

# State

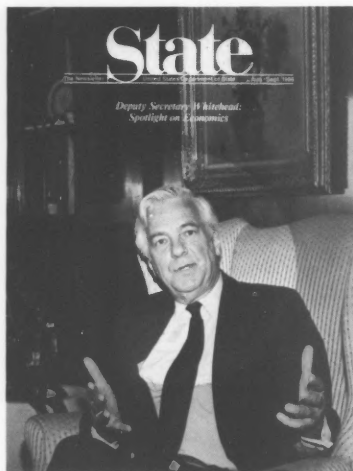
The Newsletter

United States Department of State

Aug.-Sept. 1986

## *Deputy Secretary Whitehead: Spotlight on Economics*





**THE COVER**—The seventh floor wants to upgrade the economic function in the Department, and the people who perform it. To find out why, turn to Page 2. (Photo by Robert E. Kaiser)

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**Letters to the Editor****Conflict of Interest?**

ARLINGTON, VA.

DEAR SIR:

Identifying it as the most important point of his address on Foreign Service Day, Under Secretary for Management Ronald I. Spiers called on Department and Foreign Service personnel to come forward with suggestions for an improved operation. Hopefully this signals a new appreciation of the potential benefits to be realized from this form of participatory management. "Hopefully" because such an appreciation has been notably absent in the past . . .

The under secretary, who is fond of looking to the private sector for cues to improvement in the Department, would do well to compare the Department's suggestion program with programs in some of the more progressive firms in the United States. Specifically, he should look at the integrity of the evaluation process. Employee suggestions are presently forwarded for assessment to that area of operations to which the suggestion relates. In a sense, the bureau or office concerned is both party and judge in the same affair. "Party" because the suggestion (particularly if it involves significant putative savings) is perceived by that office as an indictment of those persons in authority who presumably should, themselves, have thought of the idea. "Judge" because, correctly or not, they claim a monopoly of the expertise necessary to evaluate the idea—and their decision is final. There is no established route of appeal.

Ideally, employee suggestions should be evaluated in isolation from those in authority in the related area of expertise. Practically this may be impossible, particularly in highly technical fields. There the experts must have an input, but that input should be in the nature of a comment, not a ruling.

Evaluation proper should rest with

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## Department Operations

### Shultz wants greater role for economics, economics officers

Deputy Secretary Whitehead explains why in interview with STATE

*Recent actions by Secretary Shultz have had the goals of strengthening the economic functions of the Department and expanding professional opportunities for economic officers. The Secretary's announcement of the changes ordered by him is reproduced here, with the text of an interview with Deputy Secretary John C. Whitehead, who explains the Secretary's decisions, which Mr. Whitehead will implement. The questions were put to him by STATE editor Sanford Watzman. The photos are by Robert E. Kaiser.*

**Q**—SECRETARY SHULTZ is saying, in his recent cable and letter "to my colleagues" in the Department, that the Foreign Service has to strengthen its economic capabilities. Can you tell us why the Secretary feels this way?

**A**—Because international economic issues have grown in importance in the past 15 years or so, to the extent that they're now a major force in determining our foreign policy priorities, both in bilateral and multilateral contexts. As you know, trade and foreign



**'Our people [must] ... outperform their counterparts'—Whitehead**

#### Text of statement by Secretary Shultz

**T**O MY COLLEAGUES in the Department of State:

Over the last decade, the nation's foreign economic policy interests have commanded ever increasing priority on our foreign policy agenda. Over the same period, economic issues, particularly international trade and finance issues, have become exceedingly complex. It is my firm belief that unless the Foreign Service responds to this new reality through a significant enhancement of its personnel and management policies, the foreign policy interests of the United States will not be well served.

Earlier in my tenure, we took a significant step in the right direction when the Bureau of Economic and Business Affairs remodeled and expanded its informal "think tank," the Policy and Analysis Staff. But more fundamental steps remained to be taken. Accordingly, at my direction,

capital flows are having an increasing impact on our domestic economy. So Foreign Service officers must have the qualifications to understand economic relationships and the linkages between domestic and foreign policies. And there's another fact we can't ignore—that international economic policy, potentially, is one of the strongest diplomatic tools at our disposal for conducting relations with other nations, whether they're allies or adversaries.

**Q**—I wonder if you could be more specific. Just where is the theater of operations that the Secretary is talking about?

**A**—Well, an obvious example is that economic issues are to a large extent dominating our dialogue with Japan and our European allies. And this is equally true for most of the developing nations, who want greater market



Deputy Secretary John C. Whitehead formed a committee to develop recommendations to upgrade the Department's ability to perform basic economic policy work. The committee,

access for their exports and increased assistance to cope with large debt burdens. But that isn't all. Finding ways to assist Mexico to resolve its current financial crisis is now a top foreign policy priority. And even in eastern Europe, where bilateral economic ties are relatively less developed, our people have to deal with such complex economic issues as negotiating debt reschedulings and evaluating the pace and substance of economic reforms.

**Q**—I suppose all this is true in the multilateral arena as well?

**A**—Yes, our support for U.S. participation in international financial institutions such as the International Monetary Fund and the World Bank has grown dramatically in recent years. At the same time, the focus in these organizations has turned to exceedingly complex issues, such as improvement of the global monetary system and

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whose members included the under secretaries for economic affairs and management, the director general and the assistant secretary for economic and business affairs, has completed its deliberations and reported to me. I have approved all of its proposals. These proposals will:

—Establish rigorous, functionally-oriented recruitment standards for economic-cone officers.

—Provide substantially increased opportunities for economic-cone career candidates to gain relevant work experience, especially as junior officers, and increase the number of advanced economic training assignments available to mid-level officers.

—Give the economic and business affairs bureau a significant role in management of the Service's economic talent. The bureau will participate fully in the process of identifying and recommending candidates for all mid-career and senior economic positions, both abroad and within the Department.

Third World debt. The economic content of debate in the more traditional political organizations such as the United Nations has also expanded sharply.

**Q—I note that the Secretary seems to be looking over his shoulder, too, at the rest of the Government. For instance, he says: "Our economic officers must compete within our diverse bureaucracy with the capable representatives of the numerous agencies who share responsibility for international matters." Can you explain whom he has in mind there?**

**A—**Of course you know that, within the Government, lead responsibility for various international economic issues is parceled out among a number of agencies—Treasury, the U.S. Trade Representative's Office, Commerce, State, and so on. But

—Expand opportunities for economic officers to compete for mid-level and senior supervisory/program management positions up to and including chief-of-mission assignments.

—Accelerate office automation in the economic bureau.

The environment for performing economic policy work in the Department is highly competitive. In addition to frequent negotiations with foreign governments, our economic officers must compete within our diverse bureaucracy with the capable representatives of the numerous agencies who share responsibility for international economic policy matters. The recommendations outlined above are designed to enable the Department to excel on both fronts by insuring that we recruit more qualified personnel, and that we train, utilize and motivate them more effectively. To the extent that we succeed in this endeavor, U.S. foreign policy interests will be the ultimate beneficiary. □

irrespective of which agency is in the lead, with few exceptions, most major issues are decided through interagency deliberation. It's clear to me that State's ability to contribute to, and be a major player, in this policy-making process is directly related to the ability of our people to perform, or even outperform, their counterparts at these other agencies.

**Q—O.K., I'd like to move now to the report that your committee has produced. I see that your group consisted of the under secretaries for economic affairs and management, the assistant secretary for economic and business affairs, the director general of the Foreign Service and, of course, you. How long did it take you people to arrive at your findings and recommendations?**

**A—**We started last fall, when the Secretary and I asked Under Secretary

Wallis and Assistant Secretary McMinn to evaluate State's effectiveness in performing economic policy work. The study was completed in April. Then we began meeting periodically to develop recommendations. We presented these recommendations to the Secretary in mid-June, and he immediately approved them and asked me to implement them.

**Q—I'm wondering about the people that the committee consulted with. Were they inside the Department, on the outside, or both?**

**A—**Most of the work of the com-



**'First and foremost, we're hiring Foreign Service officers'**

mittee had an in-house focus. In the early stages of the project, though, we did seek the views of various outside individuals who had formerly held serious positions in the Department in the economic policy area.

**Q—Your initial findings and recommendations have to do with recruitment. You evidently have concluded that the Foreign Service isn't attracting the superstars in economics, nor the young people with the best credentials. But this raises an interesting question. Which is**



Mr. Whitehead, with W. Allen Wallis, economic under secretary. (Photo by Ann Thomas)

better—to hire economists and then try to make Foreign Service officers out of them, or to hire Foreign Service officers, as we have been doing, and then train them to become economists?

A—I'm glad you asked that question. Our purpose isn't to hire a special group of people with highly technical skills. First and foremost, we're hiring Foreign Service officers. But for all the reasons I just mentioned, we do feel a need to ensure that Foreign Service officers coming into the economic cone have the solid grounding in economics that management of our foreign policy—increasingly—requires. It's a matter of the Foreign Service keeping up with the age we live in, when economic issues are increasingly dominating our foreign policy agenda. Now, since economics is one of the most popular undergraduate majors in American universities, it shouldn't be hard to attract applicants with these skills—provided, of course, that we get the word out that we want and need such people. It's much more cost effective for us to bring people in with the

basic skills we know they'll need, rather than train them at our expense after they're on board.

Q—But how do you square this with the traditional philosophy of the Foreign Service, which is, as I understand it, that the nation is better served by having a corps of generalists—men and women trained and experienced to handle any crisis that may arise anywhere?

A—It's really quite simple. In the era we live in, our officers, to be good generalists, must have a minimal level of economic literacy to handle these crises you speak of. The crises today aren't just political or military. They're just as often a debt crisis, or a balance-of-payments crisis, or an economic crisis of the kind we've seen in Africa, where millions of people face starvation. I'd like to say something else. The fact that we presently have a cone system in place is significant. It recognizes that, for an effective and balanced Foreign Service, we need individuals to develop and reflect strengths in various functional areas. So the fact that we will be upgrading the average economic skills of new entrants into the Service means that these individuals

will be required to display the same general, broad-based knowledge and versatility that has been—and it will continue to be—the hallmark of our career diplomats.

Q—I see that the Bureau of Economic and Business Affairs is going to be given a role in the assignments process—a role “equal” to that of the geographic bureaus. Is there any precedent for this in the Department—where a functional bureau has the kind of clout in assignments to make it the “equal” of the Bureau of Personnel and the receiving bureaus?

A—This aspect of our reform package is, I believe, perhaps the most significant in bringing about change in the way we've traditionally “done business” with respect to assignments. It recognizes that the economic bureau is best suited—or at least equal—to the geographic bureaus in identifying the economic skills that are needed, and the officers who have these skills, to fill the important economic positions in our embassies. Now you ask about precedent. I believe this is really a matter



### **‘Versatility ... hallmark of our diplomats’**

of restoring to that bureau the kind of clout it had in earlier years.

Q—Incidentally, I'm told, while we're on this subject, that you spent some time personally observing the assignment process in the Bureau of

**Personnel. I understand you sat in on an assignments paneling session. Can you tell us what your impressions were?**

**A**—Certainly. I was impressed with the thoroughness of the paneling process. In every case I observed, a genuine effort was made to ensure that each candidate had the qualifications required for each job. You can understand that, to an outsider, the assignments process might seem haphazard, but sitting in on the session helps to dispel that notion.

**Q**—I'm fascinated by this one section of your report that documents how economics officers are under-represented, if you will, at the ambassadorial level and so forth. I hope you don't mind my saying so, but this sounds like an affirmative action plan for economic officers.

**A**—Well, I don't see it exactly that way. I see it as a concerted effort to make the necessary adjustments in our management of foreign policy, as economic issues are given greater weight in the senior decision-making process. Let me give you a personal example. I recently came back from a trip to Brazil, where I had an opportunity to discuss the full range of bilateral issues with all of Brazil's top leadership, including their president. I was struck by the degree to which these discussions were dominated by economic and trade issues, many of a very complex nature. Without my financial background, I would have been hard-pressed to understand them all. I give you this as an example of why our senior representatives overseas must be well-versed in economics. And to that extent, we need to do a better job of matching the skills of our officers with the issues they'll be dealing with in their countries of assignment. Economic issues are playing a more dominant role, and this will inevitably mean assigning officers with greater backgrounds in economics to more and more important positions, including ambassadorial positions. And this will also, hopefully, have the side benefit of improving the morale and commitment of our economic cone offi-



*In the Bureau of Economics and Business Affairs, reviewing the report of the Whitehead committee, from left: Assistant Secretary Douglas W. McMinn, executive director David H. Burns and Nicholas Burakow, acting director, Office of Monetary Affairs. (Photo by Ann Thomas)*

cers all the way down through the ranks. So I tend to look at this subject from a broad perspective—we're undertaking a fundamental restructuring of the way we manage our human resources that are dedicated to economic work, as a response to recent trends in foreign policy which have placed a greater premium on their talents.

**Q**—But aren't the country and the Foreign Service better served when the ambassador who's selected rises to that level because he or she is the best of the lot, regardless of cone?

**A**—Yes, and our objective in selecting ambassadors is always to select the absolute best. But at the same time, we should recognize that conal specialization outside of the political cone shouldn't act as an explicit or implicit screen to prevent fully qualified officers in other cones from being identified as ambassadorial timber. It makes a lot of sense, for those posts

where economic issues dominate our bilateral relations, to appoint ambassadors who have demonstrated background and experience in economics, and the economic cone is one logical place to look for such experience. The generalist professional development approach that we apply to all officers, regardless of functional specialization, means that an economic-cone ambassadorial appointee, too, would have the broad-gauged background, knowledge and experience for successful job performance.

**Q**—Your report indicates, too, that the Bureau of Economics and Business Affairs is being strengthened as well. Secretary Shultz, for instance, cited what he called the new "think tank" they have over there—the Planning and Economic Analysis Staff. What sort of people and how many have been hired for that operation, and how do they fit into the new scheme of things?

**A**—This upgrading of the bureau's Planning and Economic Analysis Staff is part and parcel of our overall commitment to enhance State's economic capabilities. Last year, in the spring, Secretary Shultz made a number of decisions about creating a "mini" Council



**'This restore[s] bureau to the clout it had'**

of Economic Advisers," as it's been called. So in a way, these decisions were the first steps in this reform program, even though they don't directly affect our recommendations for improving career management for economic-cone FSOs. By the end of September this year, the Planning and Economic Analysis Staff will be up to full strength. It'll consist of about equal parts Foreign Service officers, Civil Service economists and visiting economists from the academic world. We'll bring on board six professional economists, to serve one or two-year appointments in the first year of a visitors' program. The Secretary's objective here is to create an in-house professional economic expertise which can be drawn upon by Department principals to analyze the economic implications of actual, and also anticipated, policy developments and initiatives.

**Q—**I'd like to get back for a minute to what the Secretary said about State competing with other Government agencies in the economics area. Your report—it's not crumb—instead of bemoaning the fact that State has been losing bureaucratic turf in this area, maintains that the Department can recover its influence, providing it brings on board top-quality economists. Would you elaborate on this?

**A—**Yes. First of all, let me underscore, again, that our aim isn't simply to bring in "top-quality economists" in the formal sense of this term. What we seek to do is make a greater effort at recruiting individuals for the economic cone who've already had a basic academic grounding in economics—and who wish to apply and further develop their economic skills in a foreign affairs context. Now, as to your question, it seems fruitless for us to try to turn back the clock and recover for State its former prominence in international economic issues by virtue of executive or legislative fiat. The fact is that, considering the bureaucratic evolution that's taken place in Washington over the last 10 to 15 years, I doubt there'd be much sympathy in the White House or on the Hill for such action. But, on the other hand, it's completely within the Department's control to improve the substantive quality of its contribution to the economic policy-making process in Washington. Virtually all major international economic policy questions, whether they're trade or financial matters, are decided today through interagency deliberations. This gives us an opportunity to be a significant player on just about every issue, provided we have something substantive and important to contribute. Let me put it another way. In essence, under the old rules, major influence over international economic policy issues was guaranteed to State by dictum. But under the new rules we have to *earn* influence through the quality of our contributions.

**Q—**But wouldn't more bureaucratic turf in turn attract to State the kind of people you want?

**A—**I don't really think so. The kind of people we want—and we do in fact attract them—are those who want, first and foremost, to be Foreign Service officers. I suppose that having more turf on the economic side would also attract a large number of applicants with superb economic credentials. But they wouldn't have the versatility required for successful FSO performance. I believe that, if we can implement the recommendations we've set forth,

which provide for a more concerted recruitment outreach program, we should have little difficulty in attracting an ample number of the right kinds of applicants.

**Q—**I'm wondering how permanent these changes are going to be. What would their status be when we get the next Secretary of State, who might not be as interested in economics as Secretary Shultz is?

**A—**Certainly the Secretary's personal commitment and involvement were instrumental to the success of this project. However, I don't think the permanence of these changes will be determined by the tenure of Secretary Shultz. These recommendations are being implemented, not because the current Secretary is interested in economics, but because they present a logical way for the Department, as an institution, to improve the way it manages the resources it allocates to economic policy work. As a consequence, we'll be bringing in more qualified economic officers and we'll be using them more effectively. It's hard to imagine that any future Secretary wouldn't also support this initiative.

**Q—**Has your committee gone out of business? Who is overseeing the implementation of your recommendations?

**A—**The committee hasn't gone out of business. It reported to me just on August 15 on progress being made toward implementation. The economic bureau, the under secretary for management and the director general are assuming the lead role in implementing the recommendations.

Other offices are involved to varying degrees, to the extent that they're affected by specific changes that are now underway. The committee will be convened again at the six-month and one-year marks, for a formal review of implementation.

**Q—**I think I've covered about everything I'd like to ask you about. Is there anything you'd like to add?

**A—**Yes, I'd like to thank STATE magazine for the opportunity to discuss this important initiative. ■



# Terrorism

## 'No concessions' to hostage-takers, State announces formally

Pamphlet prepared by public affairs bureau outlines U.S. policy

*The State Department's Bureau of Public Affairs has released a pamphlet as part of its Public Information Series—"International Terrorism: U.S. Policy on Taking Americans Hostage" (June 1986). The text follows:*

### U.S. Government policy

The U.S. Government will make no concessions to terrorists holding official or private U.S. citizens hostage.



It will not pay ransom, release prisoners, change its policies, or agree to other acts that might encourage additional terrorism. At the same time, the United States will use every available resource to gain the safe return of American citizens who are held hostage by terrorists.

### Basic premises

It is internationally accepted that governments are responsible for the safety and welfare of persons within the borders of their nations. Aware of both the terrorist threat and public security shortcomings in many parts of the world, the United States has developed enhanced physical and personal security programs for U.S. personnel and established cooperative arrangements with the U.S. private sector. It also has established bilateral counterterrorism assistance programs and close intelligence and law enforcement relation-

ships with many nations to help prevent terrorist incidents or resolve them in a manner that will deny the perpetrators benefits from their actions. The United States also seeks effective judicial prosecution and punishment for terrorists and criminals victimizing the U.S. Government or its citizens and will use all legal methods to these ends, including extradition. U.S. policy and goals are clear, and the U.S. Government ac-

tively pursues them alone and in cooperation with other governments.

### U.S. Government responsibilities when private U.S. citizens are taken hostage

Based upon past experience, the U.S. Government concluded that paying ransom or making other concessions to terrorists in exchange for the release of hostages increases the danger that others will be taken hostage. U.S. Government policy is, therefore, to reject any demands for ransom, prisoner exchanges, and deals with terrorists in exchange for hostage release. At the same time, the U.S. Government will make every effort, including contact with representatives of the captors, to obtain the release of the hostages without paying ransom, exchanging prisoners, etc.

Consequently, the United States strongly urges American companies

and private citizens not to pay terrorist ransom demands. It believes that good security practices, relatively modest security expenditures, and continual close cooperation with embassy and local authorities can lower the risk to Americans living in high-threat environments.

The U.S. Government is concerned for the welfare of its citizens but cannot support requests that host governments violate their own laws or abdicate their normal law enforcement responsibilities.

On the other hand, if the employing organization or company works closely with local authorities and follows U.S. policy, U.S. Foreign Service posts can be involved actively in efforts to bring the incident to a safe conclusion. This includes providing reasonable administrative services and, if desired by the local authorities and the American organization, full participation in strategy sessions. Requests for U.S. Government technical assistance or expertise will be considered on a case-by-case basis. The full extent of U.S. Government participation must await an analysis of each specific set of circumstances.

When the goal of a U.S. private organization or company is to gain release of hostages by paying ransom or pressuring the host government for political concessions, U.S. Foreign Service posts will limit their participation to basic administrative services, such as facilitating contact with host government officials.

The host government and the U.S. private organization or citizen must understand that if they wish to follow a hostage resolution path different from that of U.S. Government policy, they do so without its approval or cooperation. The U.S. Government cannot participate in developing and implementing a ransom strategy. However, U.S. Foreign Service posts may maintain a discreet contact with the parties to keep abreast of developments. ■

## News Highlights

### Selection boards meet; some precepts changed

Members of the Foreign Service selection boards have convened in the Department to review performance files and to make recommendations for promotion. A board slated to meet on September 9 will make recommendations for career ambassadorships.

Precepts for the senior and intermediate selection boards include several changes this year. They apply only to Foreign Service personnel assigned to State. The major changes:

All FS-3 generalist officers seeking promotion to class FS-2, and FS-2 generalist officers seeking promotion to class FS-1, will first be reviewed for promotion consideration by a functional board. The panels will determine which officers are eligible for multifunctional consideration, in accordance with the guidelines in the precepts. Those designated will be reviewed by a separate board, in addition to their functional board.

"Multifunctional" was defined in the precepts as "encompassing functional experience not normally part of an officer's work in cone." Officers may develop competence in the multifunctional area through a broad range of assignments, training and details, domestic assignments and experience overseas. Those who are recommended and reached for promotion on a functional list and a multifunctional list will be promoted from the multifunctional list, the precepts point out.

Foreign Service secretaries in class FS-4 may be considered for promotion to FS-3, if they meet certain criteria, the precepts note. The secretaries must have served at least 15 years in the Foreign Service, with at least five years in class FS-4. In addition, they must have served as secretary to a chief of mission or assistant secretary, or equivalent or above.

Board members were reminded to give "due weight" to officers who have "fulfilled internal control responsibilities," such as exercising good management and preventing waste. The panels also were urged to "take account of the

manner in which members of the Foreign Service responsible for overseeing the career candidate program have fulfilled that responsibility."

(The members of the boards are listed on Page 63.)

### Premiums for group life insurance are reduced

The U.S. Office of Personnel Management has announced a 7.5% cut in the premiums for basic life coverage under the Federal Employees Group Life Insurance Program. Reductions are also being made in premiums for the optional coverages. The agency ordered the reductions following a re-examination of recent experience under the program.

The cuts went into effect with the first pay period on or after August 1. Under the revised rates, there are reductions in the premiums for basic life, in all age categories of "standard optional," and in some age categories for "additional optional" and "family optional."

No premiums were increased under the new schedule, which began August 1. For retirees, the new rates were reflected in the September 1 annuity checks. □

### Just for you: a small bonus

Because of a recomputation of the number of hours in a work-year, as mandated by recent legislation, State employees will receive retroactive pay adjustments over the next several weeks resulting in a small additional sum. The average adjustment, based on a GS-10, Step 1, salary, will be \$32. A message will appear on your pay stub when your adjustment is made. □

### 5 posts close down

The Bureau of European and Canadian affairs has announced the closing of five posts. Rotterdam, in Holland; Seville, in Spain; and Trieste, in Italy, are scheduled to shut down by the end of September. Winnipeg, in Canada, was to have gone out of business on August 30. Bremen, in West Germany, had a June 30 closing. □



**BOOKFAIR**—This puppet from Indonesia, about two feet tall, is of hand-carved, richly-painted wood, clothed in a traditional costume of Java. It will be on sale at the art corner.

### Bookfair opens Oct. 24 with family night

Bookfair '86 will open its doors for family night, Friday, October 24, at 5 p.m. More than 100,000 hardcover and paperback books, in more than 70 categories, will be on sale, as well as close to 1 million stamps and art work from around the world. The cafeteria will serve special family fare, 3-7 p.m. featuring such children's favorites as hamburgers, fried chicken and cupcakes. Children's movies will be featured in the Dean Acheson Auditorium, from 5:30 p.m. Franna McClelland will be on hand to paint funny faces, and a clown will make balloon animals.

Bookfair will be open to the public, 10 a.m.-4 p.m., from Saturday, October 25, to Monday, October 27, and again on Thursday, October 30, to Saturday, November 1. Male and female volunteers are needed for the non-profit event, proceeds of which go to the scholarship fund of the Association of American Foreign Service Women. Call Jeanice Bailey, 635-1099, for information. □



**PASSPORT OFFICE**—At the signing of collective bargaining agreement between Passport Services and the National Federation of Federal Employees, Local 1998, from left: *Francis Headley*, Local 1998 vice president; *Carolyn Scott*, steward; *Joyce Lester*, president; *Robert Sherman*, chief management negotiator; *Benny Whitehead*, chief, Administrative Services Division; *Marlene Schwartz*, chief, Office of Special Operations; *Stewart Bibbs*, Office of Program Support.

### State takes over building

The Department has assumed delegated authority from the U.S. General Services Administration for operation and maintenance of the Main State building. Under the delegation, State now is responsible for the daily operation and upkeep of building equipment, including heating, ventilation, plumbing and electrical systems, and it now administers building service contracts for custodial, trash removal, landscaping services and preventive maintenance. The change is the result of an executive order signed last year by President Reagan to improve real property management. □

### U.S. bond drive winds down

The year's U.S. savings bond drive in the Department has concluded, with a participation score among State employees of 15.07%. This was the proportion of the workforce containing those who became new buyers of bonds or who increased existing allotments.

The goal had been 20% participation. □

### State holds conference for minorities, women

Leaders of minorities and women's organizations attended a foreign policy conference, June 16, co-sponsored by the Office of Equal Employment Opportunity and Civil Rights and the Bureau of Public Affairs. The meeting sought to strengthen understanding of foreign policy issues and

enhance Department efforts to recruit minorities and women. Approximately 300 persons, who came also from Congress, state and local governments and organizations representing education, religion and business, attended the second annual conference. ■

**KUALA LUMPUR, Malaysia**—Deputy chief of mission *Michael V. Connors*, center, receives Superior Honor Award from Ambassador *Thomas P. Shoemith*. At right is *Mary Connors*.



# Assignments

## Want to be a 'free agent'?

It could be better than bidding

BY PRESCOTT WURLITZER

Economic officer, Harare  
and

MILT DRUCKER

Economic officer, Rio de Janeiro

IT'S THE HIGH SEASON now for assignments at State—a time that's a bit like clearance sales at a factory outlet. Onward assignments are also like long congressional campaigns. Both Foreign Service officers and congressmen have to run regularly—the FSOs every three years and the lawmakers every other year—the major difference, however, being that we don't have any special interest groups or political action committees supporting us.

Everyone has a beef against the assignments system. The Department is clearly in need of an inventive solution. We would like to offer a novel approach that would entail applying free agent system transfers (FAST) to Foreign Service assignments, similar to that of professional athletes.

We need FAST ASAP but, as realistic bureaucrats, we recognize that we probably wouldn't get the same



Mr. Wurlitzer



Mr. Drucker

salaries that sports stars reap from their own free-agent system. Our program, however, offers several nonmonetary advantages. It would allow FSOs to hire agents to broker their onward assignments. This would save substantially on the Government's international phone bills, cut down "hoofing" in Department corridors and reduce medical expenses (e.g. ulcers, nervous disorders, contusions).

The FAST agents at State would be in a position to provide a different set of qualifications for an FSO to each hiring office, without compromising the integrity of the officer himself. The agent could also broker trades between

embassies. Overworked embassies possessing a Water Walker (WaWa) could trade the WaWa for, say, three warm bodies and a future draft choice out of the A-100 course. Overstaffed embassies could trade a lemon for some travel funds.

