly J.

Eiriz, Silvia

Faucher, Robert J.

Ford, Robert Stephen

Gordon, Ann Vincent

Greenberg, Allen S.

Haynes, Richard D.

Huffaker, Thomas Keith

Johnson, Patricia W.

Kelley, Henry Edward

Kingsland, Deborah L.

Lindly, Kirk D.

Loss, Mary Kay

Lowry, Bruce Alan

Marks, Carol Ellen

McClellan, Rogin K.

Pettit, Nancy Bikoff

Phillips, Charisse M.

Phillips, Marjorie R.

Rechhart (O'Kington), Andrea

Saums II, Edmund

Skipper, Kristen B.

Tarper, Dona Riddick

Wangness, Steven Jerome

Warlick Jr., James Bowen

Wheeler, Evelyn ■



PERSONNEL—Graduates of the functional specialization program receive certificates from deputy assistant secretary **William Swing**, fourth from right. They took training

in personnel, budget and general services specializations and will now serve abroad. Left to right: **Jeanne Sprott** of the bureau, **Suzanne Ben Aida**, **Bessy Bray**, **Luis Diaz-Rodriguez**,

Carolyn Creevy, **Jacqueline Moyer**, Mr. **Swing**, **Margaret Velarde**, **Margaret Sheppard**, **Brian Majewski**.

Bureau Notes

The Seventh Floor

Office of the Deputy Secretary

Deputy Secretary LAWRENCE S. EAGLEBURGER traveled to Bonn, West Germany, September 5-8, to speak at the Friedrich-Ebert Foundation and to give the opening address at the international session of the "Bergedorf Round Table," as well as to meet with West German officials and political parties. He was accompanied by his executive assistant, MARY GIN KENNEDY ... Mr. Eagleburger welcomed to his staff KENNETH I. JUSTER, who assumed duties as senior adviser ... Also joining the staff was ANTONIO ANGOTTI, this year's White House fellow, on the deputy secretary's staff as a special assistant. □

Office of the Under Secretary for Economic Affairs

Under Secretary RICHARD T. McCORMACK served as chairman of the U.S. delegation conducting the opening round of the structural impediments initiative with the Japanese in Tokyo. He was accompanied by his special assistant, ROBIN L. WHITE. The next round of these trade talks will be in Washington, November 6-7. □

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

KATHERINE SHIRLEY has reported for duty as associate coordinator for counter-terrorism, replacing CLAYTON McMANAWAY, who retired ... EARL WAYNE has assumed duties as director for regional affairs, replacing THOMAS J. MILLER ... RANDY MARCUS has assumed duties as Latin American affairs officer, replacing GARY CHAFIN, who departed for the Office of Congressional Relations. □

Office of Equal Employment Opportunity and Civil Rights

AUDREY MORTON has assumed duties as deputy assistant secretary, replacing CLARENCE HODGES. □

Office of the Under Secretary for Management

In late August and early September, Under Secretary IVAN SELIN visited embassies and/or constituent posts in Senegal, Mali, Nigeria, Zaire, South Africa, Kenya and Mogadishu. He was accompanied by his executive assistant, CHARLES R. BOWERS, and JIM MARK, executive director, Bureau of African Affairs. □

Protocol Office

During August 11 ambassadors presented their credentials to the President. CATHY GERARDI, diplomatic and consular liaison section, coordinated the ceremony at the White House. Escorting the ambassadors to the ceremony were RICHARD GOOKIN, WILLIAM BLACK, KAY BRUCE, LARRY DUNHAM, NANCY THOMPSON, PATRICK DALY, GEORGIA GUHIN and JOAN JUNGLEISCH ... Protocol officer MARLENE TERRELL-

KANE assisted with the visit to Washington of Prime Minister TOSHIKI KAIFU of Japan ... Mr. Dunham, accreditation section head, addressed a Diplomatic Security-sponsored seminar for law enforcement authorities, in San Francisco and in Seattle, on the subject of law enforcement and diplomatic immunity ... Mr. Gookin, associate chief of protocol, presided at the swearing-in for ambassadors assigned to Czechoslovakia and South Africa ... He administered the oath of office to the new assistant secretaries for administration, diplomatic security and European affairs ... TANYA TURNER-SANDERS and LILA BRENT have joined the visits section as program specialists. □

Administration and Information Management

ARTHUR W. FORT was sworn in as assistant secretary on August 9. □

Office of the Procurement Executive

Procurement executive JOHN J. CONWAY addressed the Inter-American Affairs administrative conference, September 11, at the Xerox conference facility outside Leesburg, Va ... WILLIAM ZEHNDER, formerly on detail from the Inspector General's Office, Department of Commerce, to the Office of the Inspector General at State, joined the Office of the Procurement Executive on August 14. Mr. Zehnder is a senior procurement analyst in the Domestic Policy and Compliance Division ... ROBERT NOLAN, formerly of the Executive Office, Bureau of Inter-American Affairs, assumed the position of chief, Overseas Policy and Compliance Division, on July 3. Mr. Nolan replaced HENRY GRANT, who has been assigned as general services officer in Manila. □

Office of Foreign Buildings

Deputy assistant secretary RICHARD N. DERTADIAN met with Ambassador WILLIAM L. SWING of Pretoria to discuss the status of the new chancery, the proposed purchase of four residences for the defense attaché office and the recent acquisition of 15 houses and an office facility in Windhoek ... He met with Ambassador JOHN A. BURROUGHS of Kampala to review the status of funding for a new chancery site, possible construction of a pre-engineered office building and prospects of relocating to office space in a co-located short-term leased building ... He met with the ambassador to Rome, PETER F. SECCHIA, to discuss items related to the ambassador's residence, including interior design and furnishings assistance for the family quarters, a new second-floor entrance and an overhead enclosure for the outside patio ... He met with ambassador-designate BILL CLARK of New Delhi, regarding rehabilitation of U.S.-owned properties in the city, upgrading of the air-conditioning system at the ambassador's residence and problems being encountered in locating suitable short-term leased housing ... The director of program execution, BRYCE M. GERLACH, met with the new

ambassador to Bissau, WILLIAM LUDWIG JACOBSEN JR. to discuss the status of construction of four staff houses and to advise that the short-term leased chancery and the U.S.-owned ambassador's residence are candidates for replacement ... He met with Ambassador NATHANIEL HOWELL of Kuwait to review details of the prospective new office building site and general real property issues ... He met with Ambassador JOHNNY YOUNG of Freetown to discuss a long-term lease proposal for the general services warehouse and termination of a short-term leased residential property ... The director of program planning and post support, RICHARD J. SHINNICK, met with Ambassador LEONARD G. SHURTLEFF of Brazzaville to discuss construction of a new office wing to house the post communications center, completion of the chancery's electrical upgrade and construction of staff housing on U.S.-owned land ... He met with Ambassador HOWARD K. WALKER of Antananarivo to provide an overview of post property holdings and relate that there were "no issues pending of particular consequence." □

Information Systems Office

Information system security officer BILL WADSWORTH was at the Regional Administrative Management Center in Mexico, July 29-August 5, assisting information system security officer TOM PHALEN in planning and implementing the center's information security program ... CAROLYN FRANKLIN, Software Development Branch, attended the financial management system "Release 2.07 Pre-Beta" technical meeting in Bonn, August 1-3 ... On August 4 CARL JOHNSON met with the members of the systems manager specialist class to discuss contract administration automation ... The Regional Administrative Management Center in Paris' cue training was conducted by LYNN CRAMMER for GEORGE COUSINS, Berlin; JOHANN FRIEMEL, Frankfurt; ANN-KRISTINE ANTONSSON, Stockholm; GILLIAN JENSEN, Copenhagen; JUDITH GOFF, Pretoria; CHARLES DEFRANCHI, VINCENT BLONDEL and ALAIN CHAUVEL, France; ERIC BAUWENS, Brussels; EDWARD SCHWARTZ, Cairo; MARILYN HOLT, Dakar; and IRENE MORGRET, Warsaw ... JOHN GLAPION provided three days of nonexpendable property application training to JANET MORGAN and KAREN STOCKTON, who were both instructor-certified, August 7-9.

The Washington regional systems manager conference was held August 28-September 1. Participants and attendees included deputy assistant secretaries ROBERT CARR and ROBERT CAFFREY; JAN OGDEN, CARL JOHNSON, GARY PADGETT, JUNE DANIELS and LYNN CRAMMER, Washington; HENRY F. WEBB JR., Athens; HECTOR E. MORALES COLON, Brasilia; LARRY CARMACK, Buenos Aires; BETH A. MITCHELL, Caracas; CARL J. GIAMPIETRO, Guatemala City; STEVE A. LAUDERDALE, Kingston; LUIS E. ACOSTA, Lima; DAVID H. DIAMOND and ALEC M.

PELTIER, Regional Administrative Management Center, Mexico; ROGER B. SAWYER, Ottawa; WILLIAM E. CROOM, Port-au-Prince; RICHARD S. BARI, ROBERT E. COLEMAN, TIMOTHY J. COOK, WILLIAM K. CURRY, SUSAN K. PHILLIPS, THOMAS SMITH, ROBERT SILETZKY and THOMAS R. BARNES, specialist class.

The Regional Administrative Management Center in Bangkok held its regional systems manager conference, September 18-22. Participants and attendees included Mr. Carr and JAN OGDEN, CARL JOHNSON, ED COURLANG, STEVE LEACH, MARY REES, Washington; GERARD E. MARANDINO, Bangkok; FRED SADLER, DAVID S. FLEMING, JAMES DITSWORTH, CHARLIE MILLER, Bangkok Regional Administrative Management Center; LARRY K. KOZAK, Beijing; NICHOLAS S. BOURAS, Canberra; KEVIN J. DEMPSEY, Dhaka; FRANK J. LEDAHAWSKY, Guangzhou; FRANK R. ADAMS, Hong Kong; BRADY T. MARKING, Islamabad; CAROLYN S. CHRISTIAN, Jakarta; JANETTE M. CORSBIE, Karachi; DAVID C. PUGH, Kuala Lumpur; ROBERT W. KEPLER, Manila; EDWARD (NED) M. ALFORD, Nairobi; PAUL W. EICKMAN, New Delhi; EUGENE E. PROPHE, Seoul; JANICE J. FEDAK, Singapore; PETER K. JENSEN, Taipei; WILLIAM J. CAMP, Tokyo.

The Regional Administrative Management Center in Paris held its regional systems managers conference, September 25-29. Participants and attendees included the assistant secretary for diplomatic security, SHELDON J. KRYS, and Mr. Carr and JAN OGDEN, GARY PADGETT, JUNE DANIELS, SHEILA STEWART, GEORGE WASMUTH, JANET MORGAN, NANCY STACK, Washington; DOUGLAS B. KENT, Abidjan; LUCILLE M. SMITHSON, Ankara; BRUCE T. DAVIS, Belgrade; CAROL RODLEY, Bonn; PETER R. RICE, Brussels; JOSEPH SMITH, Budapest; BARBARA B. FLOYD, SUSAN SWART, Cairo; ALBERT E. SCHROCK, Dakar; FORREST R. PARTOVI, Dublin; BRAD D. ROHRER, Frankfurt; LOREN F. FILE JR., Geneva; PAIGE L. CHILSON, Harare; LEWIS K. ELBINGER, Khartoum; NEIL HARBISON, Kinshasa; JAMES R. RUBINO, Kuwait; SHEILA L. THOMAS, Lisbon; FREDRICK R. COOK, London; DONALD C. REK, Madrid; PETER BOLTON, Monrovia; SUSAN LEE, Moscow; DURWOOD (WOODY) FRANKE, Paris; DEBORAH GLASSMAN, THOMAS M. GIVENS, BILL MAINS, SHERRIL PAVINS, GENE R. SHUMAN, Regional Administrative Management Center, Paris; EDWARD D. BOOTH, Prague; JANE S. LONGENECKER, Pretoria; LEO J. BOURNE, Riyadh; DAVID C. SUMMERS, Stockholm; DONALD J. McNALLY, Tel Aviv; ROBERT A. LUTKOSKI, The Hague; HAZEL R. BOONE, Vienna; SUSAN M. ERLANDSEN, Warsaw. □

Office of Operations

JEROME F. TOLSON assumed duties as deputy assistant secretary for operations on Sep-

tember 5. EFRAIM COHEN is Mr. Tolson's staff assistant ... The first phase of the cafeteria renovation began September 1, and was scheduled to be completed by the end of next month. Renovations have also begun at Columbia Plaza.

Office of Facilities Management and Support Services: The division provided logistical support for the August 23 memorial service for the State and AID employees killed in a plane crash in Ethiopia.

Allowances Staff: ELIZABETH HOWARD, post hardship differential analyst, and BETTY STEWART, allowances analyst, were traveling to Honiara, Port Moresby, Kathmandu and New Delhi for onsite reviews of environmental factors and authorized allowances ... ERLE CURTIS, chief, Measurement and Development Branch, was a speaker at the National Foreign Trade Council Foundation seminar, "Expatriate Compensation: The Total Package," in New York.

Office of Language Services: Director HARRY OBST and Romance language reviewer LAURA MYERS gave presentations at the 71st annual meeting of the American Association of Teachers of Spanish and Portuguese in San Antonio ... Mr. Obst traveled to Munich, where he attended "Machine Translation Summit II." ... TAEKO TOGASAKI departed for a six-week training detail in Japan ... MARILYN PLEVIN attended the National Shorthand Reporter's convention in Orlando.

AMY BURKE resigned from the Translating Division to attend law school full-time ... ELIZA BURNHAM and WILLIAM HOPKINS interpreted for bilateral talks on the margins of the Cambodian peace conference in Paris ... PETER AFANASENKO traveled throughout the Soviet Union with members of the House Armed Services Committee ... RITA BOREN and BARBARA PHILLIPS interpreted for SECRETARY BAKER during his visit to Mexico ... Other staff travel included that of Ms. Boren to Guatemala; LILLIAN NIGAGLIONI to Mexico

for a Customs assignment; GALINA TUNIK to Stockholm for U.S.-Soviet consultations on Afghanistan; DIMITRI ARENSBURGER to Geneva for chemical weapons talks; and ADRIENNE CLARK-OTT to Aberdeen and Picatinny Arsenal for military meetings ... A five-day training course on military terminology was held in the Department for French interpreters. □

African Affairs

Office of the Assistant Secretary: Assistant Secretary HERMAN J. COHEN traveled to Cairo, Addis Ababa, Khartoum and London for bilateral discussions and consultations, the first nine days of August ... He also attended the Aspen Institute's Southern Africa Policy Forum at Burgenstock, Switzerland, August 13-18, with about 20 members of Congress ... WARREN CLARK JR., in his capacity as acting assistant secretary during most of August, participated in an "electronic dialogue" with leading Ivorian journalists in Abidjan, August 4, discussing Mozambique ... On August 16 he gave a speech to new Foreign Service officers at the Foreign Service Institute, on the new administration's policies toward southern Africa ... On August 23 he delivered the eulogy at the memorial service for ROBERT WOODS, the Department officer killed on Congressman MICKEY LELAND's plane, which crashed in Ethiopia ... Mr. Clark and deputy assistant secretary KEVIN CALLWOOD were at Andrews Air Force Base, August 23, as part of the Department delegation receiving the bodies of the crash victims ... Deputy assistant secretary IRVIN HICKS coordinated the Ethiopia task force, August 7-18, in connection

LOME, Togo—At award ceremony, left to right: *Rick Gracia* (Good Conduct Medal), *Ambassador Rush W. Taylor Jr.*, *John Bosshart* (Navy Achievement Medal).



BUREAU NOTES

with the crash ... He was also the Department's representative at the funeral service in Houston, for the congressman, August 19 ... Mr. Hicks attended the "Executive Program in National and International Security" at Harvard, August 18-September 1 ... Deputy assistant secretary ALISON P. ROSENBERG participated in "Worldnet" dialogues from francophone and anglophone countries in Africa, August 23-24, discussing questions from journalists and financial experts on a variety of subjects, including administration of the new debt relief plan for some African countries ... Deputy assistant secretary KEVIN CALLWOOD paid courtesy calls on the ambassadors of Liberia, Nigeria, The Gambia, Burkina Faso, Niger, Benin and Guinea, the month of August ... On August 17 he received minister of finance, SERIGNE LAMINE DIOP, from Senegal ... On August 25 he departed for a five-nation tour of West Africa. During part of this trip he will be accompanying Senator DAVE DURENBERGER (R.-Minn.) on a visit to Niger and Guinea-Bissau.

Office of Southern African Affairs: The under secretary for management, IVAN SELIN, visited South Africa and officially opened the new embassy in Gaborone, Botswana ... on his recent Mozambique desk officer RANDALL LeCOCQ traveled to Kenya and Mozambique to participate in the Mozambique peace talks ... Ambassador BILL SWING arrived in Pretoria, August 28, after consultations en route in Paris, London and Bonn ... In Washington for consultations were Ambassador MARY RYAN, Swaziland; deputy chief of mission MARSHALL McCALLIE, Lusaka; U.S. liaison office director ROGER McGUIRE, Windhoek; and Ambassador JEFF DAVIDOW, Lusaka ... New arrivals in the office are ALAN McKEE, deputy director; STEVENSON McILVAINE, Zambia/Malawi; JERRY GALLUCCI, South Africa.

Economic Policy Staff: LLOYD GEORGE arrived from Belgrade as the new deputy director ... JANET MALKEMES joined the staff from Yaounde as financial economist ... DANE SMITH arrived from Khartoum to be the new office director ... MARY GORJANCE, a new economist in the section, arrived from the economic course at the Foreign Service Institute ... ROB MERRIGAN departed for the economic course at the institute ... RICHARD HUFF departed for the Federal Reserve, where he will be detailed for a year ... CONNIE FREEMAN departed for the Office of Food Policy in the economic bureau ... GORDAN POWERS retired. □

Comptroller's Office

ELIZABETH GIBBONS, associate comptroller for financial management, participated in the chief financial officer offsite conference at Quantico, Va., August 18-19 ... KATHI FRALEY, Systems Development and Maintenance Division, Office of the Associate Comptroller for Financial Management, accompanied a team of Pinkerton consultants to the financial



BUENOS AIRES, Argentina—Meritorious Honor Awards are presented to disbursing officer Kevin M. Johnson, right; supervisory disbursing specialist Alicia E. Cavalletti, left; and supervisory financial specialist Lilian E. Vilmanis. With them is Ambassador Terence A. Todman.

management centers in London, July 31-August 6, and Brussels, August 7-11 ... From August 21-September 1, JEANNE TOPKA, Field Installation and Support Division, Office of the Associate Comptroller for Financial Management, traveled to Cairo to head post-implementation training for the financial management center. □

Consular Affairs

KENNETH RICHARDSON of the British immigration service met with Assistant Secretary JOAN M. CLARK to discuss machine-readable documents. He was shown a demonstration of a machine-readable visa by bureau officers TRAVIS FARRIS and DAVID HUSAR ... Miss Clark traveled to Seattle, to address the annual regional passport directors conference, which was held August 14-18. Also attending the conference were principal deputy assistant secretary ROBERT J. RYAN; the deputy assistant secretary for passport services, HARRY L. COBURN; MYRA HOWZE SHIPLETT, associate director for passport services; BARRY J. KEFAUVER, the bureau's executive director, and other bureau personnel, including ADRIENNE HATCHETT, REX KIMBRO, MICHELE TRUITT, JANET DAVIS, RICHARD McCLEVEY, MARLENE SCHWARTZ and RICHARD NOYES ... Regional directors from each of the 13 regional U.S. passport agencies participated in the conference as well.

Attending were LOUIS SHEEDY, Boston; TERRY GREEN, Chicago; NANCY (SAM) FINN, Honolulu; JOLANDA WOOD, Houston; SAKAE HAWLEY, Los Angeles; JAMISS SEBERT, Miami; P. JOYCE GUNN, New Orleans; EUGENE BRIGGS, New York; MARIA MIDDLETON, Philadelphia; JACK COLBOURN, San Francisco; EDWARD N. HART, Seattle; RONALD AYRES, Boston; and COLUMBUS GEER, Washington.