To recognize seniority, 10-year veterans could veto a maximum of two deals: After all, we did sign up for worldwide availability.

Most important, this system would represent a free, market-oriented personnel system in keeping with current trends. It would allow overstaffed embassies to become leaner, and understaffed embassies to gain personnel. It would lead to a decrease in Bureau of Personnel staffing by 75% overnight, and the bureau's offices could become the scene of the brokers' daily meetings.

By the way, for anyone wishing to begin the system now, we know a broker offering an introductory special for only \$39.95. ■

## Solution to Diplomatic No. 37

(See July issue)

David Halberstam. *The Amateurs*

"Carnegie visited Princeton and told Wilson what his young men needed was not a law school but a lake to row on. In addition to being a sport that built character and would let the undergraduates relax, rowing would keep them from playing football, a roughneck sport Carnegie detested."

- |                   |                                      |
|-------------------|--------------------------------------|
| A. Desdemona      | N. Accredit                          |
| B. Awkward        | O. Macbeth                           |
| C. Valentine      | P. Three Ring Circus                 |
| D. Indo-European  | Q. Huck Finn                         |
| E. Donalbain      | R. Eat It                            |
| F. Hottentot      | S. Adaptor                           |
| G. All's Well     | T. Montague                          |
| H. Longwood       | U. Auditory                          |
| I. Bolingbroke    | V. Twelfth Night                     |
| J. Eighteen Two   | W. Egg Drop Soup                     |
| K. Rosalind       | X. Ursula                            |
| L. Saxon          | Y. Redwood City                      |
| M. That Ends Well | Z. Separate <input type="checkbox"/> |



# Appointments

## Reagan names 9 for ambassadorships

Senate confirmation must follow

**P**RESIDENT REAGAN, as of mid-August, had announced his intention to nominate nine ambassadors. Each nomination would require Senate confirmation. The nine, in alphabetical order by post, are:

—*Bahamas*—Carol Boyd Hallett, national field director, Citizens for America, Washington, to succeed Lev E. Dobriansky.

—*Czechoslovakia*—Julian Martin Niemczyk, chief executive officer, People to People International, Kansas City, to replace William H. Luers.

—*The Gambia*—Herbert E. Horowitz, deputy chief of mission, Beijing, to succeed Robert T. Hennemeyer.

—*Guinea*—James Malone Theodore Rentschler, ambassador-in-residence, Fletcher School of Law and Diplomacy, to succeed James D. Rosenthal.

—*Ivory Coast*—Dennis Kux, deputy director for management operations, to replace Robert Hopkins Miller.

—*Lebanon*—John Hubert Kelly, short-term special projects officer, Office of the Under Secretary for Management, to succeed Reginald Bartholomew.

—*Nigeria*—Princeton Nathan Lyman, deputy assistant secretary for African affairs, to replace Thomas W. M. Smith.

—*Spain*—Reginald Bartholomew, ambassador to Lebanon, to succeed Thomas Ostrom Enders.

—*United Arab Emirates*—David Lyle Mack, former director, Office of Lebanon, Syria, Jordan and Iraq Affairs, to replace George Quincey Lusden Jr.

*Following are biographical sketches of the persons chosen by the President.*

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### Bahamas

Carol Boyd Hallett has been na-

tional field director in the Washington office of Citizens for America, since last year. She began her political career in 1966 with Congressman William M. Ketchum, working as his field office representative when he was a member of the California State Assembly. She later worked for Mr. Ketchum when he was a member of Congress. She also served on the staff of California State Senator Donald Grunsky.

Ms. Hallett was consultant-director, Foundation for Individual and Economic Freedom in Sacramento, 1982-83, and western regional director, also in Sacramento, for Citizens



Ms. Hallett



Mr. Niemczyk

for America, 1984.

Ms. Hallett has held several government positions, including assemblywoman, California State Assembly, for the 29th district, 1976-82; director, California parks and recreation, 1983; personal representative of the President, with the rank of special ambassador, on the delegation for the independence celebration of St. Christopher and Nevis, 1983; assistant to the secretary of the interior, Sacramento, 1984-85; and member of the presidential delegation and official election observer for the Guatemala presidential election, December 1985.

Ms. Hallett was born in Oakland, Calif., on October 16, 1937. She attended the University of Oregon and San Francisco State College.

She was named "Farmer of the

Year" by the California Women for Agriculture, 1979; "Legislator of the Year" by the Associated Builders and Contractors, 1980; and "Leader of the Year" by Viewpoint magazine, 1982. She is vice chairman, Junior Statesmen of America, and a member of the 99's International Women Pilots organizations. She also belongs to Delta Delta Delta and the California Women for Agriculture.

She is married to James T. Hallett. □

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### Czechoslovakia

Julian Martin Niemczyk has been chief executive officer of People to People International in Kansas City, Mo., since 1983. From 1975 to 1981 he was executive director in Washington of the National Republican Heritage Group Council, Republican National Committee.

Mr. Niemczyk served in the Army and Air Force from 1940 to 1971. His military service included assignments with the Office of Strategic Services during World War II in Burma and China, the Far East Air Force headquarters in Tokyo, and assignments with U.S. embassies in Manila, Warsaw and Prague. He served in Prague during the Soviet-led Warsaw Pact invasion.

Mr. Niemczyk served a four-year tour of duty with the National Security Agency, and later as director for the Eastern European Office, International Security Affairs, Office of the Secretary of Defense, in Washington. Retiring from the armed forces in 1971, he later became director of the Heritage Groups Division of the Republican National Committee, 1973-80, and was director of the Nationalities Division of the Reagan-Bush campaign committee, 1980.

Mr. Niemczyk was born at Fort Sill, Okla., on August 26, 1920. He attended Cameron State College, 1937-39; Oklahoma University,

## APPOINTMENTS

1939-40; and American University, Washington, 1949-50. He received a bachelor's from the University of the Philippines in 1955. He was awarded the Legion of Merit, the Bronze Star, the Defense Commendation Medal, the State Department's Achievement Honor Award (1968), and the Legion of Honor of the Armed Forces of the Philippines. He was inducted into the Field Artillery Hall of Fame at Fort Sill. As a presidential appointee, he has been a member of the Board of Visitors, U.S. Air Force Academy, since 1983.

Mr. Niemczyk is married to Margaret McCann Niemczyk. □

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### The Gambia

Herbert E. Horowitz was deputy chief of mission in Beijing, China, from 1984 until recently. He was consul general in Sydney, Australia, 1981-84. He joined the Foreign Service in 1956 and was assigned as economic officer in Taipei, Taiwan. He returned to Washington in 1962 to become economic officer, Office of East Asia and China Affairs. From 1964 to 1965 he was a student at Tufts' Fletcher School of Law and Diplomacy.

Mr. Horowitz then held assignments as chief, China economic unit at the consulate general in Hong Kong, 1965-69; deputy chief, Negotiations Division, Office of Aviation, 1969-71; student, National War College, 1971-72; deputy director, Taiwan relations, Office of East Asia and China Affairs, 1972-73; and chief, commercial and economic section, U.S. Liaison Office, Beijing, 1973-75.

In recent years Mr. Horowitz was director, Office of Research for East Asia, Bureau of Intelligence and Research, 1975-78; director, Office of Regional Affairs, Bureau of East Asian and Pacific Affairs, 1978-79; and director, Office of East/West Economic Policy, Treasury Department 1979-80.

Mr. Horowitz was born in Brooklyn, N.Y., on July 10, 1930. He received a bachelor's from Brooklyn College in 1952, a master's from Co-

lumbia, 1964, a second master's from the Fletcher School of Law and Diplomacy, 1965; and a diploma from the National War College, 1972. He served in the Army, 1953-55. His foreign language is Chinese Mandarin. He is a member of the Association for Asian Studies and the American Foreign Service Association. He received the Department's group Meritorious Honor Award in 1983, for reporting in Australia.

Mr. Horowitz is married to Lenore Glasser Horowitz. They have two sons, Jason and Richard. □

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### Guinea

James Malone Theodore Rentschler has been ambassador-in-residence at Tufts' Fletcher School of



Mr. Horowitz

Mr. Rentschler

Law and Diplomacy since last year. Before that, he was ambassador to Malta, 1982-85. He entered Government service in 1959 as an assistant cultural affairs officer with USIA. He served first in Rio de Janeiro, then in São Paulo. From 1961 to 1963 he was a branch public affairs officer with USIA in Fez, Morocco.

After his tour there, Mr. Rentschler became public affairs officer in Ouagadougou, Burkina Faso. From 1965 to 1966 he was on detail to the Johns Hopkins European Center in Bologna, Italy. He later was press attaché and acting counselor, U.S. mission to NATO, in Paris and Brussels, 1966-69. In recent years he has held assignments as deputy cultural attaché, Paris, 1969-71; counselor of embassy for press and cultural affairs,

Bucharest, 1971-74; a student at the Senior Seminar on Foreign Policy, 1974-75; senior Foreign Service inspector, USIA, 1975-76; counselor of embassy for public affairs, Rabat, 1976-78; and senior staff member and director of West European affairs, National Security Council, 1978-82.

Mr. Rentschler was born in Rochester, Minn., on October 16, 1933. He received a diploma from the University of Paris (Sorbonne), 1954; a bachelor's from Yale, 1955; and a master's from Johns Hopkins, 1966. His foreign languages are French, Italian, Portuguese and Romanian. Before joining the Foreign Service, he was a military linguist (intelligence) with the Army Security Agency, 1955-58, and a mortgage and title examiner, Berks County Trust Co., Reading, Pa., 1958-59. He won USIA's Meritorious Honor Award, 1968; the Superior Honor Award, 1982; the Presidential Meritorious Service Award, 1983; and the Distinguished Honor Award, 1985. He has written short fiction and public affairs articles in newspapers and magazines. He is a member of Phi Beta Kappa and the International Institute of Strategic Studies.

Mr. Rentschler has two sons, James Felix and Jeffrey William. □

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### Ivory Coast

Dennis Kux, a career member of the Senior Foreign Service, class of minister-counselor, has been deputy director for management operations since 1984. Before that, he was deputy assistant secretary for coordination, Bureau of Intelligence and Research, 1980-84.

Mr. Kux joined the Foreign Service in 1955 and was assigned as an economic officer, Trade Agreements Division, Bureau of Economic and Business Affairs. The following year he became an economic officer in the bureau's Fuels Division. From 1957 to 1959 he was an economic officer and second secretary, Karachi and, from 1960 to 1962, commercial and consular officer, Madras.

Mr. Kux later held assignments as

Nepal desk officer, Office of South Asian Affairs, 1962-64; assignments officer, Bureau of Personnel, 1964-66; political officer and second secretary, Bonn, 1966-69; political officer and first secretary, Islamabad, 1969-71; and student at the Army War College, 1971-72. In recent years he was India desk officer, Bureau of Near Eastern and South Asian Affairs, 1972-74; country director for India, Nepal and Sri Lanka, 1974-77; student at the Senior Seminar at the Foreign Service Institute, 1977-78; and political counselor, Ankara, 1978-80.

Mr. Kux was born in London on August 11, 1931. He received a bachelor's from Lafayette College in 1952 and a master's from Tufts' Fletcher School of Law and Diplomacy, 1955.



Mr. Kux

His foreign languages are French, German, Urdu, Tamil and Turkish.

From 1952 to 1954 he served with the Army. He won the Army's Bronze Star Medal, 1954; the Department's Meritorious Honor Award, 1974; and the National Intelligence Distinguished Service Medal, 1984. He is a member of the American Foreign Service Association, Association of Asian Studies and the Asian Society, and the author of articles in *Parameters*, the *Foreign Service Journal* (with Michael Boerner), and *Population Review*.

Mr. Kux has three children—Leslie, Sally and Brian. □

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#### Lebanon

John Hubert Kelly, a career member of the Senior Foreign Service, class of counselor, has been short-term special projects officer, Office of the Under Secretary for Management, since early last year. Before that, he was principal deputy assistant secretary for European affairs, 1983-85.

Mr. Kelly joined the Foreign Service in 1965. He was vice consul,

Adana, Turkey, 1965-66, then third secretary at Ankara until 1967. After Thai language training in 1968, he was assigned as politico-military officer, Bangkok, where he served until 1969. He later held assignments as consul, Songkhla, Thailand, 1969-71; as a student at the Armed Forces Staff College, Norfolk, Va., 1971-72; politico-military analyst, Bureau of Intelligence and Research, 1972-73; and assistant for Thailand in the Office of the Secretary of Defense, 1975-76.

Mr. Kelly was then assigned as politico-military officer, Bureau of Politico-Military Affairs, 1974-75; special assistant to the counselor of the Department, 1975-76; and politico-military officer, Paris, 1976-80. In recent years he has been director, Secretariat Staff, 1980-81; deputy executive secretary of the Department, 1981; and a Una Chapman Cox fellow at Georgetown's Institute for the Study of Diplomacy, 1981-82. He was senior deputy assistant secretary for public affairs, 1982-83.

Mr. Kelly was born in Fond du Lac, Wisc., on July 20, 1939. He received a bachelor's from Emory University in 1961. His foreign languages are French and Thai.

Before joining the Foreign Service he was a teacher at George Washington High School, Danville, Va. 1962-63, and Niles High School, Niles, Mich., 1963-64.

He is a member of the American Foreign Service Association and the Council on Foreign Relations. He won the State Department's Meritorious Honor Award, 1973, and the Defense Department's Distinguished Service Award, 1974. He has written "French Defense: An American Appreciation," in *Defense and Foreign Affairs* (Spring 1982), published by the American Enterprise Institute, and "The Paris Hijacking," in "Diplomats and Terrorists: What Works and What Doesn't," published by Georgetown University, 1982.

Mr. Kelly has a son, David Snowdon Kelly. □

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#### Nigeria

Princeton Nathan Lyman, a career member of the Senior Foreign Service, class of career minister, has served as deputy assistant secretary for African affairs since 1981. Before that, he was director, Office of Inter-African Affairs, 1980-81.

Mr. Lyman began his Government career as an international relations officer with AID in 1961. Three years later he was appointed a program officer, also with AID, in Korea. From 1967 to 1968 he was a research fellow at Harvard. He returned to Washington in 1968 to become director, AID's Office of Civic Participation, then director, Office of Development Resources in the Africa Bureau. He later held assignments as AID director in Ethiopia, 1976-78, and deputy director, later director, Planning Office, Institute for Scientific and Technological Cooperation Administration.

Mr. Lyman was born in San Francisco on November 20, 1935. He received a bachelor's from the University of California in 1957 and a master's in 1959 and a doctorate in 1961 from Harvard. His foreign language is French. Before entering the Foreign Service he was a salesman for Michael Tenenbaum, Boston, 1957-59, and a teaching/research assistant at Harvard, 1959-61.

Mr. Lyman received AID's Meritorious Honor Award, 1966, and its Superior Honor Award, 1971. He won the William Jump Memorial Certificate for Public Service, 1975, and Senior Foreign Service performance pay awards, 1983-85. He is a member of the American Foreign Service Association and the African Studies Association. He has written many articles for professional journals, including *Pacific Affairs*, *Orbis* and the *Journal of Comparative Administration*. He is the author (with David Cole) of "Korean Development: The Interplay of Politics and Economics," and "Economic Development in South Korea: A Retrospective View of the 1960s," in Edward Wright's "Korean Politics in Transition."

Mr. Lyman is married to Helen

## APPOINTMENTS

Carolyn Ermann. They have three daughters, Cindy, Sheri Lyman Laigle, and Lorie. □

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### Spain

Reginald Bartholomew, a career member of the Senior Foreign Service, class of career minister, has been ambassador to Lebanon since 1983. Before that, he was the U.S. special negotiator for U.S.-Greek defense and economic cooperation (base) negotiations, with the personal rank of ambassador, 1982-83.

Mr. Bartholomew began his Government career in 1968, as an analyst with the Policy Planning Staff, Office of the Assistant Secretary of Defense for International Security Affairs. He was deputy director of the staff, 1969-73, and director of policy plans for National Security Council affairs and the task force on mutual and balanced force reductions later in 1973. He was director of the Policy Planning Staff, 1973-74. He became deputy director of the State Department's Policy Planning Staff in 1974. Three years later, he was appointed deputy director, Bureau of Politico-Military Affairs. From 1977 to 1979 he was on detail to the National Security Council. Mr. Bartholomew returned to the Department in 1979 as director, Bureau of Politico-Military Affairs, serving in that position until 1981. From 1981 to 1982 he was special Cyprus coordinator, Bureau of International Organization Affairs.

Mr. Bartholomew was born in Portland, Me., on February 17, 1936. He received a bachelor's from Dartmouth in 1958 and a master's from the University of Chicago in 1960. He was an adviser, Committee on International Relations, University of Chicago, 1960-62; instructor in social sciences, also at the university, 1961-62; research fellow, Social Sciences Research Council, Paris, 1962-63; again instructor in social sciences at the university, 1963-64; and lecturer in government, Wesleyan University, Middletown, Conn., 1964-68. His foreign languages are French, Ger-

man, Italian and Spanish.

Mr. Bartholomew's honors and awards include the Defense Department's Outstanding Performance Award, 1974; the Meritorious Honor Award, 1974; the State Department's Distinguished Honor Award, 1976, and its Superior Performance Award, 1984; and an honorary doctorate of laws from Wesleyan, 1985. He shared a Superior Honor Award that was presented to Embassy Beirut last year. He is a member of the International Institute for Strategic Studies and the Council on Foreign Relations.

Mr. Bartholomew is married to Rose-Anne Dognin Bartholomew. They have four children—Sylvie, Christian, Damien and Jonathan. □

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Mr. Bartholomew



Mr. Mack

### United Arab Emirates

David Lyle Mack has been a member of the Senior Seminar since last summer. Before that, he was director, Office of Lebanon, Syria, Jordan and Iraq Affairs. From 1979 to 1982 he was deputy chief of mission, Tunis, and for eight months during that period he was chargé d'affaires.

Mr. Mack joined the Foreign Service in 1965. He has held assignments as economic and consular officer, Baghdad, 1965-66; consular officer, Amman, 1966-67, and Jerusalem, 1967-68; as a student in Arabic language training, Beirut, 1968-69; and political officer, Tripoli, 1969-70. After a tour as principal officer, Benghazi, 1970-72, he returned to Washington to become regional policy officer, Bureau of African Affairs.

Mr. Mack later was Tunisian desk officer, 1973-75; senior watch officer in the Department's Operations Center, 1975-76, and political officer, Baghdad, 1976-79. During that time he was acting principal officer for nine months.

Mr. Mack was born in Portland, Ore., on June 10, 1940. He received a bachelor's from Harvard in 1962 and a master's in Mideast studies, also from Harvard, in 1964. He attended American University of Cairo, 1964-65, as a Fullbright fellow. His foreign languages are Arabic and French. He won the Department's Meritorious Honor Award in 1977 and its Superior Honor Award in 1978 and 1983. He is a member of the American Foreign Service Association.

Mr. Mack is married to Rosamond E. Pratt. They have a daughter, Catherine Sarah. □

### William Mansfield gets high UN post in Kenya

Senior Foreign Service officer William H. Mansfield III has been appointed deputy director of the UN Environment Program. The appointment was announced by UN secretary general Javier Perez de Cuellar. Mr. Mansfield, who will carry the rank of assistant secretary general, assumed his duties at the program's Nairobi, Kenya, headquarters on July 12.

Mr. Mansfield has held positions in the Department as environmental officer on the Canadian desk and as deputy director of the Office of Environment and Health, Bureau of Oceans and International Environmental and Scientific Affairs. He was detailed to the National Marine Sciences Council and to the U.S. Environmental Protection Agency, where he recently completed a three-year assignment as deputy associate administrator for international activities. □

### Nolan's name to Senate

James Edward Nolan Jr., first director of the Office of Foreign Missions, established in 1983, is slated to



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continue in that office, but as a presidential appointee with the rank of ambassador. Recent legislation requires presidential designation and confirmation by the Senate. President Reagan has announced his intention to submit Mr. Nolan's name to the Senate. □

### **People at State**

President Reagan has accorded the personal rank of ambassador to **J. Douglas Holladay**, director, South Af-

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SUVA, Fiji—Chargé and Mrs. **Edric Sherman** greet Foreign Minister **Semesa Sikivou** at a reception. With them is **Richard Johnson**, administrative officer. (Photo by R.G. Estrada)

rican Working Group on Public Diplomacy ... **Edmund T. DeJarnette** is a deputy in the Office of the Program Inspector General ... **Denis Lamb** has become the principal deputy assistant secretary in the Bureau of Economic and Business Affairs ... **Roy A. Stacy** has assumed duties as deputy assistant secretary in the Bureau of African Affairs ...

**Eugene L. Scassa** is the new executive director, Bureau of Inter-American Affairs ... **Jerry Ogden** has been named deputy assistant secretary for visa services, Bureau of Consular Affairs ... In the Bureau of Administration, **James B. Lackey** is the new

director, Office of Supply, Transportation and Procurement; **George C. Jenkins** is chief, Transportation Division, and **Julie Brand** is director, Allowances Staff ... **Daniel Clare** has assumed the duties of executive assistant, Office of the Counselor of the Department ... **Bryce M. Gerlach** has been named director of capital programs, Office of Foreign Buildings ... In the Office of the Comptroller, **Joseph H. Linnemann** has become the associate comptroller for budget and planning ... **Raymond G. Robinson** has replaced **Sharon E. Ahmad** as deputy director of the Office of Equal Employment Opportunity and Civil Rights. ■



# Onward!

## Crusade for poesy at State reaches new peak

Your boss could write poems on your performance, says bard

BY JOSEPH F. CLARE JR.

The author, an Army officer on detail to the Arms Control and Disarmament Agency, established a beachhead in the April issue and fanned out from there in June. So far, resistance has been light.

**IT'S TRUE.** The stately corridors of State  
Do not resound with poetry as yet,  
But there's been a response or two of late  
And, as for me, I'll take what I can get!

July's STATE, for example, brought a note,  
A Siegwald missive written full in rhyme,  
And, since it's much too long for me to quote,  
Go back and read it, if you have the time.



So now with my crusade do I proceed  
And boldly do propose the final stage:  
Efficiency reports in verse to read!  
Now, please, don't take offense or cold outrage.

Consider on what precedents it's based:  
Recall how Chaucer's pilgrims were described,  
How Rudyard Kipling's Gunga Din was traced,  
What qualities to YOU might be ascribed!

Let's face it: no one likes the ER game,  
For neither raters nor ratees have fun,  
But poetry reports would have the aim  
Of easing this ordeal for everyone.

The raters would have fewer words to write  
(And boards would then have fewer words to read),  
And ratees' attitudes might be more bright  
If told in rhyme that they did not succeed.

We'd have to specify the type of verse  
That everyone would merit in his right:  
For lower officers, a quatrain terse,  
For office chiefs, perhaps, a lim'rick sprite;

For bureau heads a sonnet would suffice,  
While those more senior could receive an ode  
Or ballad (if it could be kept concise  
And pithy in the praises it bestowed).

I do believe that M should undertake  
A study to evaluate this thought,  
And issue regulations that will make  
Poetic policy. For those distraught

Or unsure of ability to write  
Poetic compositions of this sort  
Fear not, for now you do not have to fight

The problem—there's electrical support:

Computer poet programs now exist  
To take care of the meter and the rhyme,  
And all the rater needs to do is list  
The traits of those he rates in his good time.

So let's get with the program right away,  
No sense denying that what's time has come,  
Let State be first to enter in the fray  
And just for once be known as venturesome

By implementing now Department-wide  
Efficiency reports in poesy form,  
For though this seems to go against the tide,  
Who knows—one day it might become the norm! ■



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## Honors and Awards

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### Bushnell, Finney, Ogunba, Christine Shurtleff are honored

American Foreign Service Association also cites 10 for language study

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**T**HREE CAREER Foreign Service officers were honored by the American Foreign Service Association for "extraordinary accomplishment, integrity, intellectual courage and creative dissent," at a ceremony in the Loy Henderson Conference Room on July 16. Also cited was a Foreign Service wife, for "advancing American interests at a Foreign Service post," and 10 State, AID and USIA employees for "distinguished study of a hard language and its associated culture." Senator Richard Lugar (R.-Ind.), chairman, Senate Foreign Relations Committee, speaker at the event, was presented an honorary membership in the association by its president, Gerald P. Lamberty.

Winners of the annual awards were:

—John Bushnell, deputy chief of mission, Buenos Aires, who received the Christian A. Herter Award, for senior officers.

—John D. Finney Jr., deputy di-

rector, Office of Philippine Affairs, who won the William R. Rivkin Award, for mid-level officers.

—Atim Ogunba, consular officer in Santo Domingo, who received the W. Averell Harriman Award, for junior officers.

—Christine M. Shurtleff, wife of Leonard G. Shurtleff, deputy chief of mission at Monrovia, Liberia, who was presented the Avis Bohlen Award for her efforts to improve Liberian-American relations "through a broad range of community outreach programs."

#### Language winners

The 10 winners of the Matilda W. Sinclair Language Awards, named for the late Foreign Service officer who

had bequeathed the money, were:

—Rayna Aylward, a special assistant to the director, USIA, for proficiency in Hebrew. Ms. Aylward achieved a rating of 4+ in speaking, and a 4 in reading, after 44 weeks of language training, her citation pointed out. "Because of a shortage of instructors, she did much of her studying independently. . . . She also was an active participant in the job-related simulation sessions and the area studies program."

—Kevin P. Carey, consular officer, Tel Aviv, Mr. Carey's instructors "rated him as among the top 2% of students who have studied Hebrew during the past several years," his citation noted. He earned a 3/3 rating after only 24 weeks of training.

—William F. Davnie III, political-consular officer, Chiang Mai, Thailand, who attained a score of 3/3+ in Thai, after 24 weeks of training. "Since arriving in Thailand, he has demonstrated his language proficiency

## HONORS AND AWARDS



Among the language award winners, from left: Kevin P. Carey, William F. Davnie III, John F. Fogarty, Lawrence J. Goodrich, Thomas R. Hanson.

in both professional and social situations, including press conferences," the citation said.

—John F. Fogarty, economic officer, Abu Dhabi, who earned a score of 3+/3+ in Arabic after 44 weeks, "a highly unusual and outstanding achievement," the citation read. His instructors reportedly considered him one of the best students in the class.

—Michael Gfoeller, consular officer, Warsaw. He obtained a score of 4/4 in Polish in 24 weeks. His instructors reportedly considered him one of the best students they had seen in 20 years. "His success was considered phenomenal, especially since he knew no Polish or related Slavic language before starting the course," the citation noted.

—Tatiana Gfoeller-Volkoff, rotational officer in Warsaw, who attained a score of 3+ /4 in Polish after 24 weeks. The citation pointed out that "although she did have a high level of proficiency in Russian before her Polish training started, her achievement was still far more than should be expected."

—Lawrence Goodrich, scientific and technical affairs officer, Moscow. Mr. Goodrich attained a 4/4 level after 44 weeks of Russian language training. "At a year-end conference on the USSR, he delivered a lecture in Russian on Soviet propaganda, fielding audience questions for 10–15 minutes, and later played and sang Russian

songs," the citation said.

—Thomas Hanson, political officer, Moscow. "He achieved a 3+ /4 score in Russian after 44 weeks despite no prior exposure to any Slavic language," the citation read. "At the end of the course, he lectured in Russian on German-Soviet relations and answered audience questions."

—Virgil Dean Miedema, an AID officer in Kathmandu, who attained a score of 4/4 in Nepali after an eight-week course at the Foreign Service Institute and two years in the mission language program—the equivalent of 32 weeks of full-time study. "He now conducts all business, both spoken and written, with Nepalese in the local language, and as the only American Foreign Service officer at post with this level of Nepali, he has been a great asset to the mission," the citation said.

—John Ordway, political officer, Moscow. He obtained a level of 4/4 in Russian after 44 weeks of training. The citation noted that "at a conference, he lectured in Russian on the movement of diplomats in Soviet territory and then participated in a round-table discussion on arms control, displaying his understanding of the Soviet position and the difference between Soviet verbiage and actual Soviet thought and intent."