Passport Services: RON ADAMS has departed from the Office of Program Support to assume a new position with the Department of Commerce ... JAMISS SEBERT has returned to her position as regional director of the Miami Passport Agency, after a one-year assignment to the Multilateral Force and Observers in the Sinai

BOMBAY, India—John W. Vessey III, left, deputy principal officer and chief of the consular section, receives Superior Honor Award from consul general John J. Eddy.





BOGOTA, Colombia—With consular officer Nancy Mackie as she holds her Meritorious Honor Award, from left: Patricia Díaz, June M. O'Connell, David L. Hobbs, Emilia Zorrilla, J. Phillip McLean, Teresa Bocanegra, María Cristina Gómez, María Eugenia Vesga.

... JEFF NAJARIAN has transferred from his position as fraud coordinator at the Houston agency to become the assistant regional director at the Philadelphia agency ... In August, DAMON I. MIURA, fraud program coordinator for the Los Angeles agency, retired after 35 years in the Civil Service. He began his Government career with the Los Angeles agency in 1959. He was honored with a buffet luncheon during which he was presented plaques by SAKAE M. HAWLEY, regional director of the Los Angeles agency, and by officials of other federal agencies.

Visa Services: From August 28–31 CLYDE HOWARD, Field Support and Liaison Division, visited Port-au-Prince, Haiti, to discuss Immigration and Naturalization Service prescreening with U.S. embassy, Immigration and Naturalization Service and Haitian government officials ... KARL OLSON of the division traveled to the Dominican Republic, September 10–20, for the installation of the machine-readable visa ... He then traveled to Port-au-Prince for consultations regarding applications of the nonimmigrant visa/computer-assisted processing systems ... Visa Services welcomed the following new employees: LINDA BROWN, ROBERT DOLCE, J. DAN MORRIS and JAY SMITH.

Fraud Prevention Programs: On August 24 MARY ALICE NOYES was a guest instructor at the Federal Law Enforcement Training Center, Brunswick, Ga. She addressed a class of Immigration and Naturalization Service inspectors and

examiners.

Public Affairs: NICOLA UNDERWOOD has transferred to Los Angeles to become a passport adjudicator at the Los Angeles Passport Agency, and to attend graduate school in communications at the University of California ... LAURA BACHURSKI has left the Government to pursue a career in the private sector. □

East Asian and Pacific Affairs

Assistant Secretary RICHARD H. SOLOMON, accompanied by principal deputy assistant secretary DESAIX ANDERSON and deputy assistant secretary DAVID LAMBERTSON briefed the Vice President, September 5, regarding his trip to Korea, Japan and the Philippines ... Mr. Solomon and Mr. Lambertson also briefed Congressman STEPHEN SOLARZ (D.-N.Y.), regarding the Cambodia conference held recently in Paris ... The Office of Korean Affairs welcomed two new members: KARL SPENCE RICHARDSON as director and BRUCE CARTER as senior economic officer, replacing TONY INTERLANDI.

The ambassador to Mongolia, RICHARD WILLIAMS, traveled to Hong Kong and Beijing for consultations, August 24–28, and to Mongolia, August 28–September 7, for negotiations on several bilateral agreements ... In the Office of Regional Affairs, DONALD WESTMORE and Colonel WILLIAM MCKINNEY departed for new assignments ... On August 30 Lieutenant Colonel JOSEPH FLANZ assumed his duties as political-military adviser ... DAVID WALKER, acting director, on August 16

OSAKA-KOBE, Japan—Foreign Service national Kensuke Ueda receives Superior Honor Award for "40 years of exemplary service as a teacher, adviser and friend to generations of 'Japan hands.'"





SEOUL, Korea—This photo won the Gold Medal Award for the best black-and-white photograph, in a contest sponsored by the Korean-American Friendship Association. It was taken by Eric Sorensen, 18-year-old son of regional security officer Paul Sorensen and his wife, Lynda.

addressed the Asia area studies course on "U.S. Policy Emphases in East Asia." ... RALPH R. MOORE, director, Office of Economic Policy, traveled to Indonesia, August 26, to participate in a meeting on trade and tourism ... He attended bilateral meetings with Indonesian economic officials and an Asia Foundation conference on U.S.-Indonesian relations. □

Economic and Business Affairs

On July 17-18 Assistant Secretary EUGENE McALLISTER traveled to California for discussions with the U.S. business community, addressing the Electronics Industries Association, the World Affairs Council and The Business Council for International Understanding ... On August 7 he participated in the Binational Commission meetings in Mexico City ... CHARLES ANGEVINE, acting deputy assistant secretary for transportation affairs, chaired a round of civil aviation negotiations with China, August 9-10, and with Korea, August 16-18 ... MARIE MURRAY, Office of Aviation Negotiations, participated in the China talks, and MARK MOWREY, same office, in the Korean talks ... ROBERT STERN, deputy director, Office of Aviation Negotiations, chaired negotiations with El Salvador, August 14-15 ... TOM WADJA,

director, Office of Maritime and Land Transport, traveled to Tokyo and Seoul, August 26, to consult on shipbuilding subsidies in those countries.

Recent arrivals include those of STEVE MARKS, Planning and Economic Analysis Staff; DOUGLAS RYAN, Developing Countries and Trade Organizations Division; RUSSELL TROWBRIDGE, Developed Country Trade Division; JOHN F. HOOG, Textiles Division; RUTH SAMUELS, Office of Monetary Affairs; RONALD KIRKPATRICK, CORNELIA MILLER and ROBERT STERN, Office of Aviation Negotiations; RICHARD EASON, Office of Aviation Programs and Policy; GEORGE KENNEY, Office of Energy Consumer-Country Affairs; BRUCE WILLIAMSON, Office of International Commodities; and CONSTANCE FREEMAN, Office of Food Policy and Programs.

PAUL T. BAGATELAS, Office of Food Policy and Programs, has been transferred on a one-year temporary-duty assignment to the economic section of the U.S. mission to the European Communities, in Brussels, Belgium. He is starting his third year in the Presidential Management Intern Program, assigned to State.



STOCKHOLM, Sweden—Ambassador Gregory Newell presents a certificate to Foreign Commercial Service secretary Linda G. Archer for her work during the year-long absence of a commercial officer.





ANKARA, Turkey—At “conal rectification party,” celebrating reconing of *Robert P. Finn* (standing, third from right) into political cone. The others are, standing, from left: *Suheyta Tayla*, *D. Thomas Longo Jr.*, *Aysin Ersil*, *Leyla Ozer*, *Bruce Turner* (partially hidden), *Carl S. Matthews*, *V.J. Maury*. Kneeling: *Barbara Glidewell*, *Abdullah Kasapci*; *Michael Austrian* (seated).

European Affairs

Embassy Brussels has announced awards for its staff members: *Meritorious service*: ARLETTE CODUYS, JANET M. PATERSON, DIRK SIEBENS, LUDOVICUS ROBBROECKX, PIETER VAN NOORDENNEN. *Outstanding performance*: NICOLE DE

PARIS, France—Ambassador *Walter J.P. Curley* with *Georgette Bensoussan*, who retired after 30 years with the U.S. embassy.



MAEGHT, KATHLEEN D'HAUWE, MARIETTE VAN ASSCHE. *Meritorious Honor*: ELIZABETH CHOTTEAU, IRENE K. FLETCHER. □

STOCKHOLM, Sweden—Ambassador *Gregory J. Newell*, center, presents group award to maintenance section. Others, from left: *Borje Sundstrom*, *Bjorn Willner*, *Borje (Picasso) Liljedahl*, *Malte Lagerlof*, *Anders Fagerstrom*, *Sten (Rembrandt) Kindgren*, *Patrik Hultgren*.



Foreign Service Institute

JOHN T. SPROTT, deputy director, participated, July 31–August 18, in a program for senior managers in Government, at the John F. Kennedy School of Government, Harvard ... PETER BECHTOLD, Near East/North Africa chairman, School of Area Studies, addressed the Middle East Institute, August 30, on developments in the Sudan ... ANITA McLAUGHLIN and GERD RICKERT have joined the Overseas Briefing Center. Ms. McLaughlin is an information specialist who has accompanied her husband on assignments to Naples, Enugu, Milan, Mexico City, Pabados, Mogadishu and Santo Domingo. Ms. Rickert, an information assistant, has served overseas with her husband in Bucharest, Vienna, Port-of-Spain and Sofia ... In August, PAN-AGIOTIS SAPOUNTZIS, School of Language Studies, delivered a lecture on “Adult Defensive Behavior: Dynamics of Defensive Behavior in the Language Classroom Environment,” to more than 250 new language students at the institute ... Three new language training supervisors have joined the staff of the Department of Asian and African Languages. They are DAVID RED, in charge of South Asian languages (Bengali, Hindi, Nepali, Sinhala and Urdu); WAYNE SMITH, responsible for Chinese. Cantonese and Vietnamese; and BOB WILSON, Turkish. Mr. Wilson is concurrently a member of the Research, Evaluation and Development Staff, School of Language Studies ... New language and culture instructors include GLORIA FARIA, Portuguese section; JOHN SAMAHA, Arabic; SHIAOLING McNEAL, Chinese. TASNIM RAZI, Urdu; and JINPENG ZHU, Chinese.

FREDERICK H. JACKSON of Research, Evaluation and Development, Department of Asian and African Languages, attended meetings



FOREIGN SERVICE INSTITUTE—At seminar for ambassadors-designate and spouses, left to right (front row): *Joan Green, Sally Novetzke (Malta), Penne Korth (Mauritius), Brandon Grove and Tony Motley, Terry Walker, Angelena Young*. Second row: *Alan Green (Romania), Sue Cobb, Kathaleen Hempstone, Carol Cheek, Gloria Holden, Marie Campello, Mabel Phillips, Howard Walker (Madagascar/Comoros), Christopher Phillips (Brunei), Johnny Young (Sierra Leone)*. Back row: *Charles Cobb (Iceland), Smith Hempstone (Kenya), James Cheek (Sudan), Glen Holden (Jamaica), William Swing (South Africa), J. Steven Rhodes (Zimbabwe), Fritz Korth, Richard Novetzke*.

on Southeast Asian languages, in Honolulu ... He presented a workshop on the teaching of reading and delivered a paper on the complex usages of Thai discourse particles ... **JUDY KATONA**, senior Hungarian language and culture instructor, served as resident director of the American Council for Collaboration in Education and Language Study summer program at Karl Marx University, Budapest ... She published a Hungarian conversational course in the "Language/30" series, complete with audiotapes, which is now available in the market.