### On the podium

Ms. Aylward accepted her award and also the language awards for the nine recipients, who were at post. All the Sinclair awards were presented by Stephen Low, director, Foreign Service Institute.

Others at the podium included

Senator Claiborne Pell (D.-R.I.), a member of the Foreign Relations Committee, who presented the Herter award; Mrs. John Sterry Long, widow of Ambassador Rivkin, the Rivkin award; Mrs. W. Averell Harriman, the Harriman and Bohlen awards; Under Secretary Ronald I. Spiers; and Foreign Service director general George S. Vest.

### Herter award

Mr. Bushnell, who won the Herter award, was cited for "creative initiative, intellectual brilliance and deep commitment to the national interest in managing highly sensitive issues with the newly restored democratic government of Argentina." The citation noted that his "contributions in delicate financial matters during the course of the Falklands crisis, in helping to restore bilateral military relations, were especially noteworthy." Mr. Bushnell has served in Bogota, Santo Domingo, San Jose and Geneva. Before his assignment to Buenos Aires, he was the senior deputy assistant secretary, Bureau of Inter-American Affairs. He has won the Department's Meritorious Honor Award and the association's 1968 Rivkin award.

### Rivkin award

The recipient of the current Rivkin award, Mr. Finney, was honored for contributing "consistently and constructively to policy and policy debate—he never lost sight of our reform objectives and kept our security interests in proper perspective." The citation added: "Whether carrying out his

regular tasks or special assignments, such as organizing the presidential observer team to the Philippines or leading the Philippine task force during a critical period, Mr. Finney demonstrated expertise, talent, dedication, a warm human touch and sheer professional ability." Mr. Finney has served in Arequipa, Lima, Phan Thiet, Phu Yen, Udorn, Lusaka and Bangkok. He was an Asian specialist in the Bureau of Politico-Military Affairs, and an exchange officer in the Defense Department. He has won the Department's Superior Honor Award three times, and its Meritorious Honor Award.

#### Harriman award

Ms. Ogunba, who won the Harriman award, is a consular officer and deputy chief of the immigrant visa unit in Santo Domingo. "During a gap of two months between unit chiefs," her citation pointed out, "she effectively managed the third largest immigrant visa unit in the world without any major problems. At the same time, she continued to handle the most complicated cases herself—those involving humanitarian issues, problematic decisions in the past, and complex legal questions." The citation added: "She has shown herself to be a person of strong work discipline, high productivity, consistently superior judgment and unusually creative thinking." Ms. Ogunba was a consular officer in Tijuana before she was assigned to Santo Domingo.

#### Bohlen award

Ms. Shurtleff, winner of the Bohlen award, represented the United States at meetings of Liberian women's groups, and also taught basic academic skills to adults. She was active in the annual bazaar of the American women in Liberia; played a "crucial role" in the success of the biggest American community fundraising event; gave "welcome" lunches for all new arrivals at the post; hosted community events at her residence; and "reassured other spouses during a bloody coup attempt." Ms. Shurtleff joined USIA in 1963 as a

Foreign Service officer. She later held assignments in Tunis and Abidjan. She left the agency in 1967 and, with her husband, has since served in Douala, Nouakchott, Bogota and Monrovia.

#### Bosworth, Barnes praised

Senator Lugar commended the Foreign Service and the award winners for their service to America. He singled out Ambassador to the Philippines Stephen W. Bosworth and Ambassador to Chile Harry G. Barnes Jr. for their efforts in promoting democracy and democratic institutions abroad.

The senator recalled that Mr. Bosworth's reporting from Manila was "superb". President Reagan, Secretary Shultz and national security adviser John M. Poindexter, he said, determined that the ambassador's conclusions relating to the Philippine crisis were "the best options available to us. History has vindicated that ambassador."

"The very able U.S. ambassador to Chile, Ambassador Barnes, is showing where we stand," Mr. Lugar said. The senator noted that "ambassadors, deputy chiefs of mission and Foreign Service officials feel pretty lonely out there; they're not certain of support back home. But our policy is to build democratic institutions and to have other countries play such roles along with us."

#### History of awards

The Herter, Rivkin and Harriman awards are given to members of the Foreign Service who are nominated by their peers. The Herter award is presented in memory of the late Secretary Christian A. Herter, and the Rivkin award in memory of the late ambassador to Luxembourg, Senegal and The Gambia. The Harriman award honors a former under secretary for political affairs and ambassador to the Soviet Union and the United Kingdom. The Bohlen award is given in memory of the widow of the late Ambassador Charles E. Bohlen. She was active in community affairs.

Judges for the awards included:

*Herter*—Morton I. Abramowitz, Joan M. Clark, Theodore L. Eliot Jr., Ernest F. Hollings, Dan Mica, Claiborne Pell, Patricia Schroeder and Malcolm Toon. *Rivkin*—Thomas D. Boyatt, Richard J. Fox Jr., Frank Horton, Carol C. Laise, Mrs. John Sterry Long, Stephen Low, Donald H. Rivkin and Paul Simon. *Harriman*—H. Allen Holmes, John D. Negroponte, Mary S. Olmsted, Olympia J. Snowe, Viron P. Vaky and Nicholas A. Veliotis. *Bohlen*—Mrs. Lawrence S. Eagleburger, Gerald P. Lamberty, Mrs. Jay P. Moffat, E. Susan Parsons, Roxanne L. Ridgway, Mrs. Edward M. Rowell, Sue B. Schumacher and Mrs. Ronald I. Spiers. *Sinclair*—Raymond C. Ewing, Roger Provencher and Sue B. Schumacher.

Following the awards ceremony, the American Foreign Service Association honored the winners and the judges at a luncheon in the Foreign Service Club, 2101 E Street N.W.

—BARNETT B. LESTER □

### \$5,000 reporting award goes to Daniel Kurtzer

Daniel C. Kurtzer, political officer at Embassy Tel Aviv, has been named winner of the Director General's Award for Reporting, for 1985. He will receive \$5,000 and an engraved deskpen set; his name will be inscribed on a plaque in the Foreign Service Lounge.

Six Foreign Service officers were named as runners-up, including a husband-and-wife team in Cairo, Kenneth R. and Elizabeth McKune, who were cited jointly. The others were Robert C. Frasure, London; Larry C. Napper, Moscow; Richard G. Olson Jr., Kampala; and Elizabeth P. Spiro, Johannesburg.

Seventeen others were nominated for the award: James B. Bindengel, Bonn; John Boardman, Bangkok; Robert Boehme, Bonn; James J. Carragher,



Mr. Kurtzer

Buenos Aires; Eugene Dorris, Hong Kong; Thomas E. Dowling, Jerusalem; Timberlake Foster, Athens; Allan G. Jury, The Hague; Jimmy Kolker, Stockholm; James F. Mack, San Salvador; William C. McCahill, Brussels; James F. Moriarity, Islamabad; Charles N. Patterson, Kuwait; Bronson Percival, Kuala Lumpur; Charles Ries, Ankara; Alexander K. Sleght, Kingston; and Donald K. Steinberg, Port Louis.

The selection committee singled out Mr. Kurtzer's despatches for "timeliness, stringent analysis and tight organization . . . and, most of all, his sense of what policy-makers need to know to make decisions."

Mr. Kurtzer joined the Foreign Service in 1976. He held assignments in Washington and Cairo before he was posted to Tel Aviv in 1982. He won the Department's Superior Honor Award in 1978, and again in 1982. □

### Personnel's Ernest Ruehle wins \$5,000 Dunn award

Ernest C. Ruehle, director of the Department's Office of Foreign Service National Personnel, has been named winner of the \$5,000 James Clement



Mr. Ruehle force."

Dunn Award for 1985. He was cited for "forging innovative concepts" and initiating "cost savings and other significant improvements in the management of the Foreign Service national work-

force." Twenty-five other officers were nominated for the annual award: Timothy Brown, Martinique; Edward P. Brynn, Nouakchott; Ray L. Caldwell, European Affairs; Mary Ann Casey, Near Eastern and South Asian Affairs; Martin L. Cheses, Paris; Walter S. Clarke, Intelligence and Research; E. Lloyd Davis, Havana; Otho E. Eskin, Oceans and International Environmen-



DAMASCUS, Syria—At awards ceremony, from left, front: Hana Al-Ush, Mina Sabri, Judith Khleif, Mona Azem, May Ramadan, Randa Azem, Ambassador William L. Eagleton Jr., Zekieh Rumman. Rear: Mohamad Snowbar, David M. Ransom, Mohamad Jaban, Mohamad Dirkishli, Talal Smadi, Nash'at Ahmad.

tal and Scientific Affairs; Brian R. Furness, Brasilia; Jon D. Glassman, Australia/New Zealand; David N. Greenlee, Near Eastern and South Asian Affairs; John E. Hall, Monrovia; John R. Hamilton, Inter-American Affairs; Darryl N. Johnson, Beijing; Allen L. Keiswetter, Sanaa; James S. Landberg, J. Philip McLean and John P. Moddero, Inter-American Affairs; Richard W. Mueller, Hong Kong; David Catlin Pierce, Seoul; Robert M. Pringle, Ouagadougou; Edric Sherman, Suva; Maurice H. Tanner, Bangkok; William J. Waller, Kinshasa; and James A. Williams, International Organization Affairs.

Mr. Ruehle's nomination pointed out that he is responsible for "vast improvements in the way the U.S. Government administers its personnel system for the 18,000-plus Foreign Service national employees in 140 countries in more than 290 locations." It added: "Mr. Ruehle not only must provide general leadership in establishing all pay, benefits, other compensation and classifications systems, but in most instances, must customize systems to meet each local requirement. This is done for the Department of

State and for all agencies employing national employees."

Joining the Foreign Service in 1961, Mr. Ruehle drew assignments in Washington, Lisbon, Ciudad Juarez, Sofia, Taipei, Rangoon, Brasilia and San Jose. He won the Department's Superior Honor Award in 1969.

The Dunn award was established with the financial assistance of Mrs. Vincent Astor and her son, Anthony D. Marshall, a former ambassador. It is named in honor of the veteran diplomat who died in 1979 at the age of 88. It is given for "leadership, intellectual skills, managerial ability, and personal qualities which most fully exemplify the standards of excellence desired for Foreign Service officers." Eligible to compete are Foreign Service officers in Class 1 who are nominated for the award and Foreign Service officers, also in Class 1, who received the Superior Honor Award the preceding year. □

### Friedkin: 'Distinguished'

Joseph F. Friedkin, for 24 years the U.S. commissioner on the International Boundary and Water Commission, United States and Mexico, was presented the Department's Distinguished Honor Award by Secretary Shultz at a ceremony in the Henry Clay Dining Room, June 5. Mr. Friedkin had 52 years of Government service before retiring in May. □



Mary L. Overdorf with Ruby C. Gross. (Photo by Ann Thomas)

## Professional group hails communicator Blanchard

Philip C. Blanchard of the Department's Office of Communications has been designated a "certified office automation professional" by the Office Automation Society International, a professional association. Assigned to the Communications' Office of Resource Management, he is responsible for coordination of the Department's worldwide communications program.



Mr. Blanchard

Mr. Blanchard joined the Foreign Service in 1966 and has served in Washington, La Paz, Paris, Manila, Kinshasa, Kuwait, Bonn and Cairo. He received bachelor's and master's degrees from Pacific Western University. He is a member of the American Foreign Service Association, the Armed

Forces Communications Electronics Association, the Association for Systems Management, the Association of the Institute for Certification of Computer Professionals and the Office Automation Society International. □

## 2 cafeteria workers are served an award

Ruby C. Gross, a cashier at the snack bar on the third floor, and Mary L. Overdorf, a food preparer in the cafeteria kitchen, have received the Department's Certificate of Merit for "outstanding performance and achievement" in serving State patrons. Each also received a \$50 gift certificate from their employer, Guest Services, Inc.

The new award, to be presented every six months, was established by the Department's Cafeteria Patrons Committee to recognize "those persons, both out front and behind the scenes, who are providing exceptional service to the public." State employees were invited to submit nominations. Ms. Gross received "an overwhelming ma-

jority of the 450 votes," said committee chairman James M. Mitchell of the Department's Office of Operations. Ms. Overdorf was selected by her colleagues who work in the public areas for her supporting role in the kitchen.

In addition to Mr. Mitchell, the committee includes Hester Scales, cafeteria manager; David Shea, U.S. General Services Administration; David L'Heureux, Office of Operations; Oliver Welch, Buildings Management Division; Regina Whittington, General Services Division; Glen Shoemaker, Department sanitarian; Frank Martus, General Services Division; Richard DeSantis, Guest Services, Inc.; William Alli, American Federation of Government Employees representative; and Gerry Kuncio, American Foreign Service Association representative. The committee aims to bring the views of patrons to management, and seeks to improve food service and quality and the appearance of the cafeteria and snack bars. ■

## Life in the Foreign Service

### On being a consular officer: 5 shocks are what she felt

Author tells what it was like for her

BY JOYCE ANNE SMITH BANERJEE

*Ms. Banerjee's last consular post overseas was in Panama. She is now vice chairwoman of the Secretary's Open Forum.*

**O**NE OF THE FIRST shocks that a consular officer experiences in the field is the realization that consular officers generally are not thought to be



Ms. Banerjee

diplomats at diplomatic missions abroad. This attitude prevails among the nationals of foreign countries, as well as the political and economic officers at posts and, oftentimes, the ambassadors and deputy chiefs of mission. Fortunately, the administrative officers know better, because they, too, are rarely considered to be diplomats by the larger community and, like the consular officers, are frequently omitted from the diplomatic lists and functions at large missions.

The second shock, once you finally arrive at post after five months' study of that country's language, in most instances, is the realization that consular work requires the employment of the most vital diplomatic skills. How else can you face a roomful of desperate Mexican aliens each day and attempt to communicate to them that a tourist or, worse still, a resident visa will not be issued in their cases? How else can you deal with a distraught American couple who have just adopted a Colombian orphan of six months, whom they planned to carry back to their home in Chicago, and explain to them that they must wait another year and return to Colombia before the adoption can be finalized?

And how do you cope personally with a death case in which the 20-year-old son of the widow of a wheat farmer

in Kansas has been shot and killed in a highway robbery, and immediate arrangements must be made for his burial or the transfer of his remains? Further, how do you deal professionally with the local funeral director who is convinced that the decedent's mother is a wealthy American and refuses to release the body, prior to the receipt of \$3,000 within two days?

Lastly, how do you face the hostile drug trafficker in Turkey who is confronted with the prospect of a 30-year prison sentence and has requested that his family not be informed of his whereabouts, and certainly not of his difficulties, and is not at all forthcoming during the interview with the consular officer, since he is convinced the officer represents the Drug Enforcement Administration and not the State Department?

#### Which skills?

In such cases as these, the like of which occur in consular operations abroad on an hourly basis, what skills do you employ to cope with the situations? How do you cope personally with the mental and emotional stress? How do you rush from the embassy at 6 p.m., dress attractively, then dash off to a cocktail party where you are supposed to be gracious and charming in a foreign language and must ward off as politely as possible the inquiries regarding U.S. immigration law?

Or how do you face your family that night at dinner, looking at them and realizing that for one family in Kansas, their loved one will never share another meal with them? And know, also, that the same family will probably have to make a \$3,000 loan that will take three years to repay, just to ensure that the mangled remains they receive are those of their loved one?

It certainly isn't easy, is it? And, for many of the situations that arise, there's little time for hesitation, and there are no answers available in the

rulebook, because consular work calls for drawing upon all the experiences you have ever had in your life; it means using your head and your heart and balancing this with sheer common sense and, sometimes, sheer good luck; it demands tact, intelligence, skillful use of contacts on all levels, intuition, grit and a lucky hand of cards.

#### Cases linger on

The third shock is that, even with all those necessary qualities, you can never be sure that the final decision is the best one or the most acceptable one, because some consular cases never die but fade away momentarily to turn up some fine day, months or years later, on the desk of some official who has chosen his mission as that of ridding the Service of incompetent and irresponsible, smart-ass, consular officers, who are taking the unsuspecting, naive taxpayers for a ride.

The fourth shock comes at two times—the first in September, after the promotion panels have reviewed all files and made their decisions and the consular list of promotees seems somewhat shorter than expected. Of course, some consular officers are promoted, but there are few who will reach the lofty heights that lead to ambassadorships or assistant secretarial positions in the Department.

We are told that we have followed the wrong track along the way and thus cannot be expected to have the managerial skills that such positions entail. Upon reflection, we recall that we have been among the most skillful managers in the Service. Even as junior officers we have had to juggle three or four balls simultaneously and balance our visa interviews, arrest and citizenship interviews, welfare and whereabouts and death and estate cases, and show patience to a belligerent veteran who has not received his check, while appearing all the while to the clients and nationals at post to be calm and



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self-possessed.

We have had a chance to massacre more foreign idioms, refuse more dinner invitations and propositions, take more speaking engagements at local affairs, answer more telephone inquiries, and draft more diplomatically-written drivel for chiefs of missions to clients, lawyers, congressmen and interested parties than any of the other officers combined. We know how to employ tact, with a diplomatic smile, at the drop of a hat.

The second time is when consular officers are overlooked when special awards are passed out. Oh, we have the Consular Award each year, but that was initiated only five or six years ago. God knows how many unsung consular heroes served and died before that award surfaced. But then there is no

**TEL AVIV, Israel—Julian L. Bartley, right, consular officer, receives Meritorious Honor Award from Ambassador Thomas R. Pickering.**

way to measure two-thirds of what a consular officer must do and endure to get the job done.

#### **The final shock**

The fifth and final shock comes only to the true-blue consular officer. Sometimes, but only in those cases of hopeless romantics, it strikes that first year on the visa line. Sometimes it comes years later, after you have gotten a break and had a chance to work in the real world of diplomacy on a political or economics tour, as a chargé of a small, consular post, or as a deputy assistant secretary in an inner office in the Department, where you have a window and a rug on the floor.

The shock is this: Consular work for you is the most exhilarating work in the business. What you do, you must feel as you do it, and if you reflect on it, you relish every minute of it. For through those consular jobs, you meet real people and solve real problems,

and you get to be an expert judge of human character and to learn to empathize with people and their human foibles and weaknesses, and your sweat and tears and smiles mingle with those of the public you serve.

And you become a more productive and fuller you. And you know, deep in your gut, that you wouldn't be content or fulfilled doing anything else. For through your work, you are performing a service to others. You are enriching their lives, and they are enriching yours. And you know, no grander opportunity exists in Government service for such an exchange.

Consular officers not diplomats? You can believe that if you like, but I know better. We are the truest of diplomats, and we can stand tall with the best of them. For if we ourselves think ourselves to be diplomats and think our work to be noble and unique, it shall be so, regardless of our detractors and regardless of our professional defeats. ■



## Ask Dr. Dustin



**Q.** WEST AFRICA  
*I'm breast-feeding our newborn and we've been assigned to this post where we need to take malaria suppressives. Is it safe for me to take the anti-malaria drug while breast-feeding? What about protecting the baby against malaria?*

**A.**  
Where there's a risk of contracting malaria, it's essential for you that antimalarials such as Aralen (chloroquine) be taken. The use of this drug is considered safe for the pregnant and breast-feeding woman. Only a small amount of the drug is transferred to the nursing infant, but not enough to protect from the disease. It's therefore necessary to administer chloroquine in the recommended dose to the infant.

**Q.** WESTERN EUROPE  
*Does running cause arthritis? I've been reading that the jogging I do will cause undue wear and tear to my joints. Should I change to something less strenuous?*

**A.**  
Not all the evidence is in, but doctors have concluded that regular running neither helps nor hurts knee and ankle joints. One study compared runners and nonrunners of about an average age of 56, and both groups had about the same amount of pain in the hips, ankles, knees and feet. Both had similar X-ray changes, the kind that occurs with degenerative arthritis, known as "osteoarthritis." This most common type of arthritis is caused by "wear and tear" and the effects of aging. Therefore, running doesn't protect against degenerative arthritis, but it didn't hasten its development, either . . . Another study of 41 long-distance runners between 50 and 72 years of age showed that runners have spinal bones 40% more dense than those of nonrunners. This effect, the opposite of bone-

thinning osteoporosis, shows the potential protective action exercise has against fractures in older age. Although women runners in this study had more X-ray evidence of mild degenerative arthritis, they have no more symptoms of arthritis than nonrunners . . . Other athletic pursuits and certain occupations do predispose people to develop arthritis—spine, knee and elbow arthritis in wrestlers, wrist arthritis in boxers, shoulder and elbow arthritis in baseball pitchers and pneumatic drill operators . . . Many people with arthritis have pain after exercising their arthritic joints, but these studies of runners suggest that this doesn't necessarily imply further joint damage. As a rule, it's best to avoid exercising to the point of pain.

**Q.** EASTERN EUROPE  
*When we checked into the health unit, the nurse gave us some Syrup of Ipecac to induce vomiting in our children in case of poisoning. I have misplaced the instructions and our nurse has departed post. Can you please tell me how and when it's to be used?*

**A.**  
If a child has ingested, or even if you think he or she has taken any substance that might be poisonous, assume the worst and take action! Call your doctor, embassy nurse or the local poison control center, if there is one. Tell what the child has taken, or describe the symptoms. If you're not alone, have someone give milk or water to the child to dilute the poison. Do not in-

duce vomiting if the child has ingested a substance that contains lye or petroleum distillates. This includes common household items such as ammonia, bleach, detergents, drain cleaners, furniture polish, gasoline, kerosene, lighter fluid, lye, metal polish, oven cleaners, painting supplies, strychnine rat poison and toilet bowl cleaners. For these items, do *not*, repeat, do *not* induce vomiting. If the child is convulsing, or semiconscious or unconscious, or has lost the gag reflex, also do *not* induce vomiting. If the child is conscious or has taken poison which is not a lye or a corrosive, try to induce vomiting by giving a tablespoonful of Syrup of Ipecac followed by more water or milk. Take the child for immediate medical attention. Take a basin or towel with you and try to induce vomiting en route. If vomiting doesn't occur within 20 minutes, repeat the dose of ipecac. If you're in doubt as to whether the child should vomit, wait for medical advice, or read the label to see if the substance contains lye or petroleum products. Do *not* guess! Always take the poison container or medicine bottle with you when you seek medical attention. This is essential in determining appropriate antidotes.

**Q.** NEAR EAST  
*I returned overseas after a hiatus in Washington, and I brought my mother with me. She is now classed as my dependent. Imagine my surprise when I found out she is not under the medical program, and I would have to pay for her hospitalization or medical evacuation if it was needed. I really don't understand this.*

**A.**  
This is indeed an age-old question. 3 FAM 681.6 cites those dependents eligible for medical services under the Department's program. There's no provision for medical care of dependent parents, even though they're classed as your bona fide dependents for travel and housing. I would suggest that you

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

contact your administrative or personnel officer for advice on purchase of insurance from an organization which provides health insurance and coverage for medical evacuation.

These relatively inexpensive programs pay most of the cost that may arise with an emergency of this sort. Please remember also that medicare is not extended to Foreign Service people to an overseas setting. □

### Dr. Dustin's health hints

Summertime is travel time and to many Foreign Service folk, it means rest and recreation (R&R), transfer or just plain annual leave whether in the States or overseas.

Children ordinarily travel well, especially if some prior planning is done to make their (and your) lot a good deal easier.

Try to avoid the "Are we there yet?" "I'm hooongry!" and scrapping between youngsters by supplying snack foods, games and little surprises. This is most important when they're strapped into an airline seat for many hours without being able to work off all that excess energy kids have in such ample supply!

Airlines maintain a schedule for food service, so keep snack supplies readily available—Vegetable sticks, snack-packs of dry cereals, individually wrapped cheese or bite-sized hunks of cheese or seedless grapes. Handy supplies to have on hand are wash-and-dry packets (you'll need some for yourself, too!) and small trash bags.

Keep a supply of small, favorite games and perhaps pack a bag of pencils and paper, books, hand-puppets, and surprise toys. If driving in a car, have the kids make notes about sights along the way, including different license plates, trees and animals. This would be a good opportunity to teach map-reading to older youngsters. Frequent stops are in order, particularly at picnic areas where some energy can be expended.

Making some preparation for a trip can lower your stress level, along with that of your children. □

## State Department doctor tells how AIDS threat was confronted openly in Zaire by embassy team

BY DAVID N. SPEES, M.D.  
*Regional medical officer*

**A**IDS (acquired immune deficiency syndrome) cases in Africa were first reported in 1983. Late that year, an international team of researchers



Dr. Spees

confirmed the presence of AIDS here in Zaire. Subsequently, in collaboration with the Department of Public Health and the Institute of Tropical Medicine in Antwerp, Belgium, the U.S. Centers for Disease Control and the National Institutes of Health established an AIDS research project in Kinshasa, the capital.

Studies conducted in late 1984 and early last year found that 4-7% of the adult local population had evidence of infection with the AIDS virus, with men and women about equally affected. Further research suggested that the important modes of AIDS virus transmission in the local population were (1) sexual (men-to-women and women-to-men); (2) contact with blood (transfusions, injections with contaminated needles or other instruments); and (3) mother-to-child.

This information was presented to the First International Conference on AIDS in Atlanta, Ga., in April last year. The high prevalence of presumed AIDS virus infection in the local population led to a perception by the American community that AIDS represented an immediate physical danger or threat. The health care team for the community and U.S. Ambassador Brandon Grove Jr. recognized this as a potential threat to the morale and emotional health of the Americans here, as the community had very limited knowledge about risk factors for contracting the infection.

In keeping with the wishes of the host government, the initial information

about AIDS was communicated exclusively through scientific publications or presentations. Ten days after the first international conference on AIDS, the ambassador formed a working group to define the problems for Americans and formulate a plan of action.

The initial decisions were that (1) the best available information about the risk of AIDS would come from the embassy's medical unit; (2) the ambassador would play a leading role in meeting the challenge of the threat; and (3) we would strive to maintain the confidence of the host government.

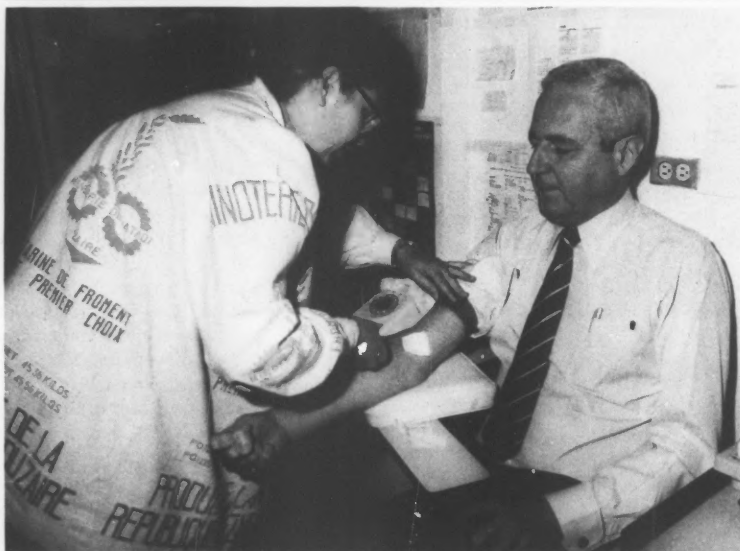
Our goals were to (1) make it known that this threat would be dealt with openly; (2) involve the chief of mission when necessary; and (3) have our community be as knowledgeable as possible about the nature of the threat and about personal health measures adequate to prevent exposure to the AIDS virus.

### An open meeting

We started by presenting the recent research findings to the country team. This was followed five days later by a meeting open to the entire official embassy community. It was led by Ambassador Grove, with technical support by me and the director of the AIDS research project, Dr. Jonathan Mann.

This meeting was attended by about 50 persons, or 16% of the official community. As we had predicted, more time was occupied answering questions than by the brief presentations. We felt that answering questions in a public forum was crucial to our intention to be open and direct in dealing with a perceived threat.

The ambassador fielded questions of a social and political nature, Dr. Mann those on the state of present knowledge, and I on those pertaining to the health care of the community. Most of the questions were anticipated, and responses to these concerns had been prepared in advance. The meeting



Embassy Kinshasa medical technologist Mary Awantang takes blood sample from Ambassador Brandon Grove Jr. as part of the program for AIDS.



Medical staff members Anne Saloom, Louise Magnussen and Mary Awantang (left to right), discuss the program.

ended with the announcement that Dr. Mann would give a lecture 10 days later on "AIDS and the State of Current

Research."

Between this meeting and the lecture by Dr. Mann, the embassy medical

unit published a notice asking anyone with personal questions or any other question on AIDS to come by the medical unit for a private discussion. The intention was to reach those individuals who would not ask questions in a public forum or might have personal concerns or risk factors.

**The response**

The minimal response to the offer of private discussions in the medical unit, and a relatively small turnout at Dr. Mann's lecture, were interpreted to mean that people felt adequately informed.

The last phase of this initial educational effort was a small group meeting with the Marine security guards, as they had not been able to attend the community's open gathering.

During subsequent months, all new personnel and dependents were given a one-on-one briefing by the medical unit that included information on AIDS, in addition to standard information on the medical hazards of living in the tropics.

In mid-July we distributed the new and official State Department information bulletin on AIDS and the Foreign Service, called "The Facts."

It emphasized the intentional nature of AIDS, helping to make our environment understood as one of many all over the world in which AIDS was epidemic.

Initially, our environment seemed unique, because the primary mode of AIDS transmission was thought to be heterosexual. However, more casual modes had not been eliminated. Since preliminary research suggested that hepatitis B was more infectious and more easily acquired than the AIDS virus, we initiated an ongoing study involving voluntary donation of blood samples, to investigate the possibility of infection with the hepatitis B virus or the HTLV-III virus, with the approval of State's medical division. This study not only sought to quantify the risk of exposure to the AIDS virus, but also to demonstrate that we were serious about the threat. We followed up with a reminder two months later.

#### An AIDS case arises

Then, unexpectedly, our educational effort was put to the test. We learned that a former U.S. government employee who had lived in-country during the past several years had developed AIDS. We immediately published an "AIDS Update" pointing out that the case (we did not identify the individual) was linked to one of the well-recognized risk factors for infection with the virus.

We also took this opportunity to review the modes of transmission, the simple preventive measures to avoid contact with the virus, and the global nature of this problem. Knowledge of this case caused hardly a ripple of fear in the community.

Lastly, we noticed that official travelers and temporary-duty personnel were not receiving briefings about AIDS, so we prepared a bulletin titled "Advice to Official Travelers" and passed it to all section heads. We have not had to modify our educational program since that time.

#### Evaluation

To evaluate the effectiveness of our program, we asked visitors to the embassy's medical unit in early June this year to complete a questionnaire. This required five minutes; it sought answers concerning prior knowledge of AIDS, sources of information on AIDS after arrival at post, and recommendations for the direction of our future educational efforts.

About 50% of respondents had no prior knowledge of AIDS in Africa; the major source of information was our medical unit bulletins; and over 80% felt that we could not have done more in responding to their questions about AIDS. Those with recommendations thought that we should put out more information bulletins.

#### Conclusion

Embassy communities often face new problems. The methods involved in handling this specific threat can be generalized to cover other situations. Our efforts were to (1) demonstrate

openness in confronting the threat; (2) provide detailed information; (3) upgrade the information continually; (4) educate special groups and individuals; (5) show commitment to the community; and (6) keep the problem in perspective.

This approach turned out to be successful, and could be applied in other communities as well. □

#### Alcohol Awareness Program

##### **Diet and alcohol: The effects of drinking**

*The following is reprinted here, with permission, from the pamphlet "A Health and Fitness Guide to Alcohol," published by the Alcoholism Council of Greater New York.*

*If you are what you eat, what happens when you drink?*

You may have noticed that a lot of good diets restrict alcohol.

Why?

First of all, drinks are jam-packed with calories—about 100 to 150 per glass of wine, beer or liquor. That's roughly the equivalent of two slices of bread, one heaping tablespoon of mayonnaise, or over a hundred slices of cucumber!

But that's not all.

Good diets restrict drinks for more than just their calories—because health and fitness depend on lasting nutrition. And the fact is, even moderate drinking can interfere with the way your body uses food.

Take low blood sugar (hypoglycemia) for example.

You don't have to be alcoholic to experience alcohol-related swings in your own blood sugar.

If you've ever missed a meal, then had a cocktail on an empty stomach, you know what it feels like.

Dizzy. Very dizzy. Sometimes even dizzy enough to pass out.

What's happened?

When you go for as little as six hours without eating, your body has already exhausted its short-term supply of energy in the form of stored sugar.

Once that supply is gone, your

body's next option is to make more. But alcohol directly inhibits this process, as well as your body's ability to use vitamins and calcium. So think ahead, and don't drink on an empty stomach.

Watch for the following common effects of too much alcohol on diet and digestion:

**Upset stomach (gastritis):** After drinking you find your stomach feels sour and uncomfortable. Why? Too much alcohol stimulates the release of stomach acids which upset your stomach in the short run, but can lead to a chronically inflamed stomach lining or even ulceration and bleeding in the long run.

**Diarrhea:** The morning after having wine with dinner, you wake up with diarrhea. Is it "flu?" Probably not. The fact is alcohol interferes with the small intestine's ability to absorb food. As a result, water floods the large intestine to get rid of the unused food—hence your diarrhea when you've had too much. Short-term, you may suffer mild dehydration. Long-term, dehydration can be more serious, and your body's inability to use the food you eat can result in malnutrition.

**Anemia:** You drink frequently, and lately you notice you've been feeling kind of "blah." Not enough sleep? Possibly. Or you may be anemic, a condition characterized by a loss of red blood cells.

Alcohol is directly toxic to the bone marrow cells that make red blood cells. Even vitamin supplements meant to provide iron and the B vitamins you need to make red blood cells can't help, because alcohol interferes with your body's ability to use vitamins.

*Copies of the pamphlet are available from the Alcoholism Council of Greater New York, 133 E. 62nd Street, New York, N.Y. 10021. In the meantime, if you think you have a problem with alcohol, get in touch with the Alcohol Awareness Program, Department of State, 647-1843 or 647-8804. Regulations require that all contacts with the program be handled on the basis of medical confidentiality. ■*

# Disciplined Writing and Career Development

## As you boil down your prose, be careful

The meaning could evaporate

BY MORTIMER D. GOLDSTEIN

**I** OFFER a new word for the lexicon of writers—"overcompression." By overcompression I mean false economy: the deliberate or habitual omission of words that, if retained, would be helpful to the reader by contributing to the clarity, flow or interest of the text. Overcompression isn't necessarily



Mr. Goldstein

a violation of the rules of grammar. Like verbosity, it's often a fault of style.

The point to remember is that brevity isn't an end in itself. The primary aim of the skilled writer isn't to save words or space; it's to convey a clear message without wasting the time or taxing the concentration of the reader. Sometimes that requires more space rather than less.

### 'Headline writing'

A particularly distasteful form of overcompression, sometimes referred to as "headline writing," is the use of a string of nouns to serve as adjectives. When you use nouns as adjectives, you save words by eliminating the usual prepositions. *The committee on the acceleration of economic development in Africa* thus becomes *the Africa economic development acceleration committee*. But at what cost?

Using a noun as an adjective is quite correct. However, when you use several successive nouns, particularly polysyllables, for that purpose, the result is likely to be clumsy and confusing, even ridiculous.

Here are a variety of exam-

*This is the 17th installment in this series, which will conclude with the 20th installment in the December issue. The entire series, with Mr. Goldstein's permission, is being reprinted from this magazine for instructional purposes by the Foreign Service Institute and the Central Intelligence Agency, among other agencies.*

ples. How many of them can be understood on the first reading? *Aircraft speed class sequencing.*—*Terminal traffic control category.*—*Medical chemistry research committee.*—*Flexible energy resources allocation procedures.*—*Petrochemical fertilizer production research study.*—*Vessel source ocean pollution.*

When a noun is modified by a true adjective and by several nouns serving as adjectives, it may be hard for the reader to tell which noun the true adjective is meant to modify. *Large* may modify either *vehicles* or *fleet operator* in the following sentence: *A large vehicle fleet operator restriction in mileage has been made mandatory.*

A simple benchmark will help you keep "headling writing" under control: Don't use more than one polysyllabic noun, or more than two monosyllabic nouns, to modify a noun.

### 'Cablese'

Another form of overzealous word-saving is "cablese." For a message paid for by the word, the omission of auxiliary verbs, articles and other small words may be justified. In ordinary prose composition, however, you can be sure that the omission of small words is counterproductive. Though you save space, you damage your tempo, since your reader isn't accustomed

to reading overcompressed writing. Besides, you may mar the clarity of your message.

### Dispensing with 'that'

I have no doubt that you can often make your writing appear economical by omitting *that* as an introduction to a variety of clauses. But contrary to what some editors seem to like, *that* still has an important role to play in that respect.

Since I believe *that* is becoming an endangered species, I'll make the case for its defense. First, a broad principle: Omit *that* only when its absence will improve the flow of a sentence—without impairing its clarity, without detracting from needed formality and without forcing the reader to backtrack. Next, specific guidelines. If you can't memorize them, don't despair; neither can I. But if you practice using them, you'll in time work them into your most personal computer.

1. You usually can omit *that* when it opens an adjective clause—a clause that explains or limits a noun. (In the following examples a proper omission is indicated by an asterisk.) Thus: *My secretary is now typing the letter (\*) our lawyer revised this morning.* Or: *We agree that the problem (\*) we face requires a quick solution.*

2. You usually can omit *that* when it serves as a link between a verb and a clause that is its direct object, especially after *say*, *think*, *believe*, *hope* and similar verbs. *He thought (\*) the Senate would reject the amendment.* Or: *The director said (\*) he would reconsider his decision.*

3. But you usually retain *that* after the verb in formal writing, or when the verb itself has a formal flavor, such as *stated*, *asserted* or *concluded*: *The President asserted that*

the United States will not abandon its claim for compensation. Or: The majority opinion reasoned that the defendant had not truly waived his rights since he had acted under duress.

4. You should retain *that* when its omission would misdirect the reader. Misdirection—hence backtracking—is likely when a clause begins with a word that could comfortably fit in with the meaning of the preceding verb. Notice in the following sentence how the insertion of *that* at the point marked with a virgule (slash) will keep the reader from going astray: *The chief surgeon felt / the nurse did not have enough experience to run the recovery room.* Or: *He heard / the music was poorly received by the first-night audience.* Or: *The whole country knows / the regulation is being disregarded by local authorities.*

5. You should also retain *that* when a reference to time intervenes between a verb and the following clause. The next example needs *that* in one of the two marked places, depending on the intention of the writer: *The President announced / today / negotiations had been opened with China on a trade agreement.*

6. Finally, you should retain *that* in a complicated sentence; for example, when a verb is long delayed. Though *that* is sometimes described as an empty word when it precedes a clause, it's an effective way to show the reader where a clause begins. In the following examples, note how the insertion of *that* at the marked points will help the reader by clarifying the organization of the sentence: *We know / you do not wish to make an unqualified comment at this juncture and suggest / the draft press release be revised in the following manner.* Or: *Management hopes, through continued research and heavy investment in new facilities over the next few years, / quality will be improved and*

*costs brought down and / the profitability of the company will be enhanced.*

Note the use of *that* before both clauses in the two examples. If *that* is used to introduce one of a series of clauses in a sentence, it should be used to introduce all of them. That is another application of the principle of parallelism.

#### The 'this' disease

Have you noticed a growing tendency for the word *this* to replace longer but more precise expressions? One reason for that (!) tendency is the capacity of *this* to serve either as an adjective or as a pronoun. (In the preceding and subsequent sentences the exclamation point after *that* indicates where *this* would be used instead by a writer infected with the "this" disease.) We use *this* as an adjective in *This book is the one I meant*, and as a pronoun in *This is the book I meant*.

A pronoun must stand for something specific: preferably, for a noun close by; pardonably, for an idea expressed in a phrase or clause if the idea is clearly identifiable. Once you relax that (!) standard, you open the door to mushy thinking and writing. With that (!) in mind, let's examine some examples: *The committee has firmly supported our long-standing policy of holding Castro's Cuba at arm's length. This policy is by no means acceptable to...*

In the second sentence, *this* is functioning as an adjective modifying *policy*, and the meaning is clear (though *that* may be preferable to *this*). You could delete *policy* and thus convert *this* to a pronoun standing for something in the preceding sentence: either the word "policy" or the idea that the "committee has firmly supported. . ." In this sentence, it may make little difference what the reader thinks is the real antecedent. Often, however, the precise antecedent will be critically im-

portant, but the intention of the writer, if one existed, will be impenetrable.

Another example, posing unanswerable questions: *The country was interminably debating a variety of ways to deal with energy: higher taxes on gasoline, rationing, quotas on petroleum imports, making the government the sole importer of petroleum and maximizing our use of coal. We were also discussing new programs for the expansion of nuclear energy and crash research and development programs for solar power. But this was not the right approach.*

What is the antecedent of *this*? "Solar power," "crash programs" or the several programs you were discussing? Or does *this* refer to lengthy debate as opposed to quick action, or to the idea of a solution of many complicated parts rather than a single one? You know only that the writer didn't make clear what was meant, probably because the writing process wasn't preceded by enough thinking.

I offer a suggestion. Whenever you're tempted to use *this* as a pronoun, try converting it to an adjective by inserting a noun or an equivalent phrase right after it. Instead of just *this*, write *this analysis*, or *this argument* or *this program* or *this conflict of objectives*. Then you can decide whether to use the pronoun or the adjective. It may be difficult to find the right word or phrase to add, but the more difficult it is to find, the more you need to find it and use it, or revise the sentence, to make your meaning clear.

And don't forget about *that*. *This* refers to what is present or close by; *that* refers to something further away. Though *this* may be used to indicate something in the near past, *that* often is the better word.

NEXT: Word placement. ■

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# Education and Training

## Schedule of courses at Foreign Service Institute

Program	Oct.	Nov.	Dec.	Length of course
<b>Area studies</b>				
Africa, sub-Sahara	6	3	—	2 weeks
Canada	27	—	—	1 week
East Asia	—	—	1	2 weeks
Latin America	6	3	—	2 weeks
Near East and North Africa	6	—	1	2 weeks
China	20	—	—	2 weeks
South Asia	—	—	1	2 weeks
Southeast Asia	6	—	1	2 weeks
USSR/eastern Europe	6	—	1	2 weeks
Western Europe	6	3	—	2 weeks
<b>Language and advanced area courses</b>				
French	20	17	15	20 weeks
German	20	—	15	24 weeks
Italian	20	—	15	24 weeks
Portuguese	20	—	15	24 weeks
Spanish	20	17	15	20 weeks
<b>Familiarization and short-term (FAST) courses</b>				
Arabic, Egyptian	20	—	—	6 weeks
Arabic, formal spoken	20	—	—	6 weeks
Chinese	—	3	—	6 weeks
French (metrop.)	20	17	15	10 weeks
French (sub-Sah.)	20	17	15	10 weeks
German	20	—	15	10 weeks
Hebrew	20	—	—	6 weeks
Indonesian/Malay	20	—	—	6 weeks
Italian	20	—	15	10 weeks
Japanese	20	—	—	6 weeks
Polish	20	—	—	6 weeks
Portuguese (L.A.)	20	—	15	10 weeks
Portuguese (Eur.)	20	—	15	10 weeks
Russian	20	—	—	6 weeks
Serbo-Croatian	20	—	—	6 weeks
Spanish	20	17	15	10 weeks
Turkish	20	—	—	6 weeks
<b>Early morning language classes</b>				
Arabic (formal spoken)	6	—	—	17 weeks
Chinese (standard)	6	—	—	17 weeks
French	6	—	—	17 weeks
German	6	—	—	17 weeks
Italian	6	—	—	17 weeks
Japanese	6	—	—	17 weeks
Portuguese	6	—	—	17 weeks
Russian	6	—	—	17 weeks
Spanish	6	—	—	17 weeks
<b>Overseas Briefing Center</b>				
American studies, cross-cultural adaptation	—	—	—	2 weeks
Going overseas (Sat., for families)	18	—	—	1 day
Re-entry (Sat., for families)	—	8	—	1 day
Re-entry (Wed., for singles/couples)	—	12	—	1 day
Re-entry (teens)	25	—	—	2 days
Reg., allowances and finances	—	12	—	3 days
College admissions for the For. Svc. child	—	10	—	1 day
Community skills	—	3	—	5 days
<b>Administrative training</b>				
Administrative functional intensive	—	—	—	4 weeks

—(Continued on next page)

## Interdepartmental seminar set for September 15-26

The next session of the Foreign Affairs Interdepartmental Seminar will be conducted at the Foreign Service Institute, September 15-26. Its purpose is to furnish the officer having foreign affairs responsibilities "an advanced, intensive exposure to the various factors affecting the formulation, coordination, and execution of U.S. foreign policy," the institute said.

Its announcement added: "The policy plenary sessions focus on the foreign policy process, especially the major actors, agencies, and departments, and how they interact or operate individually. The sessions also focus on worldwide policy issues affecting the United States, such as religious pressures, economic relationships, international terrorism and public opinion. The regional plenary sessions examine the historical trends of a region followed by an analysis of current issues. The regions include: Middle East, Latin America, southern Africa, West and East Europe and Asia.

"The seminar draws its speakers and regional study group leaders from Government, independent research organizations, universities and the business world. In each case, the speaker is a recognized authority in his/her field by virtue of official position or extensive study and experience, or both. The interdepartmental nature of the seminar and its informal atmosphere afford an ideal forum for cross-feed among participants and give-and-take with the speakers."

Future sessions will be held January 12-23, March 16-27, May 18-29 and September 14-25, 1987. For information, call June Callahan, 235-8776. □

## Evening courses offered to State employees

Evening courses start September 15 at the Graduate School of the Agriculture Department. There are more than 200 courses in computer science, communications, career counseling and



test preparation, economics, finance and accounting, foreign languages, graphic arts, horticulture, information resources management, law, library technology, management, mathematics, natural history, personnel administration, procurement and property management, public policy, science and engineering and secretarial studies.

Classes are held at locations near the Mall and downtown. The typical course meets for 10 three-hour sessions and costs less than \$90. The courses are for all adults regardless of educational background or agency of employment. There is registration by mail or phone. Call 447-4166. □

### Computer courses are offered by Pentagon

The Department of Defense Computer Institute is offering orientation courses on digital computer systems to State Department employees, on a space-available bases. Some courses are:

*Automated information systems management for senior executives*, FO-01, SES-GS-16 and above, November 4-6, January 12-14, April 21-23, June 23-25.

*Automated information systems management for intermediate executives*, FO/FP/FS-3, GS-12 and above, October 20-31, December 1-12, January 5-16, January 26-February 6, February 23-March 6, March 23-April 3, April 20-May 1, May 11-22, June 8-19, July 6-17, August 10-21, September 14-25, 1987. Worth three credits of undergraduate work from participating institutions.

*Managing automated information systems acquisition*, FO-FP/FS-3, GS-12 and above, November 3-7, December 15-19, February 2-6, March 16-20, April 20-24, June 8-12, July 20-24, August 31-September 4.

All courses will be held at the Washington Navy Yard. Applicants must pay for the courses (\$50) and then ask for reimbursement. For information, call the Foreign Service Institute, 235-8764. ■

—(Continued from preceding page)

Program	Oct.	Nov.	Dec.	Length of course
Budget and financial management	6,27	—	—	38 days
Personnel training	20	10	—	25 days
*Coping with violence abroad	6,14 20	3,17	1,15	1 day
**This course used to be available on a walk-in basis. You must now preregister.				
<b>Consular training</b>	<i>Pre-registration required for:</i>			
ConGen/Roslyn, basic consular course	Continuous enrollment:			26 days
Consular orientation program	Continuous enrollment:			6 days
Immigration law and visa operations	*Correspondence course			
Nationality law and consular procedure	*Correspondence course			
Overseas citizens services	*Correspondence course			
Passport examiners	*Correspondence course			
*See Airgram A-660 (dated 7/17/84)				
<b>Executive development</b>				
Program directors' management seminar	22	—	—	3 weeks
Supervisory studies seminar	15	—	—	3 days
Washington tradecraft	—	10	—	2 weeks
<b>Political training</b>				
Executive-congressional relations	6	—	—	1 week
National security and arms control	—	3	—	1 week
Negotiation art and skills	—	—	8	1 week
<b>Orientation</b>				
Orientation for Foreign Service officers	—	17	—	9 weeks
Orientation for Foreign Service personnel	27	—	—	1 week
Orientation for Departmental personnel	27	—	—	2 days
Department clerical orientation	6	—	8	7 days
<b>Foreign Service secretarial training</b>	20	—	—	8 days
<b>Secretarial briefings</b>	<i>Sch. arranged by appt.</i>			4-8 hours
First-time ambassador's sec. brief.	Ind. or group by appt.			
Washington assignment	Ind. or group by appt.			
Refresher; Onward assignments	Ind. or group by appt.			
Upward assignments (for GS secretaries)	Ind. or group by appt.			
<b>Communication courses</b>				
English and Comm. skills (Section I)	—	17	—	40 hours
Effective speaking and listening skills	—	3	—	24 hours
Reading dynamics	—	24	—	20 hours
<b>Secretarial courses</b>	—	4	—	5 days
(Foreign and Civil Service)	Schedule arranged			4 hours
Career development (GS-7 and above)	Schedule arranged			4-8 hours
Preparation of travel vouchers				
Correspondence formats				
<b>Equal opportunity seminar</b>				
Management seminar on EEO	—	14	—	1 day
<b>Skills development courses</b>				
Managing words (Wang word-processing trn.)	Schedule arranged			8-40 hours
Shorthand	—	4	—	72 hours
Typing	—	4	—	72 hours
<b>Communications workshops</b>				
OCR telegram preparation workshop	Schedule arranged			4 hours
Art of machine transcription	Schedule arranged			4-8 hours
Telephone techniques	Schedule arranged			4 hours
Proofreading	Schedule arranged			4 hours
Notetaking for managers	Schedule arranged			24 hours ■

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## Letters to the Editor

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—(Continued from Page 1)

an impartial committee. Conceivably, evaluation is a function which could be contracted out to a firm of private consultants. Or, if for some reason this were impractical, consideration should be given to the establishment of a mixed committee composed along the lines of selection boards—consisting of members from State and other executive departments, union representatives and public members. The inclusion of public members is particularly important, affording, as it would, more serious consideration of suggestions which offer significant savings but which, under the present system, are looked upon with disfavor because of an allegedly negative effect on "morale."

The under secretary is to be congratulated on his recognition of the potential value of employee suggestions. Hopefully he will now effect the changes which could make the Department's suggestion program a credible program capable of attracting the support which he wishes.

Sincerely,

JOHN O. GRIMES, FSO (ret.) □

### **On language competence**

CHIANG MAI, THAILAND

DEAR SIR:

Concerning the report (STATE, May) on Foreign Service language competency, when I was in school a 74% score was at best a C, and often a D. I don't think we should be so proud of it. Further, the suggestion that many officers' language abilities improve at post is perhaps true, but not complete. I have seen other officers' language abilities actually decline at post. In addition, many tested 3-3 language speakers still rely on English when dealing with host-country nationals, and turn principally to English-speaking counterparts when seeking information.

The language incentive program is an excellent one, but I think the issue before us now is how to put real value on language competence. In the field, are officers encouraged by their supervisors to find time for language study? Does effective language ability, or lack

of progress in gaining that ability, get proper notice in employee evaluation reports and by promotion panels? Or is it assumed that people who do well in language study simply have good scores on the Modern Language Aptitude Tests, thereby devaluing the amount of hard work put into language training, be it at the Foreign Service Institute or at post?

Language competence is only a tool, not a goal in itself. It is a very useful tool, however, directly in an officer's work and indirectly in showing U.S. representatives as sensitive to local cultures. Seventy-four percent language-designated positions filled? If language competence really makes a difference in doing our work, surely we can do better.

Sincerely yours,

WILLIAM F. DAVNIE □

### **Junior officers: another view**

DHAKA, BANGLADESH

DEAR SIR:

As a former chairman of the Commissioning and Tenure Board, I cannot let Sarah Nathness' comments on junior officers and the tenure process ("Forget the water walking . . .", June issue) pass without comment. Ms. Nathness has reviewed only the files of those junior officers, most of them unsuccessful candidates for tenure, who grieve efficiency reports. She has not had the opportunity I had, for somewhat over a year, to review the file of every junior officer coming up for tenure.

First of all, if tenure is a "crapshoot," it's one with very favorable odds. Upwards of 90% of all candidates eventually make tenure (the figure when I joined the board was 93%).

Second, having served both on the Commissioning and Tenure Board and on a regular selection board, I find there is a big difference in how the two boards read efficiency reports. The selection boards, participating in a highly competitive promotion process for which there are tight numerical limits, do indeed have to pay attention to gradations of praise—ecstatic, hysterical,

faint or otherwise—though they try to be fair about it.

The tenure board, however, has no quotas. The key question it must answer is: "Is the officer likely to be competitive over the next 20 or so years?" Many of the officers to whom my board granted tenure had received wishy-washy or even negative efficiency reports. The board felt, however, that on balance they were likely to have a productive career at the middle ranks of the Foreign Service.

In general, the ones who did not get tenure on their final review were those who seemed to the board to have more fundamental problems, especially problems which persisted under different supervisors and in different assignments. Plenty of junior officers had evident difficulty with one supervisor, and most were criticized at some stage for their drafting or management skills, without jeopardizing their tenure eligibility. But those who had trouble with a string of supervisors, or whose drafting problems seemed to be especially persistent or severe, or whose productivity remained very low throughout the four or five year probationary period—these were the types of people who might not get tenure.

Having taken strong exception to Ms. Nathness' argument that the tenure process is essentially arbitrary, I must partly agree with her assertion that junior officers don't always get the right supervision. We did see a few—fortunately not too many—reviewing statements of the "I don't know him, but his boss says he's O.K." variety. (The authors got letters of reprimand in their files from us.) We saw rather more reviewing statements written by officers who had made a conscientious effort to get to know the junior officer's work, but who as deputy chief of mission or deputy assistant secretaries were really too far up the organizational ladder to have a meaningful insight. I understand that, since I left the board, the guidelines for reviewing career candidates' reports have encouraged reviews by officers with regular contact with the junior officers.

I believe that Ms. Nathness is right to suggest that supervisors have regular and detailed counseling sessions with the rated officers. In this respect, the old career candidate report form, with its requirement for a draft efficiency report to be discussed midway through the rating period, was probably more helpful than the present one.

Another device is regular social get-togethers between the junior officers and the deputy chief of mission (or whoever is responsible for the junior officer program). At this post, these have provided a regular forum for junior officers to hear from more experienced hands about "what worked for me," about the mysteries of personnel, or even about the workings of the tenure board.

I question how much is to be gained by expanding junior officers' personnel consultations in the Department to "several days of rigorous counseling." The Junior Officer Division is not really familiar with the officers' daily work, and therefore can advise them only on how their file looks, not on what improvements would be useful in their work performance. Moreover, for better or for worse, most officers in our system place higher value on career advice received, informally and candidly, from a respected senior colleague than on advice received from personnel.

Sincerely yours,  
TERESITA C. SCHAFFER □

### Rude writing

MOBILE, ALA.

DEAR SIR:

I applaud Grace Cunard Wilson (no kin) and her sharp-sighted (STATE, June) criticism of your grammar. I regret, however, that her last paragraph included a run-on sentence. She should have included a period after the closing parentheses.

Also, I wonder about her requirements that writing should be "clear, complete, concise, courteous and correct." I'll go along with most of these criteria. But "courteous"? With that stipulation we're getting away from

form into substance. An essay, for instance, should be grammatical, but we'd miss out on a number of good essays if they all had to be courteous. Some of the pieces of writing I've most enjoyed were rude indeed.