GERD RITCHIE, Norwegian section, attended a course at the University of Oslo on "Advanced Course for Foreign University and Secondary School Teachers in Norwegian Language, Literature and Sociology." The course was sponsored by the University of Oslo International Summer School and the Information Service of the Norwegian Foreign Office ... North and East European language training supervisors **THOMAS J. GARZA** and **JAMES E. BERNHARDT** were invited lecturers for a group of 25 Soviet teachers of English participating in a six-week program through the American Council for Collaboration in Education and Language Study, in Washington, in July and August ... Mr. Garza spoke to the group about using video materials in language instruction, and Mr. Bernhardt delivered a lecture on regional American literature. □

Human Rights and Humanitarian Affairs

Assistant Secretary **RICHARD SCHIFTER** accompanied Soviet deputy foreign minister **ANATOLY ADAMISHIN** during his visit to Washington, July 20-25. The visit included meetings at State, Labor and Justice and with nongovernmental organizations ... As commissioner of the Commission on Security and Cooperation in Europe, Mr. Schifter made a statement at a hearing on Soviet psychiatric abuse ... He delivered a talk at the Rabbinical Assembly convention, which dealt with the state of the world's third-largest Jewish community, that of the Soviet Union ... He testified on the state of human rights in Cuba before a joint hearing of the House Subcommittees on Human Rights and International Organizations, Western Hemisphere Affairs, and International Economic Policy and Trade ... In August he traveled to Philadelphia, to address the annual meeting of the American Academy of Political and Social Science on "Glasnost—The Dawn of Freedom." ... He spoke at the University of California, Berkeley, at a conference sponsored by the American Council of Learned Societies and the Soviet Academy of Science. His talk was about Soviet human rights reform efforts.

Deputy assistant secretary **PAULA DOBRIANSKY** traveled to Paris in June as part of the U.S. delegation to the Conference on Security and Cooperation in Europe's experts human dimension meeting. She delivered a speech on ethnic and national rights ... On July 13 she addressed the Institute on Comparative Political and Economic Systems and the Fund for American Studies, on human rights and U.S. foreign policy ... On July 20 she spoke before Girls Nation on U.S. human rights policies ... Also on July 20, she traveled to New York to participate in the Congressional Human Rights Foundation's discussions with the Dalai Lama.

On July 18 **DAVID BURGESS**, director of policy and programs, addressed the Washington Leadership Institute, at the Department, on "A

Global Overview of Human Rights." ... On July 27 he spoke at a Washington conference on "Human Rights in China," hosted by the American Bar Association's International Human Rights committee, the District of Columbia Bar Association, the Federal Bar Association and the International Human Rights Law Group ... On August 16 he spoke at the Washington Center (broadcast by C-Span) on "U.S. Human Rights Policy on China."

GEORGE LISTER, senior policy adviser, spoke on human rights, at the July 20 fifth annual public forum supper of the Maryland Summer Center for International Studies.

Seven asylum staff officers, headed by Asylum Office director **MARY VON BRIESEN**, participated in discussions on political asylum policy and procedures at the annual conference of U.S. immigration judges, in Miami, May 15-17. She presented an overview of the work of the Asylum Office, while **LEON WEINTRAUB**, **JACKSON SMITH**, **ROGER BREWIN** and **DOUGLAS ZISCHKE** addressed asylum issues in Latin America, and **DAVID RABADAN** and **LARRY SEMAKIS** discussed Iranian applications ... **DAVID RABADAN**, human rights officer for the Middle East and South Asia, traveled, June 17-July 7, to New Delhi, Colombo, Karachi, Islamabad, Cairo and Geneva, to meet with government officials, journalists, human rights activists and representatives of minority ethnic and religious groups ... He met with post human rights officers to discuss preparation of the upcoming human rights report.

People: **WILLIAM FARRAND**, senior deputy assistant secretary, left the bureau in August and was replaced by **JOSHUA GILDER** ... **NANCY ELY RAPHEL**, former assistant legal adviser for nuclear affairs, Office of the Legal Adviser, joined the bureau as deputy assistant secretary for policy and programs ... **RICHARD AHERNE**, director, Office of Bilateral Affairs, left the bureau for the Bureau of Personnel, and has been replaced by **MICHAEL ARIETTI**, former political officer in Stockholm, Sweden ... **DAVID TELLEEN**, deputy director, Office of Multilateral Affairs, left the bureau for the Bureau of Intelligence and Research, and was

replaced by RICHARD ZORN, former political officer in Reykjavik, Iceland ... EDWARD WEHRLI joined the bureau as international relations officer, Office of Multilateral Affairs ... SHERRI SPRIGG, human rights officer covering Africa, has left the bureau for the Bureau of Personnel, and was replaced by CASSIE GHEE, who was serving as an observer in the Sinai ... GARY PRICE has left the bureau ... TONY ARIAS, whose last assignment was in the Bureau of Intelligence and Research, has joined the Office of Bilateral Affairs ... On July 10 ARUNAS PEMKUS joined the staff as Mr. Schifter's special assistant ... On July 17 CHADWICK GORE joined the bureau as human rights adviser for bilateral and multilateral affairs ... MYRON WASYLYK and JOHN LIENEN-WEBER have joined the staff as special program assistants. □

Inspector General's Office

Inspector general SHERMAN FUNK testified July 27 before the Senate Subcommittee on Terrorism, Narcotics and International Operations, Committee on Foreign Relations, concerning the Department's drug control programs in Peru and Bolivia ... Two inspection teams visited South America in July to conduct follow-up reviews of drug control and security issues ... Auditors JOHN DEERING, MICHAEL LYNCH and FRANK CRAIG traveled to Peru ... JOHN MEENAN and LARRY FORDHAM traveled to Bolivia ... Senior inspector HOWARD WALKER was appointed ambassador to Madagascar ... ROBERT FRITTS was appointed deputy inspector general, replacing ANTHONY C. E. QUAINTON ... CLINT LAUDERDALE replaced EDMUND T. DEJARNETTE as assistant inspector general for inspections.

Office of Audits: New members of the Information Management Division are DON WARD, from the General Accounting Office; GREG LINDEN, from the General Accounting Office's Denver regional office; and CHERYL HARBISON, formerly with the Department of Transportation, Office of Inspector General, Dallas Regional Office.

Office of Policy, Planning, and Management: RUBEN TORRES was selected as deputy executive director for the bureau ... AUSTIN P. MCHALE III was appointed chief, Compliance and Analysis Branch, Office of Plans, Reports and Compliance ... CRAIG WHITE was selected as chief for plans and reports.

Office of Security Oversight: The office audit division selected three GM-14 audit supervisors—LINDA BAGBY and BILL CHIPLIS from the General Accounting Office, and IRIS ROSENFELD, previously an audit manager at the Department of Labor Office of Inspector General ... GARY R. HERBST has joined the audit division. □

Intelligence and Research

Office of Analysis for the Soviet Union and Eastern Europe: MORTON SCHWARTZ, ana-

lyst, spoke on Soviet foreign policy to a seminar at the Foreign Service Institute, August 9 ... PAUL GOBLE, nationalities specialist, spoke on Soviet nationality problems at a Foreign Service Institute conference, August 10 ... MARTHA MAUTNER, deputy director, addressed civic groups in Carson City and Reno, Nev., and in Redding and Weed, Calif., on U.S.-Soviet relations, August 15-18 ... She spoke at Air University, Maxwell Air Force Base, Ala., September 14. □

International Communications and Information Policy

SONIA LANDAU, U.S. coordinator and director of the bureau, traveled to Bonn for consultations on international telecommunications policy issues with senior West German government and business leaders, August 21-24 ... She attended the international audio and video fair in Berlin, August 25-September 3 ... RICHARD C. BEARD, deputy U.S. coordinator and deputy director, led a U.S. interagency delegation to Ottawa, Canada, August 14-15, for discussions on satellite issues with the Canadian Department of Communications. RANDOLPH C. EARNEST, director, Office of Satellite and Cable Policy, accompanied Mr. Beard.

From August 30-September 6, GARY FERENO, deputy director, Office of Telecommunications and Information Standards, led the U.S. delegation to San Jose, Costa Rica, for a planning committee meeting, for Latin America, of the International Telecommunication Union's consultative committee for telegraph and telephone ... WILLIAM JAHN, Office of Radio Spectrum Policy, led a U.S. delegation to Mexico City, August 9-18, for discussions with Mexican officials on broadcasting and radio services ... TIMOTHY C. FINTON, Office of Industrialized Country Policy, has been named special assistant to Ms. Landau. □

International Narcotics Matters

Assistant Secretary MEL LEVITSKY participated in two USIA "Worldnet" broadcasts to discuss the President's national drug strategy. Government officials and journalists from Lima, Sao Paulo, Mexico City, Buenos Aires, London, Rome, Madrid, Islamabad and Bangkok discussed the domestic and international aspects of the plan. Mr. Levitsky also participated in a Presidential briefing on the strategy before its announcement on September 5 ... Deputy assistant secretary PARKER BORG and Program Office director ROBERT MYERS visited Peru, Bolivia and Colombia, August 20-30, to meet with embassy representatives and local government officials ... Mr. Levitsky on August 28-30, served as alternate chief delegate to the Organization of American States narcotics commission

meeting ... Program officer CANDICE CUNNINGHAM participated in the meeting. □

Budget analyst SCOTT McADOO has been accepted into the Foreign Service specialist program as a narcotics control officer. He is attending Spanish language training in Guatemala prior to assignment to Lima, Peru ... Presidential management intern MARIA TREJO returned from a three-month assignment to Lima, Peru. This detail was a part of a two-year career development program ... Budget management officer GEORGE RECACHINAS, on August 25-31, traveled to Pakistan on a field assistance visit, to review the financial and administrative procedures and records of the narcotics control program. During this visit, he conducted a vulnerability assessment and an internal control review of the program. □

International Organization Affairs

Assistant Secretary JOHN R. BOLTON traveled to New York, where he met with the secretary general and other UN officials ... He returned to New York, accompanying the President and the Secretary for the President's address to the 44th UN General Assembly session ... He was the alternate U.S. representative to the general assembly of the World Tourism Organization, in Paris, August 25-September 2. MARY ANN KEKICH, Office of UN Technical and Specialized Agencies, served on the delegation ... LEE ANN HOWDERSHELL, same office, served on the U.S. delegation to the meeting of the World Health Organization's regional committee for the western Pacific, in Manila, September 19-25 ... JOHN P. MCGUINNESS, deputy director for science and technology programs, Office of Technical and Specialized Agencies, participated on the U.S. delegation to the general conference of the International Atomic Energy Agency, in Vienna, September 25-29.