Sincerely,  
RICHARD PATRICK WILSON □

### State can't spel

VALLETTA, MALTA

DEAR SIR:

Enclosed is a photocopy of this mission's favorite page in the Foreign Affairs Manual. What we especially like is the spelling of "illiteracy" in Section 812.4.

811 Proof of Identity  
812 Competence and Understanding  
812.1 Physical Disability  
812.2 Mental Incapacity  
812.3 Age  
812.4 Illiteracy  
812.5 Fees  
813 Blank Documents  
814 Notarials for Use in Third Countries  
Preparation of Legal Documents

Sincerely,  
JOEL J. LEVY  
Deputy chief of mission □

### 'Write on, Mr. Goldstein!'

AMMAN, JORDAN

DEAR SIR:

It's great to know that Mortimer Goldstein ("Disciplined Writing and Career Development") has so many fans. I'm still not among that number, but I'll admit that his presentation in the June issue. "Teacher was right (but you didn't listen)," offered more substance applicable to composition than the previous three I have read. He finally left the esoteric domain of grammar and entered into the actual process of writing. Outlining (pre-writing) serves a useful purpose to some writers, and certainly editing (rewriting) is one of its most important aspects. I hope his fans place this one *imprimis* in their "reference" libraries.

In regard to the ongoing controversy about the place of accurate, "correct" grammar in the process of writing, let me say a couple of things in reply to my respectable critics, Ms. Wilson and Mr. Gould (STATE, June).

First of all, it is obvious from their comments and their adoration of Mr. Goldstein that neither has studied modern theories of composition, such as generative writing, holistic writing, or writing with the right side of the brain. Ms. Wilson's criticism reflects her narrow and standardized view of writing without considering the real problem: most Americans are terrible writers. Ms. Wilson and Mr. Gould may be good writers themselves, and they may not need to be aware of methodology or even use the reference library to enhance their compositions. Sadly to say, it has been my experience that a majority of federal workers fall into the opposite category. Mr. Goldstein's fans should be made aware that there are alternative methods to the standardized and provincial school methods. These alternative methods have proven to be more successful in helping those who need remedial skills. The regimented approach with its emphasis on rigid form espoused by Mr. Goldstein and many others just doesn't work with those whose writing skills are negligible. All one needs to do is look at the products of the public schools, in which most teachers have used an approach similar to Mr. Goldstein's, to see what comes of teaching such a method; that is, they make the assumption that grammar and composition are integrally related and should be taught together and that composition is some neat little skill that can be packaged with absolute values that apply to all. Remember, grammar is merely a description of a language: composition is the use of the language and has very little to do with the niceties of grammar.

Secondly, English grammar seems arcane and unapproachable to many, but it is not sacrosanct and is subject to change at the whim of society. The "who/whom" problem is a case in point. Ms. Wilson is correct when she points out that the sentence "you know who I'm talking about" has a traditional grammar error. However, consider its alternative: "you know whom I'm talking about." Or consider even the more correct: "You know about whom I am

talking." Place this third choice in the context of my original letter and see how it sounds. There is a question of language levels here, as there is in most writing. Secular, informal usage many times omits the need for formal application of the whom pronoun. The word is a leftover concept from the Indo-European base language (Germanic?), and some predict that the use of the "whom" as an objective case will completely die out in 100 years or so. That would be fine with me. It is a good example of how meaningless grammar can be to composition. Whether one uses "who" or "whom" changes not in the least iota the basic meaning of the sentence. Upon reflection, if I were to rewrite the letter, I would change the sentence and get rid of the pronoun completely. Something like: "You know the teacher I'm talking about." Whoops! Still ending with a preposition. Oh, well.

Write on, Mr. Goldstein. Ms. Wilson and Mr. Gould? I ain't got no quarrel with you. For you strict grammarians: I haven't any quarrel with you, either.

Sincerely,  
LARRY R. BROOKS □

### Double talk

SILVER SPRING, MD.

DEAR SIR:

If you would like to introduce a new, small department, perhaps to replace one that may have gotten tired—"Transfer Tremors"?—I have a modest proposal "Tautological Redundancies" or some such title. Here are a few tautologies that I have recently picked up in the print and electronic media:

- Pinpoints the exact place.
- A thin sliver of land.
- The falling plane hit a motorist on the ground.
- That decision and the subsequent decision that followed later.
- One prime objective governed national policy.
- The events came one after the other in succession.

You can invite contributors, print

### Transfer Tremors . . . . . by ebp

I was transferred to LIMA; after PERUsing my orders I found I could leave immediately.

I was transferred to KATHMANDU; my ONE PAL in PER pulled it off for me.

I was transferred to INDONESIA, and then had to wait for clearance from MED ANd the bureau before I could leave. □

any number and honor the "Tautological Redundancy of the Month."

Sincerely yours,  
MORTIMER I. GOLDSTEIN (ret.) □

### Who has his U.S. bonds?

GUAYAQUIL, ECUADOR

DEAR SIR:

I note that once again the State Department has entered into the savings bond drive with gusto. While I am in agreement with and support the savings bond program, I believe that State should also tell employees who join the program the negative aspects.

In pay period 21 1984, I should have received two bonds. The monies were deducted but, to date, after numerous cables between the Department and posts where I have been assigned, I have yet to receive the original bonds, the promised reissue of the bonds, nor the refund for which I have asked.

While the promise is to "replace bonds if lost or stolen," nothing is mentioned about the trials and tribulations of having to deal with the Washington Finance Center or the Treasury Department in obtaining a refund or replacement. If STATE magazine is going to back the bond drive yearly, please tell the complete story, not just the good side.

Sincerely,  
RODNEY M. BRALEY  
Telecommunications officer □

### Brother, spare the time?

MCLEAN, VA.

DEAR SIR:

Now in semi-retirement, I have found time to consider problems that have plagued State for years, indeed, for decades. One that I would like to address here is the problem of clocks.

We all know that it is virtually im-

possible to find two clocks in the building that tell the same time. The differences are not only minutes but hours—possibly even days. Perhaps out of embarrassment, the Library has sensibly covered the faces of its clocks with a poster bearing the words "Ask your librarian."

My solution is the essence of simplicity: *get rid of the clocks*. Almost everyone wears a wristwatch or has a neighbor who does. Hunger pangs alert one to lunchtime, and the exodus to quitting time. Why, then, devote money and manpower to the obviously futile effort to have hundreds of clocks keep the same time?

Perhaps three clocks should be kept, one at each major entrance, and one person could devote part of his/her time to keeping these operating properly.

What to do with the old clocks? An offhand suggestion: send them to some country with a large nomadic population, where the exact time is of no great consequence.

Sincerely,  
JAMES H. BAHTI □

### State people in the States

SARASOTA, FLA.

DEAR SIR

I ask that you include in your magazine occasionally some information on our association and similar ones which I am certain exist in California, Arizona and probably other places around the country. As our name—Foreign Service Retirees Association of Florida—indicates, we are retired U.S. employees who have served in some capacity at an embassy or consulate abroad. At present, including spouses in the Foreign Service tradition, we have a membership of over 800.

Our activities are designed primarily to assist in getting in touch with old friends and making new ones who have similar backgrounds. We have an annual dinner, try to schedule two or three luncheons each year in various parts of the state of Florida, and publish an annual directory of members, providing names, addresses, telephone numbers and previous posts of our members.

If anyone is interested in membership, please write to Richard Hart, 6110 Wilshire Circle, Sarasota, Fla. 33583. Our dues are \$5 per year.

We would also be interested in contacting similar Foreign Service retiree groups around the country and inviting them, while they might be vacationing in Florida, to attend any of our functions which might be scheduled at that time.

Sincerely,  
RICHARD R. HART □

### Tribute to a teacher

HOUSTON, TEX.

DEAR SIR:

Helen Lin (Dai Moni), whose tragically untimely death you reported (STATE, June), will be very much missed by her former colleagues and students, now including some of the United States' most distinguished diplomatic China specialists. It would be impossible to single out the best among the talented, dedicated and exacting Foreign Service Institute Chinese teachers who shepherded scores of willful and proud American foreign affairs officers through two years of intensive study of China's language and civilization. Surely Miss Dai, as she was known to all of them, will be long and gratefully remembered by everyone privileged to have been taught by her.

Helen Lin imparted much more than knowledge of her native language. Daughter of one of China's leading etymologists and very much a modern intellectual herself, Helen Lin infused her teaching with a rare blend of pragmatism and cultural sensitivity. Each of her students took from each lesson with her an increased respect for China's

heritage and a better understanding of the modern travail of the Chinese people.

Helen Lin was the sort now called tough-minded. In class, she gave the best that was in her—and required no less in return. Her concern in faculty conferences for the all-round growth of her students was the match of the uncompromisingly high standards she set for them and enforced unflinchingly.

It was fitting, indeed symbolic, that in her prime her native land recognized the contribution her teaching made to the remarkable advance during the last 15 years in relations with her adopted country. While Helen Lin would be the first to disclaim much credit for all that has been realized, those whose knowledge she nurtured and developed readily acknowledge that hers was a major contribution. As with all great teachers, her memorial remains evergreen in the work of her former students.

Sincerely,  
WILLIAM J. CUNNINGHAM, (FSO-ret.)  
*The writer was a student at the Chinese Field Language and Area Training Center, Taichung, Taiwan, in*

1957 and 1958, and director of the center in 1961 and 1962. □

### Re condolences

SANTA MONICA, CALIF.

DEAR SIR:

From time to time I read in STATE of the demise of former colleagues, friends and members of their families. At the same time, however, no address is given for the next of kin to whom I would expect to write condolences.

Some years back, I believe, this information was usually included at the end of an obituary. Is there a reason why this is no longer done? Does the Privacy Act preclude such information being given out? If so, to whom in the Department should messages be directed so that the next of kin can be contacted?

Sincerely yours,  
DONALD R. TREMBLAY (FSO-ret.)  
*Privacy laws prohibit publishing addresses without permission. The Foreign Service Lounge will forward letters to Foreign Service family members, and STATE magazine will forward Civil Service letters in some cases—for example, when the obituary material submitted contains an address. ■*



SINGAPORE—At opening of expanded information systems center, from left: Archawa Nutakul, Bangkok; William Camp, Bangkok; Cecilia Lee, computer supervisor; Ambassador

J. Stapleton Roy, Steve Napoliello, Kuala Lumpur. Rear, from left: Edward Conyngham, Peter Higgins, Philip King, Ed Browne.

# Personnel: Civil Service

## Promotions (August)

GG-6

**Kurtz, Allen**, U.S. Mission to the United Nations

GG-12

**Dasher, Richard B.**, Foreign Service Institute

GG-14

**Edwards, Clayton J.**, International Joint Commission

GM-13

**Elliott, Elizabeth J.**, Office of Supply, Transportation and Procurement

GM-14

**Briggs, Eugene E.**, Northeast Passport Processing Center

GS-3

**Harrison, Myrna F.**, Financial Operations

**Krucelyak, Sandra**, Foreign Service Institute

**Lancaster, Paula C.**, Foreign Service Institute

GS-4

**Bishop, Tondelayo V.**, Medical Services

**Bracken, Karen A.**, Passport Agency, Philadelphia

**Catlett, John R.**, Passport Agency, Automated Records Branch

**Dees, Gertrude F.**, Near Eastern and South Asian Affairs

**Harp, Debbie L.**, Passport Agency, Seattle

**Knoten, Veraniece**, Passport Agency, New Orleans

**Panko, Jennifer J.**, Despatch Agency, New York

**Robertson, Gail**, Office of Protocol

**Rush, Pamela S.**, Visa Services

**Sommers, Joseph G.**, Passport Agency, Automated Records Branch

**Stokes Sandra L.**, Passport Agency, Los Angeles

**Washington, Cassie Y.**, Passport Agency, Washington

**Weathers, Kamala N.**, Bureau of Public Affairs



ADMINISTRATION—*Ellsworth A. Donovan*, center, retiring after 43 years, receives Department service plaque from Assistant Secretary *Donald Bouchard*. With them is *Mrs. Donovan*.

GS-5

**Bennett, Patricia**, Office of Communications

**Covington, Senetra M.**, Economic and Business Affairs, Office of International Trade

**Curry, Michael R.**, Bureau of Administration

**Dalton, Evelyn J.**, Intelligence and Research

**Fields, Helen D.**, Office of Facilities Management and Administrative Services

**Herd, Beverly N.**, Medical Services

**Leonard, Gladys G.**, Intelligence and Research

**Neal, Annette K.**, Financial Operations

**Norris, Doris**, Foreign Service Institute

**Roberts, David E.**, Intelligence and Research

**Veghte, Dorothy E.**, Intelligence and Research

**Watson, Yvonne M.**, Passport Agency, Automated Records Branch

GS-6

**Armentrout, Teresa L.**, Bureau of Personnel

**Devoe, Russell D.**, Office of Communications

**Holland, Michelle D.**, Near Eastern and South Asian Affairs

**Hooks, Veronica D.**, African Affairs

**Hopson, Reginald E.**, Foreign Affairs Data Processing Center

**McGlinchy, Lucilla A.**, Oceans and International Environmental and Scientific Affairs

**Rollins, Shearita M.**, Office of Citizens Consular Services

**Sullivan, Lisa J.**, Economic and Business Affairs

**Torelli, Patricia L.**, Passport Agency, Seattle

**Tuten, June M.**, Office of Communications

GS-7

**Aleshire, Marilyn E.**, Passport Agency, Miami

**Battle, Linda L.**, Passport Agency, Houston

**Boggs, Gladys D.**, International Organization Affairs

**Brown, Tywana**, Office of Facilities Management and

Administrative Services

**Frampton, David W.**, Foreign Affairs Information Management Center, Telecommunications Indexing Branch

**Harris, Loretta R.**, Foreign Affairs Information Management Center, Telecommunications Indexing Branch

**Harris, Victoria E.**, Intelligence and Research, Office of Analysis for Africa

**Kirby, Armenta V.**, Intelligence and Research, Northern and Central Europe Division

**Lechevet, Dawn M.**, African Affairs

**Parnham, Ann**, Office of Supply, Transportation and Procurement, Purchasing Branch

**Perry, Gloriesteen G.**, Passport Agency, Chicago

**Piasecki, Angret M.E.**, Office of the Legal Adviser, Office of the Executive Director

**Reddock, Geraldine W.**, Foreign Affairs Information Management Center, Written Communication Indexing and Distribution

Branch  
**Rosenstein, Yoshino E.**, Passport Agency, Special Issuance Division  
**Thian, Tasha M.**, Passport Agency, Correspondence Branch  
**Weisblatt, Fanny E.**, Refugee Programs, Office of Asian Refugee Assistance  
**White, Lynette**, Southern African Affairs

#### GS-8

**Boone, Doris M.**, Office of Facilities Management and Administrative Services  
**Chuang, Yvonne B.**, Office of Communications, Remote Automated Reproduction and Collating Section  
**Clark, Kathryn A.**, Bureau of Personnel, Office of Position and Pay Management  
**Edwards, Rebecca**, Oceans and International Environmental and Scientific Affairs  
**Friedrich, Teresa A.**, Office of Assistant Legal Adviser, Special Functional Problems  
**Giacomin, Gelinda M.**, Economic and Business Affairs  
**Larker, Frederica E.**, European and Canadian Affairs  
**Podolak, Raissa**, Intelligence and Research, Office of Analysis for East Asia and Pacific  
**Ransom, Kathryn A.**, International Organization Affairs, Office of UN Political and Multilateral Affairs  
**Scott, Patricia D.**, Office of the Legal Adviser

#### GS-9

**Bulian, Vicki M.**, Passport Agency, Seattle  
**Dubose, Brenda M.**, Foreign Affairs Information Management Center, Written Communication Indexing and Distribution Branch  
**Fountain, Dorothy B.**, Legislative and Intergovernmental Affairs  
**Graham, Helen F.**, Passport Agency, New Orleans  
**Hardy, Benjamin E.**, Bureau

of Personnel, Recruitment Division  
**Lencho, Keith J.**, Passport Agency, Seattle  
**Lopez, Mirna A.**, Passport Agency, New Orleans  
**McPherson, Sheila T.**, Legislative and Intergovernmental Affairs  
**Moore, Margie W.**, Passport Agency, Chicago  
**Prynada, Iwan**, Diplomatic Security, Systems Engineering and Logistics Branch  
**Robinson, Vernon M.**, Office of Communications, Communications Systems Section  
**White, Paulette V.**, Office of Supply, Transportation and Procurement, Contracts Branch  
**Wisdom, Irene P.**, Passport Agency, Seattle

#### GS-10

**Chechele, Robert J.**, Office of Communications, Communications Systems Section  
**Jones, Wilda E.**, Passport Agency, Chicago

### Former spouses: health benefits

Regulations have been published under which certain former spouses of Civil Service employees, former employees and annuitants may qualify to enroll in a plan under the Federal Employees Health Benefits Program. They will have until February 27 to enroll, after which enrollment would have to be within 60 days of dissolution of a marriage.

The Office of Civil Service Career Development and Assignments at State will assist any former spouse who meets the eligibility requirements. (The Retirement Division at State acts in this capacity for former spouses of Foreign Service employees.) Those who have questions may contact David Kaffenberger in Room 2429, Main State. He can be reached at 647-5810. □

#### GS-11

**Ballas, Harry D.**, Diplomatic Security, New York Field Office  
**Claibourn, Sallie D.**, Office of Protocol, Accreditation Section  
**Davis, Gregory K.O.**, Foreign Affairs Information Management Center, Directives Management Staff  
**Haldet, Terree A.**, Diplomatic Security, Threat Analysis Division  
**Small, Beverly G.**, Diplomatic Security, Washington Field Office  
**Smith, Lawrence C.**, Foreign Affairs Data Processing Center, Equipment Operations Section

#### GS-12

**Giamporcaro, Jeanne M.**, Diplomatic Security, Freedom of Information and Privacy Act Division  
**Hall, Gertrude D.**, Office of Supply, Transportation and Procurement, Transportation Division  
**Mansfield Jr., Charles G.**, Consular Affairs  
**Miller, Cindy R.**, Bureau of Personnel, Office of Management  
**Oliver, Joan R.**, Overseas Citizens Services

**Siljegovic, Kathleen G.**, Diplomatic Security, Freedom of Information and Privacy Act Division  
**Spruell, Mary L.**, Diplomatic Security, Freedom of Information and Privacy Act Division

**Waters, Juanita A.**, Office of Supply, Transportation and Procurement, Contracts Branch  
**Williams Yvonne**, European and Canadian Affairs, Office of the Executive Director

#### GS-13

**Finton, Timothy C.**, Bureau of International Communications and Information Policy

#### GS-14

**Iacovo, Domenick F.**, Bureau of International Communications and Information Policy

#### GS-15

**Rostow, Charles N.**, Office of the Assistant Legal Adviser, Politico-Military Affairs □

### Appointments (August)

**Afanasenko, Peter**, Office of the Deputy Assistant Secretary for Operations, Interpreting Division  
**Albracht, Stephen J.**, Office of Fiscal Operations, Payments Control Branch  
**Alexander, Martha B.**, African Affairs, Office of the Executive Director  
**Allen, Lessie M.**, Intelligence and Research, South Asia Division  
**Babin Jr., Anthony J.**, African Affairs, Office of the Executive Director  
**Barnes, Kathleen A.**, Stuttgart  
**Barnes, Linda M.**, Pre-Assignment Center  
**Becker, Carol R.**, Foreign Service Institute  
**Belk, William E.**, Office of Communications, Temporary Duty Support Division  
**Burget, Isela B.**, Inter-American Affairs, Office of the Executive Director  
**Camper, Sheryl C.**, Foreign Affairs Information Management Center, Information Access Branch  
**Chance, Rachel E.**, East Asian and Pacific Affairs, Office of the Executive Director  
**Christian, Bermadine B.**, Office of Management Operations  
**Chung, Andrew H.**, Foreign Affairs Data Processing Center, Systems Programming Branch  
**Clowers, Brenda K.**, Frankfurt  
**Coburn, Ian R.**, Foreign Affairs Information Management Center, Information Access Branch

**PERSONNEL: CIVIL SERVICE**

- Cook, Connie R.**, Pre-Assignment Center
- Corliss, Steven T.**, Office of the Legal Adviser
- Crabtree, Anna M.**, Bureau of Personnel, Office of Management
- Cramer, Barbara A.**, Intelligence and Research, North Africa and Arabian Peninsula Division
- Crismond, Robin C.**, Pre-Assignment Center
- Cruciani, Renee M.**, Foreign Service Institute
- Dean, Michael A.**, Family Liaison Office
- Dodge, Kathleen M.**, Brussels
- Donahue, Joan C.**, Near Eastern and South Asian Affairs
- Dubell, Michelle D.**, Office of the Comptroller
- Encarnacion, Omar G.**, Bureau of Personnel, Office of Management
- Erskine, Linda E.**, Office of Foreign Service National Personnel
- Fahey, Graciela T.**, Foreign Service Institute
- Findlay, D. Cameron**, Office of the Legal Adviser
- Frank, Rosalynn G.**, Intelligence and Research, Trade and Monetary Affairs Division
- Galvan, Maria D.C.**, Bureau of Personnel, Office of Management
- Gazzara, Margaret R.**, Passport Agency, Boston
- Genovese, Mary C.**, European and Canadian Affairs, Office of the Executive Director
- Gutensohn, Laura L.**, Medical Services, Foreign Programs
- Hall, Wayne K.**, U.S. Mission to the United Nations
- Harris, Tracy L.**, Pre-Assignment Center
- Hatchimonji, Ruth M.**, Bureau of Administration
- Hedfors, Birgitta**, Foreign Service Institute
- Hensley III, Robert K.**, Office of Facilities Management and Administrative Services
- Holt III, David E.**, Bureau of Administration
- Hopkins, Gwendolyn A.**, Intelligence and Research
- Hunter, Jimmy D.**, International Joint Commission
- Jackson, Karen I.**, Passport Agency, Automated Records Branch
- Jackson, Vincent E.**, Office of Facilities Management and Administrative Services
- Joel, Alexander W.**, Office of the Legal Adviser
- Johnson, Deborah D.**, Office of Supply Transportation and Procurement, Contract Branch
- Johnson, Lisa K.**, Foreign Affairs Information Management Center, Information and Access Branch
- Jones, Charlotte F.**, Politico-Military Affairs
- Klement, Elaine M.**, Brussels
- Kraft Jr., Walter F.**, Diplomatic Security, Systems Engineering and Logistics Branch
- Kulski, Isabel G.**, Intelligence and Research
- Lake, Mary E.**, Foreign Affairs Data Processing Center
- Lange, Jean A.**, Office of Foreign Service National Personnel
- Lewis, Antonie**, European and Canadian Affairs, Office of the Executive Director
- Mackall, Carolyn E.**, Office of Fiscal Operations, Annuity Payments Branch
- Marshall, Annie L.**, Intelligence and Research, Arab-Israeli States Division
- Mattson, Laurel V.**, Despatch Agency, Baltimore
- McDonald, Crandell W.**, Office of Supply, Transportation and Procurement, Contracts Branch
- McEldowney, Nancy E.**, European and Canadian Affairs
- McKindra, M. Delores**, Brussels
- Mills, Vanessa M.**, Despatch Agency, San Francisco
- Nelson, Teresa A.**, Information Systems Office, User Support Services Staff
- Nijenhuis, Erika W.**, Office of the Legal Adviser
- Norris, Heather M.**, Foreign Affairs Information Management Center, Information Access Branch
- Peterson, Molly**, Santo Domingo
- Plotkin, Mark E.**, Office of the Legal Adviser
- Poblete, Rosario N.**, Foreign Service Institute
- Poland, Harold D.**, Office of Facilities Management and Administrative Services, Building Management Operations Division
- Quirion, Maureen L.**, Despatch Agency, Miami
- Radicevich, Robert B.**, Office of Communications, Standards and Procedures Section
- Rahawi, Mohammed A.**, Foreign Service Institute
- Richards, Robin M.**, Pre-Assignment Center
- Ruby, Cynthia M.**, Office of Communications, Communications Analysis Section
- Ryan, Deborah K.**, Pre-Assignment Center
- Scott, Florence J.**, Office of Facilities Management and Administrative Services, Building Management Operations Division
- Scott, Robert L.**, Santo Domingo
- Siefkin, Mariette**, Foreign Service Institute
- Sisk, Charles H.**, African Affairs, Office of the Executive Director
- Skipworth, Lenora Y.**, Pre-Assignment Center
- Smith, Richard W.**, Near Eastern and South Asian Affairs, Office of the Executive Director
- Smulson, Gudrun S.**, Foreign Service Institute
- Sprio, Peter J.**, Office of the Legal Adviser
- Stewart, Vibeke K.**, Foreign Service Institute
- Stromseth, Jane E.**, Office of the Legal Adviser
- Tabner, Jody M.**, Office of the Legal Adviser
- Taylor, Mark B.**, Executive Secretariat, Operations Center
- Trdla, Monlca L.**, Santo Domingo
- Verrier, Jacqueline**, Office of Supply, Transportation and Procurement, Procurement Division
- Wakahlro, Gary S.**, Bureau of Personnel, Office of Management
- Warneck, Mark C.**, Office of Supply, Transportation and Procurement, Procurement Division
- Williams Jr., Ephriam**, Office of Facilities Management and Administrative Services, Domestic Fleet Management and Operations Branch
- Wit, Joel S.**, Intelligence and Research, Nuclear and Scientific Division
- Zotto, Theodore A.**, Office of Facilities Management and Administrative Services, Building Management Operations Division □

**Reassignments  
(August)**

- Beach, Dana E.**, Overseas Citizens Services to Passport Agency, Field Coordination Staff
- Camp, William L.**, Passport Services to Foreign Service Institute
- Craft Jr., William E.**, Bureau of Personnel, Office of Management to Economic and Business Affairs
- Garczynski, Casimir L.**, European and Canadian Affairs to Diplomatic Security
- Geibel, Edward W.**, Refugee Programs, Office of Budget to Refugee Programs, Training Division
- Jenkins, George C.**, Despatch Agency, New York to Office of Supply, Transportation and Procurement, Transportation Division
- Johnson, Ralph E.**, Passport Agency, Stamford to Passport Agency, Boston
- Koniuszkow, Elizabeth**, Bureau of Personnel to Office of the Comptroller
- Linz, Latoria M.**, Consular



- Affairs, Public Affairs Staff to Consular Affairs, Systems Applications Staff
- Lovins, Ellen M.**, Bureau of Administration to Public Affairs
- Melcher, Margaret M.**, Office of Foreign Buildings to Foreign Service Institute
- Montgomery, Danielle F.**, Bureau of Administration to Legislative and Intergovernmental Affairs
- Morris, George H.**, Office of Communications, Pouch Section to Office of Communications, Mail and Pouch Branch
- Reynolds, Bonnie A.**, Economic and Business Affairs to Intelligence and Research
- Sherrill, Edna B.**, East Asian and Pacific Affairs, Office of Economic Policy to Inter-American Affairs, Office of Mexican Affairs
- Shiplett, Myra H.**, Bureau of Personnel to Consular Affairs
- Stephens, Sabiha M.**, International Organization Affairs, Office of Administrative Services to European and Canadian Affairs
- Taylor, Monica E.**, Pre-Assignment Center to Economic and Business Affairs
- Tolbert, Jeanette M.**, Consular Affairs to European and Canadian Affairs
- Tompkins, Patricia**, Office of Communications, Communications Center to Office of Communications, Special Projects and Programming Division
- Tyer, Mable M.**, Politico-Military Affairs to Near Eastern and South Asian Affairs
- Wheeler, Diane M.**, Diplomatic Security, Los Angeles Field Office to Diplomatic Security, Chicago Field Office □
- Resignations (August)**
- Abbott, Keith L.**, Passport Agency, Philadelphia
- Anderson, Cassandra L.**, Economic and Business Affairs, Office of the Executive Director
- Avery, Teresa Y.**, Foreign Service Institute
- Bass, Angelia Y.**, Passport Agency, San Francisco
- Binns, Jack R.**, Classification/Declassification Center
- Blanchy, Ketty P.**, Foreign Service Institute
- Brown, Gregory R.**, Passport Agency, Boston
- Bye, Patricia A.**, International Organization Affairs
- Campbell, T. Lisieux D.C.**, Foreign Service Institute
- Dayries, Linda A.**, Passport Agency, New Orleans
- Dubell, Michelle D.**, Office of the Comptroller
- Faulkner, Joseph T.**, London
- Foster, Stephanie K.**, Passport Agency, Automated Records Branch
- Glasco, Renee A.**, Passport Agency, Los Angeles
- Harris, David L.**, Office of Communications, Mail and Pouch Branch
- Hawkins, Pauline A.**, Politico-Military Affairs, Office of Theater Military Policy
- Hepie, Marcellin**, Foreign Service Institute
- Hickman, Chynita E.**, Northeast Passport Processing Center
- Hyams, Sarah**, Family Liaison Office
- Johnson, Laurindo**, Foreign Affairs Information Management Center, Records Services Center
- Johnson, Lisa K.**, Bureau of Personnel, Office of Management
- Jones, Sharron L.**, Consular Affairs
- Malloch Jr., Theodore R.**, Intelligence and Research
- Manger, Stacie**, Passport Agency, Houston
- Marks, Claudia G.**, Passport Agency, Passport Field Coordination Staff
- McBride, Ann Christine**, Office of Protocol
- McCall, Angela C.**, Office of Supply, Transportation and Procurement
- Mitchell, Constantina T.**, Foreign Service Institute
- Parker, Jean**, Passport Agency, Philadelphia
- Revak, Samuel J.**, Office of Communications, Mail and Pouch Branch
- Richardson, Lorna**, Northeast Passport Processing Center
- Roman, Maria A.**, Despatch Agency, New York
- Rychak, Colleen J.**, Seoul
- Schwartz, David N.**, Politico-Military Affairs, Office of Strategic Nuclear Policy
- Scott, Carolyn R.**, Passport Agency, Research and Liaison Branch
- Senseny, Michael B.**, Financial Operations, Travel Voucher Section
- Shemanski, Gloria T.**, Munich
- Sifter, Michael D.**, Executive Secretariat, Operations Center
- Singer, Michael T.**, Bonn
- Smith, Jackson L.**, Bureau of Administration
- Trivisani, Francesca M.**, Port-of-Spain
- Wallace, Juanita**, Passport Agency, Chicago
- Warnecki, Mark C.**, Bureau of Personnel, Office of Management
- Williams, Kevin F.**, Passport Agency, Manual Records Branch
- Winford, Lisa D.**, Northeast Passport Processing Center
- Zischke, Douglas A.**, Bureau of Administration □
- and Research, Soviet Foreign Political Division**
- Lynn Jr., Francis E.**, Office of Facilities Management and Administrative Services, Building Services Branch
- Memoli, Josephine M.**, Passport Agency, Stamford
- Santiago, Robustiano**, Despatch Agency, Baltimore
- Smith Jr., Langston T.**, Consular Affairs
- Storer, James A.**, Oceans and International Environmental and Scientific Affairs, Office of Fisheries Affairs □
- Promotions (July)**
- GM-14**
- Bird, Mary M.**, Language Services Division
- Dzurek, Daniel J.**, Intelligence and Research, Office of the Geographer
- Natale, Richard J.**, Foreign Buildings Office
- GM-15**
- Burns, David H.**, Economic and Business Affairs, Office of the Executive Director
- GS-3**
- Benjamin, Sherri A.**, Passport Agency, Washington
- Brown, Lee W.**, Passport Agency, Seattle
- Catlin, Timothy M.**, Office of Communications, Mail and Pouch Branch
- Davis, Mignon L.**, Diplomatic Security, Management Systems Division
- Jordan, Karen M.**, Northeast Passport Processing Center
- Swain, Darron C.**, Passport Agency, Miami
- GS-4**
- Barfield, Lamanthia A.**, Bureau of Personnel, Office of Management
- Dixon, Marlon**, European and Canadian Affairs
- Douglas, Gisele T.**, Passport Agency, Miami
- Hawkins, Kenneth**, Office of Supply, Transportation and Procurement
- Huckaby, Renard L.**, Eco-

**PERSONNEL: CIVIL SERVICE**

- nomic and Business Affairs, Office of International Finance and Development  
**Jeter, James M.**, Bureau of Personnel, Recruitment Division  
**Moore, Gwendolyn Y.**, Office of Facilities Management and Administrative Services  
**Robinson, Michelle D.**, Office of Supply, Transportation and Procurement  
**Varela Jr., Victor J.**, Passport Agency, Miami  
**Wilson, Gwendolyn V.**, Passport Agency, Miami
- GS-5**  
**Anderson, Paula B.**, Passport Agency, Houston  
**Angelelli, Nancy L.**, Office of Facilities Management and Administrative Services  
**Barber, Angela L.**, Near Eastern and South Asian Affairs  
**Carpenter, Felicia L.**, Economic and Business Affairs, Office of Energy Consumer-Country Affairs  
**Gresham, Sharman J.**, Oceans and International Environmental and Scientific Affairs, Office of Environmental and Health Affairs  
**Harley, Renee C.**, Passport Agency, Correspondence Branch  
**Holmes, Gale C.**, Office of Financial Operations, Working Capital Funds Branch  
**Jones, Delores W.**, Passport Agency, Philadelphia  
**Liberatore, Sebastian**, Foreign Buildings Office  
**Martin, Yolanda R.**, Secretariat Staff  
**Mills, Delores A.**, Public Affairs, Special Projects Staff  
**O'Bery, Linda L.**, International Organization Affairs  
**Schwartz, Runa M.**, Foreign Service Institute, Consular Training  
**Sinnicki, John G.**, Office of Fiscal Operations, American Payroll Section  
**Speight, Robin G.**, Office of Fiscal Operations, Annuity
- Payments Branch  
**Taylor, Rosalyn R.**, Passport Agency, Philadelphia  
**Williams, Marvin L.**, Executive Secretariat, Information Management Section
- GS-6**  
**Bracey, Glynnis A.**, Office of the Comptroller  
**Candelario, Fern M.**, Inter-American Affairs, Office of the Executive Director  
**Carroll, Faye T.**, Foreign Service Institute, General Services  
**Chowdhury, Syeda M.**, Economic and Business Affairs, Office of International Trade  
**Crocco, Marie E.**, Diplomatic Security, Reference Service Branch  
**Dubose, Steven D.**, Foreign Affairs Data Processing Center  
**Kidane, Assefa**, Financial Operations, Travel Advance Section  
**Kinney, Colleen M.**, East Asian and Pacific Affairs  
**Marantz, Lois A.**, Diplomatic Security, Standards and Design  
**Miller, Beverly L.**, Refugee Programs, Office of Budget  
**Monroe, Patrice M.**, Information Systems Office, User Support Services Staff  
**Nguyen, Anh T.**, Refugee Programs, Office of African Refugee Assistance  
**Park, Elizabeth A.**, African Affairs, Office of the Executive Director  
**Permitter, Wanda L.**, Oceans and International Environmental and Scientific Affairs, Office of Ocean Law and Policy  
**Phillips, Rosemary**, Consular Affairs, Management and Administration  
**Walsh, Susan M.**, Office of the Special Adviser to the Secretary for Arms Reduction Negotiations  
**Ware, Lanette D.**, West African Affairs
- GS-7**  
**Ayling, Sharon K.**, Foreign
- Affairs Information Management Center  
**Brown, Anthony**, Bureau of Personnel, Retirement Division  
**Brown, Kenneth C.**, Office of Supply, Transportation and Procurement  
**Daniele, Lawrence M.**, Diplomatic Security, Threat Analysis Division  
**Dickerson, Marian W.**, Bureau of Administration, Personnel Management Division  
**Douglas, Betty J.**, Inter-American Affairs, Office of the Executive Director  
**Feltaut, Beverly T.**, Bureau of Personnel, Office of Civil Service Career Development and Assignments  
**Hewlett, Regina**, Consular Affairs, Administrative Services Division  
**Jelenovic, Josephine**, Foreign Affairs Information Management Center  
**Mathis, Raymond E.**, Office of Facilities Management and Administrative Services  
**McHale, Stephen A.**, Office of Communications, Special Projects Branch  
**Neve, Nina J.**, International Organization Affairs, Office of UN Political and Multilateral Affairs  
**Noyer, Barbara J.**, Bureau of Personnel, Office of Management  
**Palmer, Articlees**, Passport Agency, Special Issuance Division  
**Parisek, Lisa P.**, Office of the Department Executive Director  
**Paukert, Jill D.**, Inter-American Affairs, Office of Central American Affairs  
**Price, Stephen O.**, Office of the Comptroller, Budget and Planning  
**Rosenberg, Faye L.**, Passport Agency, Special Issuance Division  
**Spriggs, Kevin L.**, Passport Agency, Washington  
**Thomas, Jonas L.**, Office of Facilities Management and
- Administrative Services  
**Tufo, Sara J.**, Passport Agency, Boston  
**Underwood, Nicola R.**, Public Affairs, Special Projects Staff  
**Vaughan, Anne T.**, Financial Operations, Debt Collection Section  
**Zakrociemski, Lauren S.**, Financial Operations, Working Capital Funds Branch
- GS-8**  
**Barbour, Kathryn A.**, East Asian and Pacific Affairs, Office for Pacific Islands Affairs  
**Giacomin, Maryedna P.**, Bureau of Human Rights and Humanitarian Affairs  
**Healey, Joan G.**, Office of the Procurement Executive  
**McGuigan, Kathleen**, Office of Communications, Message Preparation and Cryptographic Section  
**Reed, Crystal A.**, Office of Fiscal Operations, Foreign Service National Payroll Section  
**Starks, Jannis B.**, Intelligence and Research, Office of Terrorism and Narcotics Analysis  
**Thompson, Charles H.**, Office of Fiscal Operations, American Payroll Section
- GS-9**  
**Eley, Darlyce M.**, Office of the Assistant Legal Adviser, Treaty Affairs  
**Harrington, Patricia A.**, Diplomatic Security, Employee Branch  
**Maher, Shannon M.**, Office of Communications, Communication Analysis Section  
**McClelland, Regina K.**, Office of Deputy Assistant Secretary for Operations, Safety Program  
**McFadden, Robert A.**, Foreign Service Institute, Budget and Management Office  
**Montville, Judith A.**, Inter-American Affairs  
**Perrin, Annette F.**, Inter-American Affairs  
**Wade, Catherine S.**, Passport Agency, New Orleans

**GS-11**

**Abraham, Luberta**, Oceans and International Environmental and Scientific Affairs, Office of Executive Director

**Charlson, Donald G.**, Diplomatic Security, Washington Field Office

**Giampietro, Adam**, Diplomatic Security, Washington Field Office

**Jones, Doria J.**, Financial Operations, Funds Reconciliation Section

**Mason, Albert M.**, Diplomatic Security, Washington Field Office

**McCaffrey, Diana A.**, Public Affairs, Correspondence Management Division

**McCormick, Suzanne M.**, Intelligence and Research, Office of Terrorism and Narcotics Analysis

**Parker, Santa W.**, Program Inspector General Office

**Penny, Sandra M.**, Office of the Comptroller, Office of Resource Planning and Management

**Sandin, Donna M.**, Office of Deputy Assistant Secretary for Operations, Translating Division

**Senkow, Katherine J.**, Medical Services, Medical Supply and Support Branch

**Smith, Velma T.**, Foreign Affairs Information Management Center

**Sparks, Lillian F.**, Office of Communications, Communication Analysis Section

**Terrell-Kane, Marlene**, Diplomatic Security, Washington Field Office

**GS-12**

**Carter, Mildred A.**, Office of Deputy Assistant Secretary for Operations

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

**Miller, Jeffrey D.**, Bureau of Personnel, Office of Position and Pay Management

**Scott, Veronica E.**, Bureau of Personnel, Office of Management

**Soper, Nancy A.**, Office of Management Operations

**Stephens, Robert H.**, Bureau of Personnel, Office of Civil Service Career Development and Assignments

**Weisskohl, Marjorie K.**, Inter-American Affairs, Office of Press and Public Affairs

**GS-13**

**Contos, Carolyn A.**, Bureau of Administration, Allowances Staff

**Glasoe, Paul J.**, Oceans and International Environmental and Scientific Affairs, Office of Food and Natural Resources

**Glyptis, Mark C.**, Office of the Comptroller

**Hopkins, William H.**, Office of Deputy Assistant Secretary for Operations

**Lipscomb, Linda M.**, African Affairs, Office of Executive Director

**Ross, William W.**, Intelligence and Research, Trade and Monetary Affairs Division

**GS-14**

**Leach, Jerry W.**, Politico-Military Affairs, Office of Strategic Technology Affairs □

**Appointments (July)**

**Adams, John M.**, Bureau of International Communications and Information Policy

**Aurilia, Anthony N.**, Office of Supply, Transportation and Procurement, Despatch Agency, New York

**Baker, Thomas A.**, Financial Operations, Reimbursement Accounts Section

**Benjamin, Christopher A.**, Bureau of Personnel, Office of Management

**Berg, Carolyn A.**, Santo Domingo

**Berthold, Eric A.**, U.S. Mission to the United Nations

**Binns, Jack R.**, Classification/Declassification Center

**Broadus, Jackie R.**, Office of Fiscal Operations, Annuity Payments Branch

**Bullard, Rickey R.**, Passport Agency, Manual Records Branch

**Bundy, Pamela L.**, Office of Communications, Communications Analysis Section

**Burns, Jacqueline P.**, Office of Supply, Transportation and Procurement, Despatch Agency, New York

**Burton, Darlene**, Passport Agency, Manual Records Branch

**Campbell, Joanna M.**, Office of Supply, Transportation and Procurement, Transportation Operations Branch

**Cantrell, Timothy C.**, Foreign Affairs Information Management Center, Information Access Branch

**Coates, Cheryl J.**, East Asian and Pacific Affairs, Office of Executive Director

**Cope, E. Eugenia**, Office of the Assistant Legal Adviser, Management

**Cuadra, Lorena**, Foreign Service Institute

**Daniels, Janet T.**, Office of Supply, Transportation and Procurement, Procurement Division

**Del Cuadro, Angela**, Foreign Service Institute

**DePalma, James**, Diplomatic Security, Management Systems Division

**Dermody, Laura**, Office of Deputy Assistant for Passport Services

**Dixon, Susan M.**, Bureau of Personnel, Pre-Assignment Center

**Dolan, David M.**, International Joint Commission

**Donchi, Julia L.**, International Organization Affairs, Office of Administrative Services

**Eaves Jr., John**, Classification/Declassification Center

**Evans, Israel**, Passport Agency, Manual Records Branch

**Evon, Pamela R.**, Foreign Affairs Information Management Center, Information Access Branch

**Falotico, Margaret A.**, African

Affairs

**Fauz, Adrienne**, Bureau of Personnel, Office of Management

**Ferro, Margarida**, Foreign Service Institute

**Fields, Stacy A.**, Office of Supply, Transportation and Procurement, Transportation Operations Branch

**Fitzgerald, Jacqueline R.**, Foreign Service Institute, General Services

**Fleming, Mitchell D.**, Consular Affairs, Personnel Branch

**Fox Jr., James E.**, Legislative and Intergovernmental Affairs

**Freiss, Tracy A.**, Executive Secretariat, Operations Center

**Grant, Jay R.**, Office of Supply, Transportation and Procurement

**Gregg, Kimberly R.**, Bureau of Personnel, Office of Management

**Harris, Angela P.**, Office of the Legal Adviser

**Hartmann Jr., Philipp**, Office of Communications

**Hodges, Lynda R.**, Visa Services, Communications and Records Division

**Holtzclaw, Patricia A.**, Personnel Management Division, Pre-Assignment Center

**Holum, Joan M.**, Passport Agency, Seattle

**Imirie, Cheryl L.**, Consular Affairs, Management and Administration

**Jones, Kimberly D.**, Bureau of Personnel, Retirement Division

**Kane, Rena M.**, Bureau of Personnel, Retirement Division

**Kaplan, Karla M.**, Foreign Affairs Information Management Center, Information Access Branch

**Kochanek, Glenn R.**, Foreign Affairs Information Management Center, Information Access Branch

**Kochanski, Kimberly A.**, Office of Supply, Transportation and Procurement, Despatch Agency, Baltimore

**Kolesnik, James C.**,

**PERSONNEL: CIVIL SERVICE**

- Classification/Declassification Center
- Ku, Michelle**, Bureau of Personnel, Office of Management
- Kurtz, Susan D.**, Office of Supply, Transportation and Procurement, Contract Branch
- Lowenthal, Mark M.**, Intelligence and Research, Office of Strategic Forces Analysis
- Madden, Thomas E.**, Foreign Service Institute
- McCurrach, Daniela M.**, Foreign Service Institute
- McEwen, Maureen**, African Affairs
- McLean, Lisa C.**, Under Secretary for Management, Family Liaison Office
- McMurry Jr., William T.**, Diplomatic Security, Washington Field Office
- Moore, Eugene W.**, Classification/Declassification Center
- Moore, Holly T.**, Bureau of International Communications and Information Policy
- Naylor, Marshall A.**, Office of Supply, Transportation and Procurement, Supply Services Center
- Nitze, Paul H.**, Office of the Special Adviser to the Secretary for Arms Reduction Negotiations
- Nixon, Janet M.**, U.S. Mission to the United Nations
- Odze, Leah**, Office of Supply, Transportation and Procurement, Transportation Operations Branch
- Pancheco, Eugenia**, Office of Supply, Transportation and Procurement, Despatch Agency, San Francisco
- Poling, Daniel I.**, Office of Fiscal Operations, Annuity Payments Branch
- Porter Jr., Elijah**, Passport Agency, Automated Records Branch
- Posey, Melanie A.**, Bureau of Personnel, Office of Management
- Rallo, James**, Office of Supply, Transportation and Procurement, Despatch Agency, Baltimore
- Ransom, Grace E.**, Refugee Programs, Office of the Executive Director
- Reynolds, Pamela M.**, Personnel Management Division, Pre-Assignment Center
- Roberson, Deron K.**, Foreign Affairs Information Management Center, Information Access Branch
- Sauls, Carlton R.**, Bureau of Personnel, Program Operations Division
- Scott, Joseph L.**, Foreign Affairs Information Management Center, Initial Distribution Section
- Seitz, Kathleen K.**, Office of the Comptroller, Automation and Communications Center
- Simmons, Edna D.**, Office of Supply, Transportation and Procurement, Contract Branch
- Slade Jr., William I.**, Consular Affairs, General Services Branch
- Smith, Gregory E.**, Passport Agency, Manual Records Branch
- Smith, Mattie D.**, Foreign Affairs Information Management Center, Library
- Stanley, Lou A.**, Office of Supply, Transportation and Procurement, Contract Branch
- Stater, Timothy M.**, Intelligence and Research, Office of Terrorism and Narcotics Analysis
- Stewart, Sheila M.**, Information Systems Office, User Support Service Staff
- Sweeney, James J.**, Diplomatic Security, Foreign Operations Division
- Sydnor, Lanelle D.**, Diplomatic Security, Washington Field Office
- Talmy, Dasha V.**, Refugee Programs, Office of the Executive Director
- Thibault, Suzanne E.**, Foreign Affairs Information Management Center, Library
- Tillery-Shirley, Alecia J.**, Passport Agency, Manual Records Branch
- Torrence, Roderick S.**, Passport Agency, Manual Records Branch
- Trklja, Dubravka**, Foreign Service Institute
- Tucker, Angela L.**, Passport Agency, Manual Records Branch
- Van Heuven, Anne M.**, Visa Services, Communications and Records Division
- Voth, Pamela S.**, Kingston
- Weaver, John W.**, Foreign Affairs Information Management Center, General Publications Section
- Weinfield, Brenda S.**, Office of the Secretary, Accreditation Section
- Wilson, Laurie L.**, Diplomatic Security, Philadelphia Field Office
- Woessner, Kathleen M.**, International Organization Affairs, Office of Administrative Services
- Wolfe, Frank J.**, Passport Agency, Manual Records Branch
- Young, Lawrence F.**, Office of Facilities Management and Administrative Services, Domestic Fleet Management and Operations Branch □
- Management Operations to Diplomatic Security**
- Egbert, Melissa A.**, Office of Communications to Intelligence and Research
- Flynn, Michael D.**, Passport Agency, Washington to Passport Agency, Research and Liaison Branch
- Galuppo, Peter E.**, Diplomatic Security, Chicago Field Office to Diplomatic Security, Dallas Field Office
- Gethers, Cynthia L.**, Passport Agency, San Francisco to Consular Affairs
- Greene, Dorietha M.**, Bureau of Personnel, Pre-Assignment to Bureau of Personnel, Program Development and Guidance Division
- Killea, Anne K.**, Diplomatic Security, Protective Liaison Division to Office of Protocol
- Krucelyak, Cynthia R.**, Public Affairs to International Narcotics Matters
- Landikusic, Tomislav H.**, Foreign Affairs Information Management Center, Acquisitions and Cataloging Branch to Foreign Affairs Information Management Center, Information Research and Retrieval Branch
- Lucas, Irene P.**, Office of Supply, Transportation and Procurement, Transportation Operations Branch to Office of Supply, Transportation and Procurement, Traffic Management Branch
- Minor, Mamie J.**, Passport Agency, Washington to Passport Agency, Correspondence Branch
- Ohrn, Catherine L.**, Intelligence and Research to Diplomatic Security
- Peters, Deborah A.**, Office of Communications to Diplomatic Security
- Picard, Mary J.**, Diplomatic Security to Bureau of Administration
- Ramage, Douglas**, Bureau of Administration to Intelligence and Research

**Reassignments (July)**

- Bacon, Claudia T.**, Bureau of Personnel, Office of Management to Foreign Affairs Information Management Center
- Ceccarelli, Sandra A.**, Diplomatic Security to Inter-American Affairs
- Cunningham, Kimdra L.**, Financial Operations to Consular Affairs
- Dauer, Elaine J.**, Information Systems Office, Systems Design and Programming Division to Foreign Affairs Data Processing Center
- Davis, Rosalind**, Bureau of Personnel, Pre-Assignment Center to Intelligence and Research
- De Vivo, Diane D.**, Office of

gence and Research  
**Rappaport, Michele A.**, Foreign Service Institute, Personnel Services Office to Foreign Service Institute, General Services  
**Rife, Marlene M.**, Consular Affairs to Passport Agency, Special Issuance Division  
**Sanders, Harry L.**, Foreign Affairs Information Management Center, Bindery Unit to Foreign Affairs Information Management Center, Evening Shift  
**Scott, Patricia D.**, Office of the Assistant Legal Adviser, Oceans, International Environmental and Scientific Affairs to Office of the Legal Adviser  
**Sweet, Patricia D.**, Bureau of Administration to Office of the Comptroller  
**Tracy, Mary**, Foreign Service Institute to Visa Services  
**Yacob, Jami A.**, Office of the Coordinator for Public Diplomacy for Latin America and the Caribbean to Visa Services □

### Resignations (July)

**Adams, Susan H.**, Public Affairs  
**Avery, Janice J.**, Refugee Programs  
**Barfield, Selina C.**, Passport Agency, New York  
**Burgess, Glenda**, Office of the Comptroller  
**Caron, Carolyn A.**, Diplomatic Security  
**Carter, Lisa A.**, Foreign Affairs Information Management Center, Information Access Branch  
**Champion, Julia**, Passport Agency, Manual Records Branch  
**Chase, Tyrone A.**, Passport Agency, Manual Records Branch  
**Coburn, Charles H.**, Foreign Affairs Information Management Center, Information Access Branch  
**Coleman, Betty L.**, Legislative and Intergovernmental Affairs



**FOREIGN SERVICE INSTITUTE—Graduates of the May clerical class, first row, left to right: Renard Huckaby, Janie Miller (course chairwoman),**

**Gerda Conrad, Frances Johnson, Lilibeth Cleto, Vera Wyatt, James A. Wilkinson, Gladys A. Green. Second row: William Tillman, Wanda Williams, Linda Johnson**

**(partially hidden), Vivian E. Montgomery, Wilma Parker (partially hidden), Carolyn L. Clark, Paula Sowle. (Photo by Lloyd McKenzie)**

**Cooper, Karen M.**, Near Eastern and South Asian Affairs  
**Courts, Cynthia A.**, Bureau of Administration, Office of the Executive Director  
**Cox, Marlene Y.**, Bureau of Administration, Retirement Division  
**Depina, Dwight R.**, Passport Agency, Stamford  
**Early, Michael A.**, Foreign Service Institute, General Services  
**Gulley, Trina F.**, Passport Agency, San Francisco  
**Hachmann, Barbara A.**, U.S. Mission to the United Nations  
**Handrahan, John J.**, Office of Supply, Transportation and Procurement, Contract Branch  
**Herrera, Dennis J.**, Office of the Legal Adviser, International Claims  
**Hodge, Clarence G.**, Passport Agency, Houston  
**Hudson, Brenda K.**, Office of the Secretary, Geneva Negotiation Team  
**Kozelka, Paul R.**, Foreign Service Institute  
**Leeds, Kimberly A.**, Refugee Programs, Office of the Executive Director  
**Loosle, Robert B.**, International Organization Affairs  
**Lupo, Maria F.**, Passport Agency, New York  
**Lutkoski, Margaret G.**, Foreign Service Institute  
**Mason, Elsie M.**, Passport Agency, Houston  
**Mott, Anthony C.T.**, Passport Agency, Manual Records Branch  
**Murphy, Valerie A.**, Foreign Affairs Information Management Center  
**Ness, Elizabeth A.**, Bureau of Administration  
**Nugent, Kathleen E.**, Refugee Programs, Office of the Executive Director  
**Petty II, John A.**, Passport Agency, Philadelphia  
**Price, Paula L.**, Foreign Service Institute  
**Rubinstein, Fotini V.**, Athens  
**Rudy, Barry M.**, Legislative and Intergovernmental Affairs  
**Scharnagl, Patricia A.**, Passport Agency, Miami  
**Schmidt, Kristen A.**, Office of the Comptroller  
**Seligmann, Albert L.**, Classification/Declassification Center  
**Smith Jr., Lankward L.**, Medical Services  
**Smith, Nathaniel**, Passport Agency, Boston  
**Speights, Lanell Y.**, Passport Agency, Houston  
**Thomas, Stephanie D.**, Passport Agency, Houston  
**Tu, Lawrence P.**, Office of the Legal Adviser  
**Tucci, Antoinette M.**, Foreign Service Institute  
**Tuttle, Sandra C.**, Passport Agency, Miami  
**Vanterpool, Blanche**, Passport Agency, Northeast Passport Processing Center  
**Wood, Marie-Jose**, Foreign Service Institute  
**Yarborough, Brenda Z.**, Classification/Declassification Center □

### Retirements (July)

**Barrett, Margaret M.**, International Organization Affairs  
**Connolly, Frank A.**, Bureau of Administration  
**Douthit, Alisbon J.**, Office of the Assistant Legal Adviser, Management  
**Frank, Margie A.**, Bureau of Personnel, Office of Foreign Service Career Development and Assignments  
**Hawley, Alyce F.**, Office of the Director General of Foreign Service and Director of Personnel, Office of Policy Coordinator  
**Jurvis, Lorin A.**, Office of the Comptroller, Budget and Planning  
**Muromcew, Cyril**, Office of the Deputy Assistant Secretary for Operations  
**Rowe, Lethan**, Policy Planning Staff  
**Scott, Yvonne W.**, Visa Services  
**Sheehan, Charles R.**, Foreign Service Institute  
**Smith, Earlina G.**, Office of the Comptroller, Financial Operations  
**Smith, Randolph**, Office of the Secretary, Information Management Section  
**Thornton, Thomas P.**, Policy Planning Staff  
**Woods, Wilbert T.**, Office of Fiscal Operations ■

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## Post of the Month: Dhaka

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**T**HIS SOUTH ASIAN capital is the main city of Bangladesh, the nation at the head of the Bay of Bengal, surrounded along its land borders by the northeastern provinces of India. The Foreign Service people there are featured here as part of STATE's continuing series.