UN Political Affairs Office director HAR-

INTERNATIONAL ORGANIZATION AFFAIRS—Assistant Secretary John R. Bolton presents Meritorious Honor award to Marcia Norman, formerly of the Office of International Conference Administration.



BUREAU NOTES

MON E. KIRBY was adviser to the Paris peace conference on Cambodia ... He accompanied the assistant secretary to Luanda, Angola, for a meeting of the Angola-Cuba-South African joint commission, and to Windhoek, Namibia, for meetings with UN and South African officials and Namibian political leaders ... Political officer PAUL HACKER attended the summer session of the ad hoc committee on the Indian Ocean, in New York ... Political officer MARC DESJARDINS served as an adviser to the congressional delegation attending the 100th-anniversary conference of the Interparliamentary Union, in London.

People: Transfers: JANE E. BECKER from the Foreign Service Institute as the deputy assistant secretary for international development and technical specialized agency affairs ... RICHARD A. BIENVENUE from Bangkok, Thailand, to the Office of International Conference Administration ... LORRAINE HOLMES from the Bureau of Diplomatic Security to the Office of International Development Assistance ... HARTFORD T. JENNINGS from the Bureau of Personnel to the Office of International Conference Programs ... KIM R. JORDAN into the Office of Administrative Services ... CHERYL A. MARTIN from the Bureau for Refugee Programs to the Office of Technical Specialized Agency Affairs ... JOHN S. WOLF from the Office of the Under Secretary for Political Affairs, as the principal deputy assistant secretary ... GENEVIEVE O. BOLIJ from the Office of Technical Specialized Agency Affairs to the Bureau of Economic and Business Affairs ... ROBERT R. ESSINGTON from the Office of International Conference Programs to Abu Dhabi, United Arab Emirates ... ELLEN C. IVIE from the Office of the U.S. Ambassador to the United Nations to Bonn, West Germany ... HARMON E. KIRBY from the Office of UN Political Affairs to the Bureau of Personnel ... BARBARA R. MILLER from the Office of Technical Specialized Agency Affairs to the Foreign Service Institute ... MARY H. ROBINSON from the Office of Multilateral Program Coordination to

INTERNATIONAL ORGANIZATION AFFAIRS—Assistant Secretary John R. Bolton presents Meritorious Honor award to staff assistant Carl Cockburn, left.



the Bureau of Diplomatic Security ... N. SHAW SMITH to the Bureau of Personnel ... SANDRA L. VOGELGESANG to the United States Environmental Protection Agency ... *Retirements:* FLOYD A. RIGGS from the Office of UN Social and Refugee Affairs. □

Legal Adviser's Office

ABRAHAM D. SOFAER, legal adviser, traveled to The Hague for a hearing on the ongoing U.S./United Kingdom Heathrow arbitration. Accompanying him were members of the Heathrow arbitration team: RICHARD LAHNE, HAYES GOREY and PATRICIA SNYDER, attorneys-adviser, and PATSY B. SCHAUBEL, senior staff assistant ... DAVID H. SMALL, assistant legal adviser for oceans, international environmental and scientific affairs, traveled to New York for consultations on law-of-the-sea matters ... DAVID ABRAMOWITZ, attorney-adviser, politico-military affairs, traveled to Geneva to attend the Conference on Disarmament. He consulted with several Western delegations on nuclear testing, chemical weapons and space issues ... JOHN R. BYERLY, assistant legal adviser for African affairs, traveled to Havana to attend meetings of the joint commission overseeing the implementation of the Namibia/Angola accords ... HAROLD BURMAN, attorney-adviser, Office of Private International Law, traveled to New York to attend meetings ... D. RUDOLPH HENDERSON, attorney-adviser, consular affairs, led a delegation to Ulaanbaatar to negotiate the text of a bilateral consular convention.

People: Joining the bureau were JOHN OSBORN, special assistant to the legal adviser; LARRY MANDEL, attorney-adviser; and RANDY SNYDER, law librarian ... DONALD KOBLITZ, after completing a tour overseas, has rejoined the bureau as attorney-adviser, European affairs ... NANCY H. ELY-RAPHEL, assistant legal adviser for nuclear affairs, has departed to join the Bureau of Human Rights and Humanitarian Affairs. □

Management

Family Liaison Office

The following community liaison office coordinators visited the office in August: MARJORIE BIGELOW (Lusaka), MARGARET JIMMERSON (Bangkok), BETTY FRANK (London), NAOMI RITCHIE (Brasilia), PATTY STAMMERMAN (Kuwait), STEPHANIE GIDDINGS (New Delhi), ALICE COLES (Kingston), CARMEN FRIEDMANN (Pretoria), KAREN THURMAN (Bombay), PATRICK DUFFY (Mbabane), PAT TELKINS (Mexico City), FELICIA LIGHTFOOT (Kigali), KAREN BUSCH (Lahore), IZABELLA VAN RAALTE (La Paz), FRAN WEBB (Athens) and BONNIE WHITLEY (Belize).

The following visited the office in May, June and July: BEVERLY KITSON (San Salvador), VIRGINIA CHANDLER (Kinshasa),



FAMILY LIAISON OFFICE—Susan Baker, right, wife of the Secretary, on a visit to the office, where she was briefed on its programs and activities by director Maryann Minutillo, left.

DIANE HUGHEY (Tel Aviv), LINDA COLON (Caracas), PEG BABCOCK (New Delhi), HAZEL KASSEBAUM (N'Djamena), OHN OLSON (Islamabad), LELA PROPHET (Seoul), PHYLLIS GREENFIELD (Moscow), HELGA RICE (Vienna), LIANE HEROLD (Taipei), GINNY WEEKS (Lagos), LYN TAECKER (Riyadh), VIRGINIA BONCY (Monrovia), BETTY FRANK (London), ROBBIE STICKELL (Canberra), TUULA TONEY (Belize), CATHARINA FORD (Port-au-Prince), FATIMA GOODSPEED (Dhahran), MARILYN BROADBENT (Monrovia), CHARLES MARTIN (Panama), BETH LOFTIS (Wellington), NANCY MCCARTHY (Ouagadougou), BETH ALOIS (Quito), TRUDY BAGLEY (Nairobi), LINDA LYNCH (Nairobi), BARBARA CLARY (Kathmandu), DIAN OLSON, (Tunis), PAULA PARISEAU (Riyadh), MARTHA McKEE (The Hague), CATHY BAHL, (Conakry), SANDY JONES (Guatemala), ASHTON DOUGLASS (Jakarta), CATHY STARNES (Dar-es-Salaam), YOSHIE ZORN (Reykjavik), LEZLIE BARRETT (Sao Paulo), CATHY SALVATERRA (Brasilia), GAIL KNOWLES (London), VANYA HUTH (Moscow), VANESSA WARNER (Tijuana) and KAREN BUSCH (Lahore). □

Near Eastern and South Asian Affairs

Public affairs adviser ARTHUR BERGER addressed the Junior Statesmen of America on August 2 ... On August 1 he spoke to Department interns about U.S. policy in the Middle East ... On August 24 deputy public affairs adviser GEORGE MALLECK traveled to Louisville, to be guest speaker at a civic luncheon sponsored by television station WDRB. He was also interviewed on the WHAS radio show, "Metz Here." ... TED KATTOUF, deputy director, Office of



BEIRUT, Lebanon—Marine detachment receives letters of appreciation from Ambassador **John T. McCarthy**, center. Others from left: **Edward H. Brown**, **Shannon M. Bryant**, **Ronald E. Heath**, **Willie L. Young**, **Steven H. Heine**, **James R. Entwistle**.

KUWAIT—**Dorothy Scudder**, left, doyenne of American residents here, joins **Mrs. Nathaniel Howell**, wife of the ambassador, in dedicating a new formal entry into the ambassadorial residence garden. It has been designated "Scudder Gate." Mrs. Scudder arrived here with her late husband in 1939.



Jordan, Lebanon, Syria and Palestinian Affairs, traveled to Winstead, Conn., July 30, to address members of "Americans for a Free Lebanon." ... **JAMES W. EIGHMIE** joined the Office of Arabian Peninsula Affairs as deputy director, August 15. He previously served at the U.S. mission to the Organization for Economic Cooperation and Development in Paris ... Also new to the office is secretary **MONICA HENSON-BELL**, who worked in the Office of the Under

RIYADH, Saudi Arabia—Economic officer **Michael A. Matera**, right, receives Meritorious Honor Award from chargé **David J. Dunford**.



Secretary at the Department of Agriculture ... **LAURA BUTCHER** and **STEVE COONEY** left the office after completing their summer internships ... **GORDON GRAY**, country officer for Kuwait, discussed the clearance process with recent classes of the Washington tradecraft course at the Foreign Service Institute.