*Mike Schaffer, right, at wrestling practice. (Photo by T. Schaffer)*



*A fisherman's prize catch. (Photo by Kevin Rushing)*



*Tezi Schaffer, wife of the ambassador, at the Dhaka steamer wharf. (Photo by Howard Schaffer)*



A soccer game at the American school. (Photo by T. Schaffer)



Political officer Will Owen with wife Denise and daughter Anne-Clemence. (Photo by T. Schaffer)



Rosemary Dempsey and Daryn Sherman. (Photo by T. Schaffer)



*Meagan Peterson takes Li-liss Stanley on a pony ride. (Photo by T. Schaffer)*



*Joe Hilliard and Madeline Olson. (Photo by T. Schaffer)*



*At school carnival, from left: Cizzy Williams, Celia Hilliard, Therese, Benjamin and Kevin Rushing, Terry Lee and daughter Christina. (Photo by Phylis Greenfield)*



*Economic counselor Shirley Panizza with children Jennifer and Michael. (Photo by T. Schaffer)*





The waterfront. (Photo by Kevin Rushing)



Hannah and Ray de Bruce, winners of the American Club tennis tournament. (Photo by T. Schaffer)



Aboard the USS Capodanno in Chittagong Harbor are Chris, Eric and Jeremy Greenfield

(first, second and fourth children from left), Kim and Mike Schaffer (third and sixth from

left) and friends David and Tim Brackney. (Photo by Phylis Greenfield)

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POST OF THE MONTH: DHAKA



Banks of the Meghna River. (Photo by Kevin Rushing)



At the American Club, from left: Gerry Dempsey, club manager Jerri Glass, Steve Allen, Charles Parish, David Fulton, Claire Waddoup. (Photo by Phylis Greenfield)

**Joan Westley and daughter Kate wait for a ferris wheel ride at the American School carnival. (Photo by T. Schaffer)**



**Bangladeshi women and children. (Photo by Kevin Rushing)**

**Ambassador Howard Schaffer presents "Marine of the Month" award to Sgt. Terry Wilkins. (USIA photo)**



**Yvonne Reece and commissary cashier Karim at checkout counter. (Photo by T. Schaffer)**



**Asha Lynch and Kate Gibney at an American School swim meet. (Photo by T. Schaffer)**



Inspecting bales of semiprocessed jute, from front to back: *Madeline Olson, Ann Horne, Phylis Greenfield.*

*Luther and Bronson Williams (facing camera) on a ferris wheel. (Photo by R. Dempsey)*



*Steve Allen, AID, with daughter Lydia, announces events at the American School carnival. (Photo by T. Schaffer)*



*Public affairs officer David Grimland, consular officer Mike Hebert and his wife Sabrina, and cultural affairs officer Mary Joe Furgal. (Photo by T. Schaffer)*



Ambassador *Howard Schaffer*, center, with secretaries, from left: *Hubert Rozario*, *Teena Gilbert*, *Nancy Daniel*, *Farida Kauser*, *Lynda Walker*, *Karen Barnes*, *Celine Hassan*, *M.A. Kashem* and *Francis Rozario*.



General services officer *Bryan Chastain*, right, with his assistant, *Mohammed Belayet Hussain*. (Photo by *T. Schaffer*)

A boy sells vegetables outside Dhaka. (Photo by *Kevin Rushing*)



Rickshaws on a village street. (Photo by Kevin Rushing)



Deputy chief of mission *Larry Lesser*, left, administrative counselor *Brent Olson* and foreign buildings officer *Rex Brown*, with a picture of the new chancery building. (USIA photo) ■

## Personnel: Foreign Service

### Appointments (August)

Anderson, Kyong Ja, Seoul  
Antokol, Phillip N., Bureau of  
Personnel

Appleton, Cleo K. O., Prague  
Atkins, Freda T., Yaounde  
Aycock, Barbara S., Bucharest  
Baltimore, Susan J., Budapest  
Barkley, Jennifer P., Yaounde  
Barron, Susan H., Monrovia  
Barwick, Rose M., Budapest  
Becker, Priscilla C., Ottawa  
Bell, Melissa A., Stockholm  
Berntsen, Sharon L., Dhaka  
Bowers, Maureen K., La Paz  
Bozworth, Sandra A.,  
Colombo

Bradshaw, Betty L., Maseru  
Brooks, Rita G., Islamabad  
Broussard, Raymond C.,  
Pretoria

Burkette, Robert D., Lisbon  
Burns, Joan D. C., Paris  
Byers, Mary, Lome  
Carragher, Danadee E., Buenos  
Aires

Chritton, Jody L., Panama  
Cinnamon, John M., Kigali  
Clayton, Teresita A., Jakarta  
Cohen, Judy W., Economic  
and Business Affairs, Of-  
fice of Maritime Affairs

Collamer, David S., Nairobi  
Cook, Denise E., Monrovia  
Cullen, Yolanda S., Athens  
Daniel, Luther B., Caracas  
Denitto, Gary T., Diplomatic  
Security

Dicks, Barbara L., London  
Doty, Sandra L.,  
Dar-es-Salaam

Dunbar, Judith L., Bangkok  
Durham, Deborah L.,  
Gaborone

Engman, Kay E., Manila  
Fermoselle, Pamela M.,  
Mexico

Fernandes, Lori L., Quito  
Fiorillo, Susan J., Abidjan  
Givens, Marianne L., London  
Gonzales, Josefina B., Manila  
Grabman, Robert B., Nairobi  
Hamid, Lynda G., Islamabad  
Higgins, Dorothy J., Jakarta  
Hinson, Arthur W., Brasilia  
Hughey, Diane M., New Delhi  
Hunt, James B., Conakry  
Irizarry, Abdias A., San  
Salvador



PRINCETON, N.J.—Foreign  
Service officers Wayne King, left,  
with Lawrence Butler, center, and  
Thomas Cadogan, receive certifi-

cates of completion as 1985-86  
Princeton University Woodrow  
Wilson School mid-career fellows.

Jacobson, Kenneth R.,  
Yaounde

Johnson, Patricia A., Rabat  
Jones Jr., Jesse S.,  
Guadalajara

Judy, Barbara J., Yaounde  
Kamman, Mary C., Havana  
Kelly, Wynetta M., Rome  
Kilroy, Michael J.,  
Johannesburg

Kulick, Mary E., London  
Kushner, Janice B., Lagos  
La Sor, Carol A., Bangui  
Lawson, Amy J., Bonn  
Lee, Zenaida L., The Hague  
Levine, Alan M., Dakar  
Lindsay, Kelly, Frankfurt  
Marek, Joan S., Rio de Janeiro  
Mayhew, Jonathan C., Refu-  
gee Programs

McCoy, Meri A., Antananarivo  
McKae-Goodman, Susan,  
Wellington

Mcomber, Douglas, East Asian  
and Pacific Affairs

McWade, Victoria M.,  
Port-of-Spain

Merson, Catherine A., London  
Miller, Brenda, Quito

Millspaugh, Pat A.,  
Montevideo

Millsaugh, Patricia M.,  
Montevideo

Moreno, Helga V., Managua  
Morrow, Laura L.,  
Antananarivo

Notkin, Jennifer, Freetown  
Nuno, Karen L., Guadalajara  
O'Hagan, Noreen A., Dublin  
Olson, Kerri L., Port-of-Spain  
Parker, Stuart C., Moscow  
Pearson, Nels D., Pre-  
Assignment Foreign Ser-  
vice Specialist Training

Pettit, Dale G., Tokyo

Pham, Peter P., Pre-  
Assignment Foreign Ser-  
vice Specialist Training  
Picardi, Judith E., Rome

Poppish, Diane M., Antwerp

Prawl, Nancy L., Yaounde

Reams, Joanne P., London  
Rhodes, Margaret W.,  
Brussels (NATO)

Robertson, Norma F., Buenos  
Aires

Robinson, Dianne M.,  
Khartoum

Rose, Karen S., Caracas

Rupli, Ann R., Antananarivo  
Seward, James A., Diplomatic  
Security, Administrative  
Services Division

Shepley, Lynn M., London  
Smeallie, Melanie M.,  
Kinshasa

Specht, Robert L., Bonn  
Todorovic, Iliga I., Djibouti  
Turnbeau, Patricia A., Rio de  
Janeiro

Tyson, Sydnee L., Managua  
Vacik, Patricia M., Nairobi  
Vargo, Claudette M.,  
Budapest

Weichert, Pamela A.,  
Budapest

Welch, David M., Frankfurt  
Westgate, Pummarie, Prague  
White, Cathleen M., Manila  
White, Joyce B., New Delhi  
Whitehead, Hatsumi, Ankara  
Wingate, Effie E., Athens  
Yip, Sau Ching, Tijuana  
Zanes III, Roger H., East  
Asian and Pacific  
Affairs □

### Transfers (August)

Adair, Marshall P., China to  
Economic and Business Af-  
fairs, Industrial and Stra-  
tegic Materials Division

Aldridge, Clarissa J.,  
Nicaragua to Foreign Ser-  
vice Institute

Anders Jr., James D., Ecuador  
to Inter-American Affairs

Anderson, Donald M., Foreign  
Service Institute to Hong  
Kong

Anderson, Joan N., Office of  
Management Operations to  
Bureau of Personnel,  
Recruitment Division

Anderson, Michael G., Refu-  
gee Programs to Genoa

Andrews, Thomas H.,  
Germany to Diplomatic  
Courier Service

Arzt, Joanne, Foreign Service  
Institute to Office of For-  
eign Service Career Devel-  
opment and Assignments

August, Heidi, Malta to Dublin

**PERSONNEL: FOREIGN SERVICE**

- Austin, Lauren A.**, Mexico to Montevideo
- Bachmann, F. Brenne**, Foreign Service Institute to Stockholm
- Bargeron Jr., John H.**, Liaison with Multinational Force and Observers to Foreign Service Institute
- Barnett, Elizabeth**, Foreign Service Institute, Language Training to Budapest
- Baron, Jeffrey J.**, Foreign Service Institute, Language Training to Fukuoka
- Beede, Christopher J.**, Belize to Foreign Service Institute
- Berg, Edward A.**, Inter-American Affairs to European and Canadian Affairs
- Berger, Rosella R.**, Office of Under Secretary for Political Affairs to Cairo
- Bigler, Roy C.**, Liberia to Office of Communications
- Bindenagel, James D.**, Germany to Executive Secretariat, Operations Center
- Bishop, Robyn M.**, Foreign Service Institute to Executive Secretariat, Operations Center
- Blake, Stephen J.**, Nepal to Near Eastern and South Asian Affairs
- Blood Jr., John E.**, Greece to Office of Communications
- Bobick, Elizabeth A.**, Portugal to Tel Aviv
- Bofinger, Paul C.**, Southern African Affairs to Office of Foreign Buildings
- Bolton, Deborah A.**, Hungary to Inter-American Affairs, Office of Southern Cone Affairs
- Boorstein, Michael A.**, Foreign Service Institute, Language Training to Warsaw
- Booth, Jackson B.**, Diplomatic Security to Guatemala
- Boulanger, John P.**, Germany to Foreign Service Institute
- Bowden III, Upton B.**, European and Canadian Affairs to Milan
- Boyd, William T.**, Nigeria to African Affairs
- Brackman, Stella S.**, Bureau of Personnel to Office of the Program Inspector General
- Brooks, Vanessa C.**, Liberia to Office of Foreign Service Career Development and Assignments
- Brown, Gordon S.**, Arabian Peninsula Affairs to Tunis
- Brown, William B.**, Mexico to Panama
- Brundage, Stephen G.**, West African Affairs to Foreign Service Institute
- Brunner II, Charles R.**, India to Office of Communications
- Burns III, Matthew J.**, Cuba to Leningrad
- Bushnell, Prudence**, Bombay to Foreign Service Institute
- Butcher, Suzanne S.**, Inter-American Affairs, Office of Policy Planning and Coordination to Oceans and International Environmental and Scientific Affairs, Office of Environmental and Health Affairs
- Butkus, Lois A.**, Cyprus to Islamabad
- Carper, John F.**, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security
- Cecil, Charles O.**, Oman to Tunis
- Chapman, William K.**, Soviet Union to Near Eastern and South Asian Affairs, Office of the Executive Director
- Christopher, James M.**, Diplomatic Security, Systems Engineering and Logistics Branch to Diplomatic Security, Training Center
- Chung, Foon C.**, Diplomatic Security, Personnel Investigation Division to Diplomatic Security, Program Operations-Geographic Areas
- Clear, Taylor J.E.**, Intelligence and Research, Office of Economic Analysis to Intelligence and Research, Reporting Division
- Clifton, Jay C.**, Moroni to Bangui
- Cole, James F.**, Foreign Service Institute to Calcutta
- Conaway, Mary S.**, Canada to Office of Mexican Affairs
- Connelly, Claude P.**, Near Eastern and South Asian Affairs to Abu Dhabi
- Cook, Frances D.**, Egypt to Refugee Programs
- Corcoran, Kevin K.**, Philippines to Foreign Service Institute
- Corkery, John R.**, Ivory Coast to The Hague
- Covey, James P.**, National Security Council Staff to Near Eastern and South Asian Affairs
- Cozzens, Peter E.**, International Organization Affairs to Executive Secretariat, Operations Center
- Creagan, David J.**, Hungary to Executive Secretariat, Operations Center
- Crump, Frank B.**, Intelligence and Research to Riyadh
- Cubbison, Edwin P.**, Foreign Service Institute to Jerusalem
- Curley II, Albert**, Bureau of Personnel to Abidjan
- Cuthbertson, Virginia A. R.**, Mexico to Bureau of Administration
- Daley, Robert J.**, Germany to Moscow
- Davidow, Jeffrey**, Southern African Affairs to Caracas
- Davis, Robert L.**, Foreign Service Institute, Language Training to Warsaw
- Deason, Robert G.**, China to Seoul
- Debusk, Loretta H.**, Austria to Halifax
- Dickey, V. Raymond**, Office of Philippine Affairs to Office of the Program Inspector General
- Dickman, Shirley J.**, El Salvador to Office of Foreign Service Career Development and Assignments
- Dillon, Kenneth J.**, Intelligence and Research, Division for North and Central Europe to Intelligence and Research, Long-Range Assessments Staff
- Dinger, John R.**, Japan to Sapporo
- Dixon, John M.**, Office of Communications to Athens
- Dlouhy, David B.**, Office of Central American Affairs to San Salvador
- Dominguez, Olga**, African Affairs to Merida
- Downey, Robert E.**, Kenya to Executive Secretariat, Operations Center
- Doyle, James R.**, Office of Foreign Buildings to Foreign Service Institute
- Dunkerley, Craig G.**, Foreign Service Institute, Language Training to Policy Planning Staff
- Durkin, Kenneth M.**, Ecuador to Near Eastern and South Asian Affairs, Office of Public Affairs Adviser
- Ehrenfried, Charles A.**, European and Canadian Affairs to Moscow
- Ellice Jr., Douglas V.**, Bandar Seri Begawan to East Asian and Pacific Affairs, Taiwan Coordination Office
- English, Charles L.**, Foreign Service Institute, Language Training to Athens
- Eshleman, Martin A.**, Inter-American Affairs to San Jose
- Evans, Rachelle Y.**, Zaire to Office of Foreign Service Career Development and Assignments
- Felt, John P.**, Mexico to Office of Caribbean Affairs
- Ferguson, David R.**, Panama to Kathmandu
- Ferguson, Kenneth D.**, Mexico to Office of Communications
- Fichte, Royce J.**, Bolivia to Visa Services
- Finegan, John J.**, Diplomatic Security, Standards and Design to Diplomatic Security, New York Field Office
- Fishman, Rosalind**, Yugoslavia to Office of Under Secretary for Management
- Fitzpatrick, Mary A.**, Riyadh to Geneva (U.S. Mission)
- Flaherty, Sue A.**, China to International Organization Affairs
- Forbes, John D.**, Legislative



- and Intergovernmental Affairs to Manila
- Foster, Harold D.**, Economic and Business Affairs, Planning and Economic Analysis Staff to Foreign Service Institute
- Fox, Stephen R.**, Intelligence and Research, Current Intelligence Staff to Foreign Service Institute
- Froebe Jr., John A.**, China to Shenyang
- Fry Jr., Samuel E.**, Office of the Program Inspector General to Public Affairs, Office of Public Programs
- Fugit, Edward F.**, Foreign Service Institute to Harare
- Gain, Ronald L.**, Office of Foreign Buildings to Islamabad
- Galassi, Priscilla**, Politico-Military Affairs to European and Canadian Affairs
- Galer Ryan, A. M.**, Economic and Business Affairs to Foreign Service Institute
- Giles, Gilbert D.**, Southern African Affairs to Office of Communications
- Goeckermann, Robert H.**, Oceans and International Environmental and Scientific Affairs, Office of Science and Technology Support to Oceans and International Environmental and Scientific Affairs
- Goff, Ellen**, Overseas Citizens Services to Visa Services
- Goldbeck, Brian L.**, Korea to Sanaa
- Gonzalez, Adela**, Inter-American Affairs to UNESCO (Paris)
- Gorbett, Janet M.**, Chad to Bureau of Personnel
- Gosnell, Jack L.**, China to Office of Korean Affairs
- Graham, Barbara J.**, Portugal to European and Canadian Affairs
- Grammo, Reynald P.**, Uruguay to Office of Communications
- Grant, Lee R.**, Brazil to Diplomatic Security
- Gray, Robert L.**, Saudi Arabia to Conakry
- Grimste, Robert T.**, Office of Communications, Special Projects Branch to Office of Communications, Communications Center Officer Section
- Grovdahl, Roger M.**, Kenya to Kuala Lumpur
- Haegele, Richard G.**, United Kingdom to Frankfurt
- Hamilton, John R.**, Inter-American Affairs to Lima
- Hansen, Ruth E.**, Foreign Service Institute, Language Training to Belgrade
- Harris, Kevin J.**, Suriname to The Hague
- Harris, Martha C.**, Italy to European and Canadian Affairs
- Hauser, Timothy P.**, Israel and Arab-Israeli Affairs to Paris
- Hayhurst, Richard A.**, Italy to European and Canadian Affairs
- Hill II, William H.**, Yugoslavia to Office of the Secretary
- Holstein, Eleanor J.**, Venezuela to Intelligence and Research
- Hoog, John F.**, Foreign Service Institute to Singapore
- Hooper, James R.**, U.S. Air Force to Kuwait
- Horan, Edward T.**, Philippines to Athens
- Horse, Sarah R.**, European and Canadian Affairs to Foreign Service Institute
- Hubbard, Kenneth C.**, Germany to Office of Communications
- Hughes Jr., Lawrence R.**, Mexico to Office for Philippine Affairs
- Hyland Jr., John J.**, Office of Communications to Brussels (NATO)
- Hyland, Jason P.**, Guatemala to Sapporo
- Imus, Richard H.**, Foreign Service Institute to Bonn
- Ingram, Richard S.**, Diplomatic Security to Canberra
- Itoh, William H.**, Office of Under Secretary for Political Affairs to Perth
- Jacks, David T.**, Switzerland to Office of Communications
- Janakas, Elaine**, Turkey to Athens
- Jaworski, Ronald R.**, Office of Communications, Message Preparation and Cryptographic Section to Office of Communications, Communications Center
- Jazyuka, Mary**, Bureau of Personnel to Beirut
- Jelen, Patricia-Anne W.**, Near Eastern and South Asian Affairs to Kathmandu
- Jeter, Howard F.**, Tanzania to Foreign Service Institute
- Johnson Jr., Leon M.**, Inter-American Affairs to Damascus
- Johnson, Donald G.**, International Organization Affairs to Oceans and International Environmental and Scientific Affairs
- Johnson, Judith R.**, West African Affairs to Foreign Service Institute
- Johnson, Mark**, Kenya to Legislative and Intergovernmental Affairs
- Johnson, Stephen T.**, East Asian and Pacific Affairs to Foreign Service Institute
- Jones Jr., Charles**, Antigua to Bureau of Personnel
- Jones, Jerry W.**, Botswana to Ankara
- Kalogeropoulos, Penelope M.**, European and Canadian Affairs, to Copenhagen
- Karaer, Arma J.**, European and Canadian Affairs to Karachi
- Kashkett, Steven B.**, European and Canadian Affairs to Paris
- Kelley, James P.**, Japan to Office of Foreign Service Career Development and Assignments
- Kelley, Robert D.**, Warsaw to Berlin
- Kepchar, Allen J.**, Tunisia to Damascus
- Kinser-Kidane, Brenda J.**, Office of the Special Envoy for Central America to U.S. Mission, Organization of American States
- Kish, Stephen C.**, European and Canadian Affairs to Foreign Service Institute
- Klawansky, Robert A.**, China to Seoul
- Kline, Paul C.**, Inter-American Affairs to Guadalajara
- Korky, Ann K.**, Foreign Service Institute, Language Training to Nicosia
- Kovner, Milton**, International Organization Affairs to Politico-Military Affairs
- Kruk, Leonard S.**, Nigeria to Manila
- Kursch, Donald B.**, European and Canadian Affairs to Budapest
- Lackey, James B.**, Indonesia to Office of Supply, Transportation and Procurement
- Lanpher, Edward G.**, Zimbabwe to Southern African Affairs
- Lapolla, John M.**, Italy to Leningrad
- Latimer, Alan B. C.**, Visa Service to Office of Foreign Service Career Development and Assignments
- Le Zotte, M. Diane**, East Asian and Pacific Affairs to Office of Protocol
- Lecoco, Randall R.**, Foreign Service Institute, University Training to Monrovia
- Lehovich, Vladimir**, Austria to Politico-Military Affairs
- Leibengood, Paul C.**, Panama to Diplomatic Security
- Leon, Camilo E.**, Near Eastern and South Asian Affairs to Bridgetown
- Levine, Henry A.**, European and Canadian Affairs to East Asian and Pacific Affairs
- Lewis, Lynn V.**, Greece to European and Canadian Affairs
- Lewis, Neil E.**, Greece to Office of Communications
- Lief, Elliot R.**, European and Canadian Affairs, Office of the Executive Director to Foreign Service Institute
- Lineburger, Edward C.**, Netherlands to Office of the Deputy Assistant Secretary for Operations
- Lini, Arleen F.**, Belgrade to Rome
- Linton, E. Mark**, Economic

**PERSONNEL: FOREIGN SERVICE**

- and Business Affairs to Near Eastern and South Asian Affairs
- Linville, Duane T.**, Office of Foreign Service Career Development and Assignments to Hong Kong
- Linville, Maria D.**, Office of Under Secretary for Management to Hong Kong
- Long, John D.**, Japan to Tokyo
- Mack, James F.**, El Salvador to Asuncion
- Mack, Kenneth W.**, Sierra Leone to Office of Communications
- Majourau, Paul M.**, Nigeria to Tokyo
- Malin, Herbert S.**, European and Canadian Affairs to Salzburg
- Malkemes, Janet R.**, East Asian and Pacific Affairs to Foreign Service Institute
- Mallon, Patricia M.C.**, Office of the Program Inspector General to Office of Foreign Service Career Development and Assignments
- Marquez Jr., Manuel**, Burma to Office of Communications
- Marshall, Jim B.**, Legislative and Intergovernmental Affairs to The Hague
- Martin, Cheryl A.**, Poland to Refugee Programs
- Mason, Dwight N.**, Office of Under Secretary for Management to Ottawa
- Massey, Mark S.**, African Affairs to Niamey
- Mathewson, Candace H.**, Italy to Milan
- Mattson, Gregory L.**, Foreign Service Institute to Athens
- Maxim, Robert M.**, Central African Affairs to Quebec
- Mazzyck, Dazzie D.**, Nigeria to Cairo
- McCarron Jr., Vincent J.**, Bahrain to Office of Communications
- McClure, James C.**, Brazil to Office of Communications
- McCollum, Portia E.**, Jamaica to Dakar
- McGann, C. Steven**, European and Canadian Affairs to Office of Under Secretary for Political Affairs
- McKee, Richard K.**, Saudi Arabia to Geneva (U.S. Mission)
- McWilliams Jr., Edmund F.**, Foreign Service Institute, Language Training to Kabul
- Meigs, Michael A.**, Economic and Business Affairs to Inter-American Affairs
- Melvin, S. Jean**, Visa Services to Bureau of Personnel, Office of Position and Pay Management
- Menold Jr., William F.**, Netherlands to European and Canadian Affairs
- Menyhert, Louis S.**, Swaziland to Baghdad
- Middleton, Alfred L.**, Philippines to Dhaka
- Mitchell, Anthony**, Saudi Arabia to Kuwait
- Mohr, Mark E.**, Foreign Service Institute, University Training to Politico-Military Affairs
- Moore, Wendela C.**, Poland to Foreign Service Institute
- Moore, William H.**, Guyana to Inter-American Affairs
- Morris, Ronald K.**, Philippines to Office of Communications
- Mozur, Michael C.**, Soviet Union to Buenos Aires
- Mueller, Richard W.**, Hong Kong to Secretariat Staff
- Muench, Sandra M.**, Karachi to Vienna
- Mulhall, Patricia**, European and Canadian Affairs to African Affairs
- Muller, William A.**, Consular Affairs to Visa Services
- Murray Jr., Lewis R.**, Legislative and Intergovernmental Affairs to Brisbane
- Mussomeli, Joseph A.**, Philippines to East Asian and Pacific Affairs
- Nagy Jr., Tibor P.**, Ethiopia to Foreign Service Institute
- Neilson, Thomas S.**, Grenada to Office of the Ambassador-at-Large for Counter-Terrorism
- Nelson, Dennis E.**, Pakistan to Office of Communications
- Nelson, Diana S.**, Lebanon to Bogota
- Nelson, Marsha E.**, Australia to New Delhi
- Nienstedt, Helena M.**, Italy to Valletta
- Noel, Bobby R.**, China to Abu Dhabi
- Norman, Robert L.**, Foreign Service Institute, Language Training to Prague
- Norris Jr., Marion V.**, Chile to Bandar Seri Begawan
- O'Keefe, John M.**, European and Canadian Affairs, Office of the Executive Director to Manila
- O'Leary, John**, Foreign Service Institute to Islamabad
- O'Conner, Edward R.**, European and Canadian Affairs to Intelligence and Research
- Ogg, George W.**, Canada to Department of Defense
- O'Herron, Thomas F.**, Foreign Service Institute to Economic and Business Affairs, Office of International Finance and Development
- O'Keefe, Michael J.**, Costa Rica to Inter-American Affairs
- Palmer, Larry L.**, Uruguay to African Affairs
- Parker, Dolores M.**, Turkey to Office of Foreign Service Career Development and Assignments
- Parker, John A.**, China to Barcelona
- Parker, William D.**, Turkey to Office of Communications
- Parsons, Edmund M.**, Italy to Oceans and International Environmental and Scientific Affairs, Office of Environmental and Health Affairs
- Paschyn, Bohdan Y.**, Foreign Service Institute, Language Training to Sofia
- Paul, Thomas J.**, Peru to Buenos Aires
- Paxton, Larry W.**, Bureau of East Asian and Pacific Affairs to Manila
- Pernick, Irwin**, Public Affairs to Office of the Counselor of the Department
- Perry, C. Richard**, Diplomatic Security to Pretoria
- Peters, Sheila J.**, Portugal to Executive Secretariat, Operations Center
- Pfeifle, Linda M.**, Inter-American Affairs to Quito
- Pinkley, Adele M.**, Germany to Bureau of Personnel
- Plamondon, Richard R.**, Colombia to Inter-American Affairs
- Powers, Phyllis M.**, Medical Services to Bureau of Personnel
- Presgrove, Barbara A.**, Mali to Intelligence and Research, Office of Politico-Military Analysis
- Proctor, Robert A.**, Norway to West African Affairs
- Pugh, David C.**, Foreign Service Institute to Kuala Lumpur
- Queen, Richard I.**, Canada to Overseas Citizens Services
- Ramos, David R.**, Refugee Programs, Office of European, Near Eastern and Latin American Refugee Assistance to Inter-American Affairs, Office of Cuban Affairs
- Randolph, David E.**, Office of the Secretary to Inter-American Affairs
- Recinos, Augusto**, Mexico to Georgetown
- Redick, Charles W.**, Near Eastern and South Asian Affairs to Kinshasa
- Reichelderfer, Thomas S.**, Korea to Foreign Service Institute
- Rhian, Barbara F.**, European and Canadian Affairs to African Affairs
- Richtmyer, Priscilla K.**, Indonesia to Caracas
- Rinehart, Robert F.**, European and Canadian Affairs to Rangoon
- Ritter, Dianna**, Malta to Office of Foreign Service Career Development and Assignments
- Robbins, Gary D.**, Venezuela to Executive Secretariat, Operations Center