W. NATHANIEL HOWELL, ambassador to Kuwait, was in the Department for consultations, August 7-11 and September 5-6 ... **KENNETH STAMMERMAN**, formerly economic counselor in Kuwait, consulted in his new assignment as consul general in Dhahran ... Also on consultations was **CHARLES DUNBAR**, ambassador to Yemen, August 25-September 1 ... On August 1 **JOHN HIRSCH**, director, Office of Israel and Arab-Israeli Affairs, addressed members of the foreign policy conference for national minority and women's organizations. He spoke on the Middle East. □

Oceans and International Environmental and Scientific Affairs

Assistant Secretary **FREDERICK M. BERNTHAL** traveled with **SECRETARY BAKER**'s party to Mexico City, August 6-7, to attend the Mexico Binational Commission meeting ... On August 28 Mr. Bernthal attended a nuclear workshop on advanced reactor safety, in Chicago ... **PETER JON DE VOS**, deputy assistant secretary for science and technology affairs, led a delegation to Madrid, August 3-4, for negotiations on a new government-to-government science and technology agreement with

BUREAU NOTES

Spain. In the delegation was JAMES W. LAMONT, Office of Cooperative Science and Technology Programs ... To follow-up on PRESIDENT BUSH's initiatives in Hungary, Mr. de Vos led an interagency delegation to Budapest, July 29-August 3, and negotiated an agreement on cooperation in science and technology ... BERNARD F. OPPEL, Office of Cooperative Science and Technology Programs, accompanied as secretary of delegation ... While in Budapest, Mr. de Vos and representatives of the Environmental Protection Agency, the National Science Foundation and the Department of Energy held discussions with a wide range of Hungarian groups, on establishment of the regional environmental center for central and eastern Europe that was announced by the President ... MARTIN PROCHNIK of the office accompanied the House Science, Space and Technology Committee chairman, ROBERT A. ROE (D.-N.J.), and members of the committee on travel to Korea, Thailand and Hong Kong, for an overview of science and technology activities in those countries.

WILLIAM A. NITZE, deputy assistant secretary for environment, health and natural resources, traveled to Paris, August 29, to meet with French foreign ministry officials to discuss U.S. and French views on an international approach to the environment ... AHMED MEER, bureau counselor, was co-head of the delegation to the first session of the UN Environment Program open-ended working group meeting to discuss financial and other mechanisms to assist developing countries in implementing the Montreal protocol on substances that deplete the ozone layer, held August 21-25 in Nairobi ... ANDREW SENS, director, Office of Environmental Protection, co-headed the delegation to the second session of the working group, in Nairobi, August 28-September 2, that reviewed the work of the Montreal protocol assessment panels and formulated recommendations on modifying the protocol for consideration by the parties to the protocol ... Mr. Sens participated in a meeting with the executive director of the UN Environment Program, to discuss environmental issues in the July summit economic declaration.

RICHARD J. K. STRATFORD, deputy assistant secretary for nuclear affairs, directed an intra-Department team in an emergency training exercise conducted by the Operations Center, which dealt with the response by the U.S. Government to a simulated foreign nuclear accident ... FRANK KINNELLY, formerly science counselor in Ottawa, assumed the position of director of the Office of Nuclear Technology and Safeguards, replacing THEODORE WILKINSON, who has been elected president of the American Foreign Service Association ... JEROME J. BOSKEN, formerly science counselor in Seoul, became deputy director of the office, replacing JOSEPH DE THOMAS, who has been assigned to the National War College ... PAM PEARSON, same office, assisted the Operations Center in organizing a crisis management exercise that simulated the Department's role in coordinating U.S. Government response to a foreign nuclear

accident.

EDWARD E. WOLFE, deputy assistant secretary for oceans and fisheries affairs, led a delegation to Ottawa, August 2, to discuss fisheries enforcement issues, particularly those along the Gulf of Maine maritime boundary, in an effort to decrease tensions between fishermen from New England and Canadian enforcement authorities. He was accompanied by DONNA DARM, Office of the Legal Adviser, and by representatives from the U.S. Coast Guard and the Department of Commerce ... STETSON TINKHAM, senior Atlantic fisheries officer, Office of Fisheries Affairs, also accompanied Mr. Wolfe ... He returned to Ottawa, August 8, to discuss a conference to be sponsored by the United States and Canada on the scientific basis for fisheries management. □

Politico-Military Affairs

RICHARD A. CLARKE was sworn in as assistant secretary, replacing H. ALLEN HOLMES, on August 8. He named WILLIAM ROPE as his principal deputy assistant secretary, ELIZABETH VERVILLE as deputy assistant secretary for proliferation and technology transfer, ROBERT WALPOLE as deputy assistant secretary for arms control and defense issues, and BEVERLY ROUNDTREE as his personal assistant and secretary.

The Office of the Executive Director welcomed THEODORE E. STRICKLER as executive director (he replaced PEGGY BLACKFORD, who has been assigned to Paris); SARA MADDUX as deputy director; ROBERT GROESBECK as clerk-typist; Defense exchange officers PAUL VANSON, DON PAARLBURG, BENJAMIN RUNNER, KENNETH DILLON, RAYMOND JORGENSEN and KATHERINE SCHWERING; faculty adviser CHARLES AHLGREN (Naval War College); political advisers RICHARD SCISSORS (to U.S. Coast Guard), GORDON BROWN (to U.S. Central Command), JAMES CONNELL (to commander-in-chief, Atlantic Forces), JAMES CLUNAN (to commander-in-chief, Naval Forces, Europe), and DALTON KILLION (to commander-in-chief, Pacific Command).

WILLIAM ROBINSON, director, Office of Munitions Control, with CLYDE BRYANT, chief, Compliance Division; ALLAN SUCHINSKY; and KYNA COOPER, conducted a one-day introduction to arms export licensing at a seminar sponsored by the Society for International Affairs, August 3, in Crystal City, Va ... JOHN A. SANFORD received a retirement plaque from WILLIAM B. ROBINSON for 41 years of service with the Department, July 19 ... KYNA COOPER, Munitions Control analyst, Arms Licensing Division, lectured on U.S. export controls at the Defense Institute of Security Assistance Management, Wright Patterson Air Force Base, Dayton, June 27.

CHARLES HIGGINSON has been selected to receive the Coast Guard Meritorious Public Service Award, one of its highest civilian

awards. The presentation was made by Admiral PAUL YOST, commandant of the Coast Guard. Mr. Higginson was recognized for his service as foreign policy adviser to the commandant.

International Security Policy welcomed WILLIAM C. DAVIDSON and WILLIAM SIEFKEN. Mr. Davidson has completed a three-year overseas assignment in Stockholm; Mr. Siefken is from Embassy Ottawa.

Office of Strategic Nuclear Policy: Colonel WAYNE MURPHY joined the Office in June, replacing Colonel MICHAEL FRY as deputy director ... STUART SELDOWITZ joined the office in July, replacing PAMELA SLUTZ, who started Chinese language training in August in preparation for her assignment to Shanghai ... GERALD STACY, THOMAS DOWLING, STUART SELDOWITZ and JAMES VAN DE VELDE returned to the Department in early August from the recessed arms negotiations in Geneva ... PHILIP ELLIS completed his summer internship and returned to Harvard in early September.

Office of Security Analysis: PATRICIA CROWLEY joined the office in June. She is a presidential management intern and is working on regional security and technology transfer issues ... Two other such interns, MARTIN WELLINGTON and BRADLEY COHEN, have joined the office. They are working on conventional arms issues.

Office of Theater Military Policy: DAVID APPELTON and PHILIP CUTAJAR joined the office, succeeding ALEX LEE, who departed for Brazilia, and SCOTT DEAN, who has been assigned to the Sinai Field Mission ... EDDIE CAIN participated in the chemical weapons negotiations at the Geneva conference on disarmament ... FRED VOGEL succeeded Mr. CAIN as the State representative to the conference on disarmament and to the U.S.-Soviet chemical weapons bilaterals ... JENONNE WALKER, office director, participated in several NATO High-Level Task Force meetings.

Office of Strategic Technology Affairs: KEVIN KEARNS is the new director ... CONRAD TRIBBLE arrived from Embassy Santiago ... JACK STATON was reassigned from the Office of the Assistant Secretary. □

Public Affairs

Office of Public Diplomacy: TONY ALLITTO has joined the staff.

Office of the Executive Director: The office welcomed MICHELLE LEE BISHOP, who worked with the Bureau of Intelligence and Research and is studying political communication at George Washington University.

Office of Public Communication: PAUL AUERSWALD retired from the Department after 28 years of service ... SHARON HAYNES completed Macintosh computer training courses in Pagemaker, August 9-10, and Cricket Graph, August 15, at Falcon Microsystems, Crystal City, Va. ... SANDRA PITTS-MALONE, writer-ed-

tor, Public Information Division, was promoted to GS-9.

Office of Public Programs: SECRETARY BAKER addressed approximately 230 organization leaders at the national foreign policy conference for women and minorities, in the Department, August 1. Conferees heard from Department spokespersons on foreign policy priorities, and Mrs. James Baker greeted attendees at an eighth-floor reception. Conference officer MARY ANN DIXON assisted the Office of Equal Employment Opportunity and Civil Rights with the annual daylong program ... Mrs. Dixon arranged for Deputy Secretary LAWRENCE EAGLEBURGER to brief Austin College students in the Department, August 15 ... Conference officer EILEEN McCORMICK PLACE assisted in arranging for participation by several principals on August 30 in a special TV workshop, using the Public Affairs studio.

Preparations have been initiated for two major foreign policy conferences to be held in the Department this fall: nongovernmental organization leaders, October 23, and senior business executives, November 16 ... Regional programs officer MONICA JANZER completed a survey trip to Las Vegas, Reno and Carson City, Nev., August 2-4, meeting with people at the University of Nevada, Rotary and Kiwanis Clubs, Chambers of Commerce, and with media representatives from each local community ... Principals' coordinator KATHLEEN KENNEDY facilitated two media interviews for Mr. Eagleburger: one in the Public Affairs studio, August 15, and the other a taping for CBS Evening News on Panama, airing September 1.

Regional programs officer CONSTANCE DUNAWAY conducted a survey trip (July 31-August 4) of Boston, Providence and Newport. In Boston (July 31) she hosted a luncheon at the Harvard Club for 15 local leaders, including representatives from the World Affairs Council, the Quincy Patriot-Ledger, Northeastern University, the International Business Center of New England, the Office of the Mayor, the Boston Public Library, Simmons College, Boston University, Fisher Junior College and the Boston Rotary Club ... In Providence (August 1) she presided at a luncheon at Brown University for representatives from the Committee on Foreign Relations, the Providence Journal, the Office of the Mayor, the Chamber of Commerce, WJAR-TV, and the Providence World Affairs Council ... While in Newport (August 2) she was host at a luncheon at the Naval War College, attended by 22 local leaders, including representatives from Salve Regina College, the League of Women Voters, the Council for International Visitors, WADK-AM, the Japan-American Society; her special guest was the mayor of Newport ... Ms. Dunaway was guest of honor at a luncheon (August 4) in the executive dining room of the Bank of Boston, and met with R.D. SAHL, anchorman at WNEV-TV, the CBS affiliate in Boston.

Office of Press Relations: The office welcomed DAVE DENNY, August 10, who had had a tour in Bermuda. □

Refugee Programs

The bureau has welcomed its new director, PRINCETON N. LYMAN, and its new deputy assistant secretary for refugee admissions, PRISCILLA A. CLAPP ... Mr. Lyman met with TOSHIYUKI NIWA, director, UN Border Relief Operation, and S.A.M.S. KIBRIA, special representative of the secretary general for humanitarian affairs in the operation, and hosted luncheons in their honor ... Mr. Lyman met with JOE DAVIS, acting assistant director of international health, Center for Disease Control, Atlanta, to discuss collaboration in refugee relief ... CHRISTOPHER H. PHILLIPS, ambassador-designate to Brunei, made a courtesy call on Mr. Lyman.

ROBERT L. FUNSETH, senior deputy assistant secretary, was the keynote speaker and guest of honor at the annual award dinner of the Families of Vietnamese Political Prisoners Association, in Arlington. The title of his address was "Hope and Challenge—Report on the 1989 Hanoi Negotiations for the Resettlement of the Vietnamese Reeducation Center Detainees." ... The association presented Mr. Funseth a bronze plaque inscribed: "With deep appreciation for your humanitarian commitment, dedication and assistance on behalf of our loved ones in Vietnam." ... Mr. Funseth also addressed the annual meeting of the National Congress of Vietnamese Americans at a special White House briefing on the administration's diplomatic actions on behalf of the Vietnamese political prisoners, culminating with the agreement reached with Vietnam in Hanoi last July 31 ... He was also the guest of honor at the reception of the National Congress in the Rayburn Building, where he was cited for his

"unstinting efforts on behalf of the Vietnamese political prisoners." ... Mr. Funseth met with JOSE A. APONTE, director, international services, American Red Cross, to inform him of his meetings in Hanoi in July with the Vietnamese Red Cross, during which agreement was reached for a program by which relatives in the United States could send gift parcels directly to prisoners incarcerated in Vietnam's reeducation centers ... Mr. Funseth chaired a meeting with and hosted a luncheon in honor of CHRISTINA ROGESTAM, director general, Swedish National Immigration Board, who was visiting the United States as a participant in the Leader Grant Program. Ms. Clapp participated.

LOIS PURDHAM, director, Preparing Refugees for Elementary Programs at the Philippine Refugee Processing Center in Bataan, visited the bureau ... ROBERT D. ORR, U.S. ambassador to Singapore, met with RALPH L. THOMAS, Immigration and Naturalization Service; SHARON VILLAROSA, Singapore desk officer, and the bureau staff ... DAVID REUTHER, refugee coordinator, Khartoum, and CAROL HAMMOND, refugee coordinator, Tegucigalpa, were in Washington for consultations. ■

REFUGEE PROGRAMS—Senior deputy assistant secretary Robert Funseth, seated, after signing an agreement between the United States and Vietnam to permit resettlement in the United States of South Vietnamese imprisoned for their association with the United States during the war. Others, left to right: Jeffrey Kovar, legal adviser; Douglas Hunter, Refugee Programs; Donald Stader, Bureau of East Asian and Pacific Affairs; Richard Beer, Refugee Programs; Don Colin, Foreign Service inspector.



Obituaries

Olivia Chapman, 48, a mail file clerk in the Bureau of Personnel, died on August 22 of cancer.



Ms. Chapman

Prior to coming to Main State, Ms. Chapman worked in the passport offices in Hyattsville, 1984-87 and Washington, 1981. Other Government service included positions in the Departments of the Navy, 1972-75, and Commerce 1971. She also worked for private firms in the Washington area as a

nurse and a beautician.

Ms. Chapman took courses at Washington International College, George Washington University and the University of the District of Columbia. She is survived by a daughter, Paula Chapman, and a son, Farrie Lee Chapman, both of Washington. □

Michael Riccardo Strachan, 36, a Foreign Service officer, died on August 29.

Mr. Strachan was assigned to the Office of Technical Specialized Agencies, Bureau of International Organization Affairs. Prior to that, he had been in the Bureau of Inter-American Affairs, assigned to the U.S. mission to the Organization of American States. Overseas, he served in Port-au-Prince, Bucharest and Curacao.

Mr. Strachan received his bachelor's from Howard and a master's from Johns Hopkins. He is survived by his mother, Melba T.S. Anderson of Miami and his sister, Tanya Strachan. □

Anne Patricia Simons, 66, editor of the Department's "Treaties in Force" when she retired last April, died of cancer at the Washington Hospice Home on July 16.



Ms. Simons

Ms. Simons joined the Office of the Legal Adviser in 1980, where she supervised the annual publication. Before that, she was an author and a scholar who specialized in international organization affairs and treaties. She was a staff member of the School for International Studies at Johns Hopkins, 1965-70, and the President's commission for observance of the 25th

anniversary of the United Nations, 1970. She served as assistant editor of the American Journal of International Law, 1972-78.

Ms. Simons was born in Brooklyn, N.Y., on June 1, 1923. She received a bachelor's from Stanford and a master's from the University of California. She co-authored several works on the United Nations and peacekeeping. She leaves no known survivors. □

Frederic L. Chapin, 60, who had served as Ambassador to Ethiopia, 1978-80, and Guatemala, 1981-84, died of cancer on September 8 in Baltimore.

Mr. Chapin joined the Foreign Service in 1952 and served overseas in Vienna as an economics officer, 1952-56; in Nicaragua as a political officer, 1959-60; in Fort Lamy, 1961-62, as deputy chief of mission; in Yaounde, 1966, as deputy chief of mission; and in Sao Paulo as principal officer, 1972-73. From 1970-72 he was deputy assistant secretary for Latin America. He retired last year.

Mr. Chapin, a native of New York, earned his bachelor's from Harvard. He is survived by his wife, Cornelia Clarke of Washington, three daughters and a son. □

Theresa (Tracy) M. Skidmore, 40, a former Foreign Service secretary, died on May 8 in Valley Stream, N.Y. She was in the Foreign Service from 1983-87 and served in Tegucigalpa and Baghdad.

Ms. Skidmore received an associate-of-arts degree from Prince George's Community College and a bachelor's from California State at Los Angeles.

She is survived by her mother and stepfather, Marjorie and Herbert Bohling; her sister, Laura May Hackett of Library, Pa.; and her brother and sister-in-law, Robert and Joan Skidmore. □

Jacqueline Rice Phillips, wife of retired Foreign Service officer J. Stanley Phillips, died of cancer at their home in Nashville on September 8.

Mrs. Phillips had accompanied her family overseas to Lyon, Milan, and Nogales and Hermosillo, Mexico, between 1955 and 1970. During World War II she worked with the Federal Bureau of Investigation. She is survived by her husband, three daughters and a son. □

Dr. Brian J. Fulton, son of Margaret (Peg) Fulton, died on August 13 in Reno, Nev., after a long illness. He accompanied his mother to several overseas posts before

graduating from the Medical College of Virginia. Dr. Fulton interned at Bowman Gray School of Medicine, Wake Forest University, Winston-Salem, N.C. □

George R. Phelan, Jr., 67, a former Foreign Service officer, died on July 12.

When he retired in 1979, Mr. Phelan was working in the Bureau of Personnel. He held assignments as a consular officer in Guatemala, 1963-67, Bogota 1967-71, Caracas, 1971-74, Madrid, 1974-78, and Athens, 1978-79.

Mr. Phelan had also worked at the Department in the Office of International Relations. He was principal officer in Recife, Brazil, 1958-59, and political officer in Rio de Janeiro, 1960-61.

Mr. Phelan has won Superior and Meritorious Honor Awards. He served in the Army, 1940-44, as a radio operator and a supply officer. He is survived by his wife, Hope E. Phelan of Miami, Fla., and five children. □

Donald Alan Lewis, 76, a Foreign Service officer who was second secretary in Tehran at the time of his retirement in 1962, died in Fairhope, Ala., on September 19 last year, STATE was informed recently.

Mr. Lewis joined the Foreign Service in 1945. He drew early assignments in Cork, 1946-48, Copenhagen, 1949-50, and Godthabb, 1950-52. He was an administrative officer in Canberra, 1953-55. He then returned to the Department and worked as a career development and supervisory administrative officer until 1960. He served in Maracaibo, 1960-62.

Mr. Lewis was born in Lockport, N.Y., on January 23, 1912. He received a bachelor's from Michigan in 1941 and served in the Navy, 1943-44. He received a Bronze Star for his participation in the D-Day invasion of Europe.

Mr. Lewis' survivors include his wife, Charleen, a daughter and a brother. □

Richard Rolland Brown, 87, a retired Foreign Service officer, died of a heart attack at Sibley Hospital in Washington on June 27.

Mr. Brown joined the Service in 1948. He drew assignments to Bonn, 1950, and Frankfurt, 1952. He then directed a U.S.-sponsored refugee resettlement program for the International Cooperation Administration. In 1958 he returned to Washington, where he served as director for refugee and migration affairs until his retirement in 1964.

Mr. Brown was born in Littleton, Colo., on January 6, 1902. He received a bachelor's in 1926 and master's in 1927 from the University of Denver. He was a public school teacher and assistant principal and worked as an official for various New Deal programs before joining the Department. His survivors include his wife of 62 years, Sarah Brown of Washington, a daughter, a son, a brother and five grandchildren. □

Helen E. Campbell, 69, a retired Foreign Service employee, died on August 15.

Ms. Campbell served at many posts overseas, including Saigon, 1957-58; Brussels, 1959-61; and Karachi, 1961-63. After a transfer to Rabat in 1964, she served in Caracas, 1967-69, and Lagos, 1970-72. She has no known survivors. □

Thomas J. McCormick, 81, a retired Foreign Service officer, died of cancer on September 6 in Virginia.

Mr. McCormick joined the Foreign Service in 1942 and during the war was assigned to North Africa and Iraq. He served in Athens in 1947-48; Beirut, 1948-50; and Madrid, 1950-53. From 1954-59 he was with the International Cooperation Administration in Cambodia, Laos and Vietnam.

After his retirement from the Foreign Service in 1959, Mr. McCormick was a freelance writer for the National Aeronautics and Space Administration and other Government agencies.

Mr. McCormick received a bachelor's from Harvard and a master's from Georgetown. From 1931-33 he taught languages and literature at Georgetown. From 1933-36 he helped to establish the National Recovery Administration. He then worked for the Labor Department until 1942, when he joined the Foreign Service.

Mr. McCormick is survived by his wife, Maude Kennedy McCormick, two sons, a daughter and two grandchildren. □

Francesca Bufano Lapinski, 61, a former Foreign Service secretary, died on September 2 of cancer, in Washington.

Ms. Lapinski joined the Foreign Service in 1951 and served in Frankfurt, Bonn, Berlin, Manila and San Jose. She also worked in Rome, New Delhi, Yaounde and Paris until her retirement in 1968.

From 1975 to 1988 she was at the National Security Council, then rejoined State and served at the mutual-and-balanced-force-reduction talks in Vienna. A

memorial scholarship fund has been set up in Ms. Lapinski's name at the American Foreign Service Association, 2101 E Street N.W., Washington, D.C. 20037. She is survived by her husband, Felix J. Lapinski of Washington. □

John L. Addis, 68, a retired Foreign Service officer who was a personnel officer in Bangkok at the time of his retirement in 1979, died of cancer in Albuquerque on July 9.



Mr. Addis

He leaves his wife, Sarah, and a daughter, Christie, of Albuquerque, and a daughter, Christy Ann Taggart, of Jacksonville, N.C. □

Cromwell A. Riches, 85, a retired Foreign Service officer, died of cardiac arrest in Bethesda on August 3. He had served as director of the Board of Examiners of the Foreign Service.

In 1948 Mr. Riches joined the Department as executive secretary of the board, and became director in 1952. He joined the Foreign Service in 1955 and, from 1957-62, served at the embassy in Beirut. After Mr. Riches' retirement in 1963, he worked for the Peace Corps.

Prior to joining the Foreign Service, Mr. Riches taught at Goucher College, then worked at the Commerce Department. During World War II he was in the Navy, stationed in London.

Mr. Riches is survived by his wife, Victoria K. Riches, six children, four stepchildren, 13 grandchildren and one great-grandchild. □

Roberta McKay, 75, a supervisory visa officer in London at the time of her retirement in 1967, died on July 16.

Ms. McKay joined the Department as a clerk in Lisbon in 1943. She worked in Bern, Paris, London, Batavia, Karachi, Athens and Djakarta before becoming a Foreign Service officer in 1953. After an assignment at the Foreign Service Institute, she was a consular officer in Damascus,

1957, and Baghdad, 1958-59. She was an administrative officer in Algiers, 1959-60. She then went to London, where she served until her retirement.

Ms. McKay was born on January 23, 1914 in Chicago. She leaves no known survivors. □

Virginia V. Meekison, 78, an attorney with the Office of the Legal Adviser at the time of her retirement in 1968, died of cardiac arrest at her home in Washington on June 15.

Ms. Meekison began her career with the Department as an editorial assistant. After receiving a law degree from George Washington in 1948, she transferred to the Treaty Affairs Division. In 1961 she was a member of the U.S. delegation to a UN conference on diplomatic relations, in Austria.

A native of Napoleon, Oh., Ms. Meekison taught there in elementary and high schools before joining the Department. In addition to earning a law degree, she received a bachelor's from Radcliffe and a master's from Ohio State. Her survivors include a brother, David Meekison, of Napoleon. □

John William Halderman, 81, a retired Foreign Service officer, died of cancer in Durham, N.C., on August 1.

Mr. Halderman joined the Department in 1951 as a special assistant and political officer in Frankfurt. He served in Berlin, 1953-54; Casablanca, 1954-56; and Colombo, 1957-59. He then returned to the Department, where he was a supervisory foreign affairs officer for international organization affairs until his retirement in 1960.

Mr. Halderman served with the Office of Strategic Services, a forerunner of the Central Intelligence Agency, during World War II. After his tenure at State, he joined the World Rule of Law Center at Duke University. He leaves no known survivors. □

Harold W. Pfau, 79, a retired Foreign Service officer, died of cardio-pulmonary arrest in Riverside, N.J., on July 20.

Mr. Pfau joined the Foreign Service in 1955, and served in Beirut, 1956-59, and Frankfurt, from 1959 until his retirement in July 1960. He attended Drexel Institute and Temple University. He is survived by his wife, Camilla G. Pfau of Delran, N.J., six children and five grandchildren. ■

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Library Booklist

South Asia, Part I

(Part II will cover India, Sri Lanka, Himalayan states)

Afghanistan

- ARNOLD, ANTHONY. *Afghanistan, the Soviet Invasion in Perspective*. Stanford, CA, Hoover Inst., 1985. 179p. DS371.2.A76
- BAHADUR, KALIM. *Inside Afghanistan*. New Delhi, Patriot, 1985. DS371.2.157
- BANUAZZI, ALI. *The State, Religion, and Ethnic Politics: Afghanistan, Iran, and Pakistan*. Syracuse, NY, Syracuse Univ. Press, 1986. 390p. DS63.1.S73
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- BRADSHER, HENRY S. *Afghanistan and the Soviet Union*. Durham, NC, Duke Univ. Press, 1985. 384p. DS357.6.S65B7 1985
- DIETL, WILHELM. *Bridgehead Afghanistan*. New Delhi, Lancer, 1986. DS371.2.D5413
- DMYTRYSHYN, BASIL. *The Soviet Union and the Middle East: A Documentary Record of Afghanistan, Iran and Turkey, 1917-1985*. Princeton, NJ, Kingston, 1987. 708p. DK68.7.A6D58
- ELIOT, THEODORE L., JR. *The Red Army on Pakistan's Border: Policy Implications for the United States*. Washington, Pergamon-Brassey's, 1986. 88p. DS383.5.U5R43
- FARR, GRANT M. *Afghan Resistance: The Politics of Survival*. Boulder, CO, Westview, 1987. 235p. DS371.2.A338
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- GIRARDET, EDWARD. *Afghanistan: The Soviet War*. New York, St. Martin's, 1985. 259p. DS371.2.G57
- GOODWIN, JAN. *Caught in the Crossfire*. New York, Dutton, 1987. 330p. DS371.2.G66
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- LESSING, DORIS. *The Wind Blows Away Our Words: And Other Documents Relating to the Afghan Resistance*. London, Pan, 1987. 171p. DS371.2.L47
- MAGNUS, RALPH H. *Afghan Alternatives: Issues, Options, and Policies*. New Brunswick, NJ, Transaction, 1985. 221 p. DS371.2.A337
- MARTIN, MIKE. *Afghanistan, Inside a Rebel Stronghold: Journeys with the Mujahiddin*. New York, Sterling, 1984. 256p.

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- ROY, OLIVIER. *Islam and Resistance in Afghanistan*. New York, Cambridge Univ. Press, 1986. BP63.A54R6813
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- URBAN, MARK. *War in Afghanistan*. New York, St. Martin's Press, 1988. 248p. DS371.2.U72

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- AHAMED, EMAJUDDIN. *Bureaucratic Elites in Pakistan and Bangladesh: Their Development Strategy*. New Delhi, Young Asia, 1985. 204p. HC440.5.A57
- AHMED, AKBAR. *Pakistan Society: Islam, Ethnicity and Leadership in South Asia*. New York, Oxford Univ. Press, 1986. 264p. HN690.5.A8A35
- ALTAF, ZAFAR. *Entrepreneurship in the Third World: Risk and Uncertainty in Industry in Pakistan*. New York, Routledge Chapman & Hall, 1988. 240p.
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- BINDRA, S.S. *Determinants of Pakistan's Foreign Policy*. New Delhi, Deep & Deep, 1988. 372p. DS383.5.A2B56
- BOKHARI, IMTIAZ. *The 1972 Simla Agreement: An Asymmetrical Negotiation*. Washington, Johns Hopkins School of Advanced International Studies, 1988. 43 p. DS388.2.B64
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- CHOPRA, V.D. *Pakistan and Asian Peace*. New Delhi, Patriot, 1985. 288p. DS384.P3247
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- GILMARTIN, DAVID. *Empire and Islam: Punjab and the Making of Pakistan*. Berkeley, Univ. of California Press, 1988. 303p. DS485.P2G54
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- KENNEDY, CHARLES H. *Bureaucracy in Pakistan*. New York, Oxford Univ. Press, 1988. 268p. On order.
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- ROSE, LEO, ed. *United States-Pakistan Forum: Relations with the Major Powers*. Berkeley, CA, Inst. of East Asian Studies, 1987. 270p. DS383.5.U5U6
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- BAXTER, CRAIG. *Bangladesh: A New Nation in an Old Setting*. Boulder, CO, Westview, 1984. DS393.4.B4
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- NARAIN, VIRENDA. *Foreign Policy of Bangladesh, 1971-1981: The Context of National Liberation Movement*. Jaipur, Aalekh, 1987. 226p. DS395.5.N37
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- WESTERGAARD, KIRSTEN. *State and Rural Society in Bangladesh: A Study in Relationship*. London, Curzon, 1985. HC440.8.W463 ■


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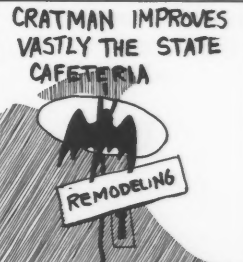


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