- Robinson, Raymond G.**, Office of Supply, Transportation and Procurement, Transportation Operations Branch to Office of Equal Employment Opportunity and Civil Rights
- Roman, Mary P.**, Jamaica to Inter-American Affairs
- Rosen, Dorothea M.**, Germany to Intelligence and Research
- Rosenblatt, Lionel A.**, Canada to Legislative and Intergovernmental Affairs
- Ross, Jo A. D.**, Canada to Libreville
- Rouse, John H.**, Canada to European and Canadian Affairs
- Runge, Erwin J.**, Norway to European and Canadian Affairs
- Salem, Susan E.**, Inter-American Affairs to Economic and Business Affairs
- Sano, John R.**, Japan to Commerce Department
- Sardinas, Martha**, New Zealand to Foreign Service Institute, University Training
- Sarofeen, Robert A.**, Austria to Abu Dhabi
- Schlamm, Paul I.**, International Organization Affairs to European and Canadian Affairs
- Schulz, Jeanne L.**, Mexico to Overseas Citizens Services
- Scott Jr., Kenneth M.**, African Affairs to Libreville
- Sherwood, Nicholas A.**, Norway to Foreign Service Institute
- Shirley, Katherine H.**, Bureau of Personnel to Palermo
- Shoemaker, Christine A.**, Soviet Union to Manila
- Simenson, Storm R.**, European and Canadian Affairs to Helsinki
- Sison, Michele J.**, Togo to Foreign Service Institute
- Skelly, Mary A. F.**, Italy to European and Canadian Affairs
- Skidmore, Theresa M.**, Iraq to Near Eastern and South Asian Affairs
- Smith Jr., Dane F.**, Botswana to Khartoum
- Smith, Carole S.**, Canada to Brasilia
- Smith, Lamonte C.**, Office of Communications, Regional Operations Branch to Office of Communications, Communications Training Division
- Smith, N. Shaw**, Foreign Service Institute to International Organization Affairs
- Smith, Raymond V.**, Diplomatic Security, Los Angeles Field Office to Diplomatic Security, Chicago Field Office
- Smith, Wilma J.**, Syria to Jerusalem
- Smylie, Richard M.**, Commerce Department to Bangkok
- Snead, Thomas J.**, Foreign Service Institute to Bandar Seri Begawan
- Solomon, George J.**, Chile to Montevideo
- Soso, G. Jean**, Human Rights and Humanitarian Affairs to Foreign Service Institute, University Training
- Spirnak, Madelyn E.**, Economic and Business Affairs to Foreign Service Institute
- Stanley, Laurance**, Human Rights and Humanitarian Affairs, Office of Policy, Planning and Reports to Human Rights and Humanitarian Affairs, Office of Multilateral Affairs
- Stepanchuk, John C.**, Turkey to Foreign Service Institute
- Sweeney, Maria D.**, International Narcotics Matters to Ottawa
- Syring, W. Patrick**, Netherlands to Conakry
- Tamlyn, Lucy**, International Organization Affairs to Foreign Service Institute
- Tatge, Robert O.**, Southern African Affairs to Poznan
- Templer, Eddie C.**, Indonesia to Manila
- Tender, Lisa M.**, European and Canadian Affairs to Office of the Secretary
- Thomas, Holcombe H.**, Foreign Service Institute, Language Training to Osaka-Kobe
- Tom, Margaret S.**, Indonesia to Office of the Under Secretary for Political Affairs
- Toney, Gerald R.**, Finland to Belize City
- Tracy, Frank X.**, East Asian and Pacific Affairs to Commerce Department
- Tueller, Blaine C.**, Department of Defense to Bureau of Personnel
- Turak, Jonathan S.**, Romania to Tangier
- Vonnegut, Helene A.**, Netherlands to Tokyo
- Wachob, James R.**, European and Canadian Affairs to Bureau of Personnel
- Wake, Douglas B.**, U.S. Mission to the United Nations to Human Rights and Humanitarian Affairs
- Wiggins, Frontis B.**, Bureau of Personnel, Office of Recruitment, Examination and Employment to Bureau of Personnel, Office of Policy Coordination
- Williams Jr., A. Joseph**, Belgium to Bureau of Administration
- Willow, Ruth L.**, Foreign Service Institute, University Training to Helsinki
- Wilson, Brian W.**, United Kingdom to Belfast
- Wippl, Joseph W.**, Guatemala to Luxembourg
- Wright, Donna M.**, Politico-Military Affairs to Office of the Program Inspector General
- Zimmerman, Warren**, Arms Control and Disarmament Agency to Office of the Secretary □
- Brown, Verlene**, Addis Ababa
- Campbell, Robert C.**, Bureau of Personnel
- Daharb, Karin A.**, Tokyo
- Dutton, Donald E.**, Ankara
- Evans Jr., Willie**, Kinshasa
- Flynn, Suchitra**, Tunis
- Gavin, John A.**, Mexico
- Grundon, Robert W.**, Athens
- Hall, Huong P.**, Shenyang
- Hoyesen, Catherine S.**, Casablanca
- Iacovoni, Darlene A.**, New Delhi
- Johnson, Delores**, Yaounde
- Keating, Leonard G.**, Maputo
- Klinger, Carol J.**, Lagos
- Kolker, Adam**, Madrid
- Lattanzi, Aurelia**, Pretoria
- Lewis, Arthur W.**, Freetown
- Malcik, Susan H.**, Yaounde
- Marlow, Lara**, Paris
- Mills, Vernon W.**, Office of Communications, Telephone Support Branch
- Murdoch, Susan M.**, Caracas
- Myers, Dana E.**, London
- Ness, Marjorie E. H.**, London
- Oakley, Gladys E.**, Ottawa
- Pavlovski, Chester J.**, Cairo
- Payne, Teddy R.**, Rabat
- Pitkin, Horace W.**, Yaounde
- Plummer, Zarina V.**, Riyadh
- Quinones, Victor M.**, Diplomatic Security, Miami Field Office
- Ramee, Neal A.**, Moscow
- Roman, Mary P.**, Inter-American Affairs
- Salmon, Stephanie A.**, Mexico
- Shapiro, David M.**, Near Eastern and South Asian Affairs
- Siegwald, Peter A.**, Managua
- Stone, Eileen A.**, Mexico
- Toirac, Renee L.**, Madrid
- Weinstein, William**, Manila
- Widenhouse, Scott M.**, Frankfurt
- Williamson, Kathleen R.**, Colombo □

### Resignations (August)

- Alexander, Evelyn**, Lagos
- Baker, Marilyn J.**, Moscow
- Barrett, Maureen A.**, Toronto
- Berg, Michael W.**, Egypt
- Bourdon, Deborah I.**, Switzerland
- Bracken, Judy W.**, Zagreb

### Retirements (August)

- Amstutz, J. Bruce**, Politico-Military Affairs, Faculty Adviser
- Babin Jr., Anthony J.**, Port-au-Prince
- Butler, Ruth E.**, European and

Canadian Affairs  
**Clappin, William P.**, Mexico  
**Desombre, Marjorie M.**, Khartoum  
**Eichorn, Virginia M.**, European and Canadian Affairs, Office for Central Europe  
**Eskin, Otho E.**, Oceans and International Environmental and Scientific Affairs, Office of Advanced Technology  
**Forrester, Martin C.**, Goteborg  
**Gaynor, Barbara A.**, Athens  
**Genovese, Mary C.**, Family Liaison Office  
**Keeling, Bruce W.**, Bureau of Personnel  
**Kutsmeda, John E.**, Bureau of Administration  
**Lachman, Donald**, Karachi  
**Larkin, James L.**, Nairobi  
**Lewis, Antonie**, Office of Canadian Affairs  
**Martinez, Richard R.**, Foreign Service Institute  
**McCurry, George R.**, Islamabad  
**Pavlovski, Chester J.**, Bureau of Personnel  
**Ravndal, Frank M.**, Foreign Service Institute  
**Ravnholt, Astrid M.**, Kuwait  
**Russell, Mary J.**, Southern African Affairs  
**Sheinbaum, Gilbert H.**, Geneva (U.S. Mission)  
**Sisk, Charles H.**, Mogadishu  
**Stahlman, John W.**, Bogota  
**Sutton, Gerald M.**, Intelligence and Research, Office of Terrorism and Narcotics Analysis  
**Wayker, Charles D.**, Brussels (NATO)  
**Welch, Julia**, Foreign Service Institute  
**Woboril, Marilyn J.**, Office of Under Secretary for Political Affairs  
**Woessner, William M.**, European and Canadian Affairs  
**Wolle, William D.**, Office of Foreign Service Career Development and Assignments  
**Zukauskas, Rita A.**, Office of Communications, Mail and Pouch Branch □

**Appointments (July)**

**Adams, Shirley A.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training  
**Ainsley, Theresa A.**, Damascus  
**Alexander, Troy B.**, Nairobi  
**Allen, Linda J.**, Sanaa  
**Arvizu, Eunhee**, Seoul  
**Ash, Pamela I.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training  
**Ashton, S. Douglas**, Jakarta  
**Babb, Teresa R.**, Islamabad  
**Balis, Marjorie E.**, Yaounde  
**Batchelor, Jeffrey B.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training  
**Beal, Michael L.**, Jeddah  
**Benson, Ann C.**, Cairo  
**Bergen, Kristin**, Dakar  
**Biddick, Thomas V.**, Beijing  
**Bigelow, Marjorie N.**, Lusaka  
**Biggers, Ursula**, Istanbul  
**Black, Yvonne**, Praia  
**Blankenship, Robert S.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training  
**Blankinslip, Pamela S.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training  
**Blatt, Benjamin P.**, Office of Communications, Radio Support Branch  
**Bordwell, Julieann A.**, Hong Kong  
**Boulware, Nora J.**, Ouagadougou  
**Bramlett, Janice K.**, Madrid  
**Brandt, Mark R.**, Cotonou  
**Brickel, Frederike A.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training  
**Brown, Kathlyn J.**, Jakarta  
**Cammayo, Gloria**, Manila  
**Childs, Albert L.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training  
**Collins, Frances L.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training  
**Corden, Pierce S.**, Arms Control and Disarmament

Agency  
**Countryman, Mary E.**, Mogadishu  
**Cronin, Angella M.**, Brussels  
**Darrach, Sylvia C.**, Guadalajara  
**Davenport, Joseph E.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training  
**De Ramirez, Maria C.**, Brussels  
**Delsignore-Sausman, Antion**, Jeddah  
**Demos, Ellen G.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training  
**Depping, Eva R. M.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training  
**Drew, Sarah F.**, Victoria-Mahe  
**Eakin, Kay B.**, Mbabane  
**Evans, Audrey A.**, Bangui  
**Foley, Deborah G.**, Pretoria  
**Fuerst, Dean P.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training  
**Givens, Marianne L.**, London  
**Goins, Rodney R.**, Port-au-Prince  
**Gould, Janice C.**, Canberra  
**Greenwalt, Fredrick J.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training  
**Grove, Paul C.**, Kinshasa  
**Guilford, Maryalice**, Praia  
**Harrison, Denise L.**, Lagos  
**Hayes, James L.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training  
**Heiser, Teresita**, Bamako  
**Henningsen, Rachel W.**, Harare  
**Hettel, Thomas J.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training  
**Hilly, Christine E.**, Ottawa  
**Holland, Sovilla E.**, Brussels  
**Houston, Patricia L.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training  
**Howe, Daniel E.**, Calgary  
**Hylton, Serena D.**, Cairo

**Instenes, Christine A.**, Niamey  
**Jackson, William H.**, London  
**Jacobs, Nancy**, Pretoria  
**Jones, John M.**, San Jose  
**Kasanof, Anne I.**, Moscow  
**Kaufmann, Frederic D.**, Kinshasa  
**Kelly, Francesca**, Milan  
**Kinzer, Barbara M.**, Paris  
**Knudsen, Kenneth P.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training  
**Koegel, Julie**, Dar-es-Salaam  
**Kolb, Melvin T.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training  
**Kozak, Gertraude T.**, Accra  
**Krajeski, Bonnie R.**, Warsaw  
**Laese, Lois L.**, Brasilia  
**Lahoda, Nicholas P.**, Rangoon  
**Lang, Judith M.**, Karachi  
**Lang, Sara D.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training  
**Leonard, Nancy M.**, Paris  
**Limprecht, Nancy A.**, Berlin  
**Lyda, Linda J.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training  
**Mack, Gwendoline E.**, Paris  
**Mammel, Lisa A.**, Kinshasa  
**Manso, Patricia A.**, Tijuana  
**Maxwell, Angela M.**, Bangkok  
**McAleenan, Mary A.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training  
**McCall, S. Cameron**, Stockholm  
**McClammy, Matthew E.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training  
**McCoy, Kristy L.**, Colombo  
**McDermott, Donna B.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training  
**Meyer, Kenneth W.**, Baghdad  
**Miller, Carol J.**, Athens  
**Mills Jr., Ramsey Z.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training  
**Minor, Matthew J.**, Bureau of Personnel, Pre-Assignment

- Foreign Service Special Training
- Moran, Julie A.**, Casablanca
- Murray, Griffith C.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training
- Myers, Jeffrey S.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training
- Nicholl, Sandra L.**, Hong Kong
- Noe, Michele A.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training
- Norton, Janet J.**, Brussels
- Nugent, Nelson B.**, Maputo
- Oliver, LaDonna**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training
- Peckins, Todd B.**, Kinshasa
- Petty, Nancy J.**, Madrid
- Pope, Diana W.**, Paris
- Price, Nancy G.**, Port-au-Prince
- Rahn, John R.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training
- Ramee, Neal A.**, Moscow
- Rance, Susan L.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training
- Reed, Sandra D.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training
- Reiber, Curtis B.**, Riyadh
- Richardson, Margaret M.**, Paris
- Rickard, Deborah K.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training
- Ring, Wilma J.**, Singapore
- Roberts, Donna J.**, Bonn
- Roberts, Edison B.**, Kuwait
- Rubenstein, Michael C.**, Guadalajara
- Rueda, Maria M.**, Buenos Aires
- Ryan, Patricia J.**, Paris
- Ryan, Paulette F.**, Kinshasa
- Sayko, William A.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training
- Scott, Brian T.**, Bujumbura
- Shaw, Brigitte R.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training
- Shelton, Allan W.**, Abidjan
- Shuster, Charles R.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training
- Smith, Denise E.**, Paris
- Smith, Ellen L.**, Arms Control and Disarmament Agency
- Starr, Karen**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training
- Stephenson, Paul D.**, Foreign Service Institute
- Sullivan, Brian D.**, Seoul
- Swanson, Daniel**, Nouakchott
- Swanson, Suzanne**, Manila
- Swiger, Mamie J.**, Casablanca
- Tavares, Nancy L.**, Lisbon
- Tocker, Heidi**, Udorn
- Tom, Lucy C.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training
- Trahan, Elizabeth K.**, Sanaa
- Troy, Patricia E.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training
- Turner, Gayl F.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training
- Tyson, Sydnee L.**, Managua
- Underriner, John M.**, Yaounde
- Vallis, Maureen**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training
- Vargo, Georgeanne F.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training
- Veatch, George W.**, Caracas
- Welker, Melinda S.**, Hong Kong
- Weller, Jill A.**, Riyadh
- Williams, Kathleen A.**, Islamabad
- Williams, Kathleen T.**, Lusaka
- Wilson, Donna T.**, Kinshasa
- Wooderson, Elizabeth A.**, Brussels □
- ### Transfers (July)
- Alexander, Michael D.**, Diplomatic Security, Washington Field Office to Diplomatic Security, Coordination Center
- Ammerman, Dana M.**, Inter-American Affairs to Commerce Department
- Angulo, Charles B.**, Office of the Program Inspector General to Office of Protocol
- Bacha, Jules D.**, Office of Communications, Special Projects Branch to Office of Communications, Radio Support Branch
- Bakke, Alfred C.**, India to Office Communications
- Benton, Jonathan S.**, Office of the Secretary to European and Canadian Affairs
- Bentz, Patrick W.**, Kenya to Freetown
- Bergin, Robert C.**, Thailand to East Asian and Pacific Affairs
- Blackburn Jr., Robert Q.**, Netherlands to Khartoum
- Bolden, Charles H.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training to Diplomatic Security, Dallas Field Office
- Bowe, Marlan D.**, Netherlands to European and Canadian Affairs
- Bozworth, Jeffrey L.**, United Kingdom to Colombo
- Bradley, Paul F.**, Chad to African Affairs
- Branstner, Terry L.**, Berlin to Milan
- Briggs, Everett E.**, Inter-American Affairs to Politico-Military Affairs
- Brown, Donald L.**, Ethiopia to Office of Communications
- Buffham Jr., Hugh A.**, Bureau of Personnel, Pre-Assignment Foreign Service Special Training to Bangkok
- Cadogan, Darwin D.**, Diplomatic Security to Manila
- Cameron, Patricia A.**, Mexico to La Paz
- Campello, Marie**, Czechoslovakia to European and Canadian Affairs
- Carper, Kim R.**, Office of Communications to Baghdad
- Carter, Bruce E.**, Japan to Tokyo
- Caspar, Paul R.**, Educador to Office of Communications
- Casse, Geraldine M.**, Bureau of Personnel to Office of Foreign Buildings
- Clark, Jane K.**, Zaire to Dublin
- Clark, John E.**, Spain to Diplomatic Security
- Clayton, Alfred D.**, Ethiopia to Medan
- Cope, Winston B.**, Indonesia to Monrovia
- Corbett, Larry**, Central Africa to Foreign Service Institute
- Costello, Susan C.**, Egypt to Paris
- Coulter Jr., Frank J.**, Intelligence and Research, Current Intelligence Staff to African Affairs, Office of the Executive Director
- Courtney, William H.**, Office of Under Secretary for Political Affairs to Foreign Service Institute
- Coyne, Patricia M.**, Nigeria to Bureau of Personnel
- Cromley, David M.**, Madagascar to Harare
- Cronin Jr., James T.**, Diplomatic Security to Brussels
- Davis, Allen C.**, African Affairs to Bonn
- Davis, Kenneth A.**, Foreign Service Institute to Rangoon
- Dearboru, Douglas B.**, Taipei to Bureau of Personnel
- Decampoli, Craig P.**, Diplomatic Security to Moscow
- Deering, Walter B.**, Diplomatic Security to Madrid
- Del Gigante, Norman F.**, Financial Operations to Bureau of Personnel
- Dieffenderfer, John H.**, Foreign Service Institute to Tel Aviv
- Doane Jr., James V.**, Foreign Service Institute to Inter-American Affairs
- Donahue, Linda L.**, Bureau of Personnel to Beijing
- Donnelly, Martin T.**, Tanzania to Diplomatic Security, Washington Field Office

**PERSONNEL: FOREIGN SERVICE**

- Doscher, Charles R.**, Office of Foreign Building, Executive Office to Office of Foreign Buildings, Operations Division
- Doty, Boyd R.**, Berlin to European and Canadian Affairs
- Dyer Jr., William B.**, France to Bamako
- Edelman, Scott**, Romania to European and Canadian Affairs
- Elson, Donald C.**, Refugee Programs to International Organization Affairs
- Epstein, George H.**, Philippines to Bureau of Personnel
- Evans, Teresa M.**, United Kingdom to Intelligence and Research
- Falvey, Muriel A.**, Zambia to London
- Ferry, Edward J.**, Philippines to Office of Communications
- Fischer II, Ernest J.**, Pakistan to Intelligence and Research
- Fitzgerald, Patrick E.**, Ecuador to Inter-American Affairs
- Folensbee, Lester S.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security
- Friday, Shelby G.**, Germany to Jeddah
- Gaines Jr., William R.**, Cameroon to Bamako
- Gardner, D. Jean**, Haiti to African Affairs
- Garrison, Mary L. K.**, Hungary to Office of the Program Inspector General
- Georgian, Douglas H.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security
- Getzinger, Richard W.**, Austria to Tokyo
- Glown Jr., Edmund P.**, Oceans and International Environmental and Scientific Affairs to Visa Services
- Gottlieb, Hinda E.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security
- Hadley, Timothy D.**, African Affairs to Dakar
- Hafkemeyer, George L.**, Somalia to Office of Communications
- Hallett, Jeffrey D.**, Foreign Service Institute to Economic and Business Affairs
- Hamilton, John A.**, Foreign Service Institute, Language Training to European and Canadian Affairs
- Hardtke, Karen L.**, Bureau of Personnel to European and Canadian Affairs
- Harrison, Jennifer A.**, Panama to Paris
- Hassani, Frederic C.**, Consular Affairs to Bureau of Administration
- Haverkamp, Roy T.**, Grenada to European and Canadian Affairs
- Heck, Ernestine S.**, India to Colombo
- Helm, John W.**, Office of Foreign Buildings to Mogadishu
- Henderson, Stephens V.**, Greece to Office of Communications
- Heyn, Margaret W.**, Uruguay to Inter-American Affairs
- Hill, William R. G.**, European and Canadian Affairs to Athens
- Hinson, Sherman N.**, Inter-American Affairs to Foreign Service Institute, Language Training
- Horn, James E.**, Despatch Agency, New Orleans to Dhaka
- James, Anthony**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Rangoon
- Jervis, Elizabeth A.**, Greece to European and Canadian Affairs
- Johnson, Gregory L.**, Foreign Service Institute, University Training to Office of Foreign Service Career Development and Assignments
- Johnston, Tess**, China to Paris
- Jones, Deborah K.**, Iraq to Executive Secretariat, Operations Center
- Kegley, Robert A.**, Office of Communications, Special Projects and Programming Division to Office of Communications, Foreign Operations Division
- Kenney, David T.**, Australia to Office of Under Secretary for Political Affairs
- Klein, Jacques P.**, Politico-Military Affairs to Office of Foreign Service Career Development and Assignments
- Kleinkauf, Therese A.**, Foreign Service Institute to Inter-American Affairs
- Krieg, Norbert J.**, Italy to Manila
- Krosby, Quincy M.**, Bulgaria to Office of Counselor of the Department
- Kyzner, David R.**, Mali to Kinshasa
- Lamont, James W.**, Foreign Service Institute to Politico-Military Affairs
- Lawson, Catherine M.**, Botswana to Kinshasa
- Ledger, Charles T.**, Egypt to Office of Foreign Buildings, Prague
- Leedy, Annelise S.**, Egypt to Office of Communications
- Leggio, Anthony**, Kenya to Foreign Service Institute, Language Training
- Levin, Gregory J.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Los Angeles Field Office
- Levine, Henry A.**, Foreign Service Institute to European and Canadian Affairs
- Lippe, Stuart H.**, Office of Caribbean Affairs to Office of Cuban Affairs
- Liston, Peter D.**, Diplomatic Security, Secretary's Detail to Diplomatic Security, Miami Field Office
- Little, Glenn F.**, African Affairs to Mogadishu
- Lloyd, Douglas J.**, Office of Communications, Temporary Duty Support Division to Office of Communications, Networks Branch
- Love, Betty P.**, France to European and Canadian Affairs
- Lowe, Benjamin M.**, South Africa to Kuala Lumpur
- Lubow, Richard E.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security, Miami Field Office
- Maimone, Diane**, Bureau of Personnel to New Delhi
- Mann, Janean L.**, Liberia to Intelligence and Research
- Manville, Sue A.**, Burkina Faso to African Affairs
- Marandino, Gerard E.**, China to Bangkok
- Martin, Bryce J.**, Afghanistan to Manila
- McGovern, Robert N.**, Panama to St. Johns
- McIlvaine, Stevenson**, African Affairs to Dar-es-Salaam
- McMann, Catherine**, Legislative and Intergovernmental Affairs to Foreign Service Institute
- McNamara, Brian M. P.**, Peru to Consular Affairs
- Megenity, Patricia S.**, Kenya to African Affairs
- Merante, John A.**, Venezuela to East Asian and Pacific Affairs
- Meyer, Gary R.**, Inter-American Affairs to Islamabad
- Minnick, Ray D.**, Greece to Office of Communications
- Mitchell, Martha S.**, Haiti to Tokyo
- Monk, Jessica G.**, Saudi Arabia to Near Eastern and South Asian Affairs
- Moore, Ralph R.**, France to Manila
- Moretti, Mark E.**, Diplomatic Security, Coordination Center to Diplomatic Security, Counter-Intelligence Staff
- Morris, Robert G.**, Bonn to Oceans and International Environmental and Scientific Affairs
- Mulvey, Mark E.**, Kenya to Diplomatic Security, Foreign Operations Division
- Murphy, John C.**, Brazil to Diplomatic Security, Special Investigations Branch

- Murray, Anne V.**, France to Medical Services
- Myrick, Zula J.**, Yemen Arab Republic to Vienna
- Neitzke, Jean C.**, Economic and Business Affairs to London
- Neitzke, Ronald J.**, Office of the Counselor of the Department to London
- Nevin, Eileen P.**, Philippines to Office of Communications
- Nicholson, Martha A.**, Inter-American Affairs to Guatemala
- Norris Jr., Chester E.**, Nigeria to African Affairs
- O'Brien, Joseph T.**, Bureau of Personnel to Lagos
- Ogilvie, Jeffrey**, Soviet Union to Office of Communications
- Otto, Olaf N.**, Intelligence and Research to Economic and Business Affairs
- Parker, Andrew C.**, Jamaica to Oceans and International Environmental and Scientific Affairs
- Parsons, Donald K.**, Consular Affairs to Bureau of Personnel, Board of Examiners
- Peterson, Ramona**, Soviet Union to Tokyo
- Phillips III, William M.**, Near Eastern and South Asian Affairs to Tunis
- Primosch, William E.**, Bureau of Personnel to Economic and Business Affairs
- Rackmales, Robert**, Foreign Service Institute to Human Rights and Humanitarian Affairs
- Reed, Mary A.**, Mexico to Belgrade
- Rensch, Patricia L.**, Israel to Office of the Under Secretary for Political Affairs
- Ressler, H. Kirkby**, Foreign Service Institute to European and Canadian Affairs
- Ricciardone Jr., Francis J.**, Near Eastern and South Asian Affairs to Cairo
- Rodley, Carol**, Foreign Service Institute to Santo Domingo
- Rogus, David F.**, Office of Caribbean Affairs to Office of Cuban Affairs
- Rowley, Peter R.**, Venezuela to Office of Communications
- Ruth II, Thomas A.**, Saudi Arabia to Kuwait
- Ryerson, William E.**, Foreign Service Institute, Language Training to Belgrade
- Salleh, Jamari**, Bureau of Personnel to Human Rights and Humanitarian Affairs
- Saulmon, Earl D.**, Nigeria to Kinshasa
- Secrete, Joseph S.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Diplomatic Security
- Sentowski, Valeria P.**, Canada to Dhahran
- Sheakley, Diane E.**, African Affairs, Office of the Executive Director to Secretariat Staff
- Shepherd, Stephen L.**, Office of Communications to Athens
- Sinclair Jr., William R.**, European and Canadian Affairs to Shanghai
- Sippel, David**, Syria to Office of Communications
- Snell, Fredd D.**, Near Eastern and South Asian Affairs to Lahore
- Sorensen, John E.**, Inter-American Affairs to Jakarta
- Soso, G. Jean**, African Affairs to Human Rights and Humanitarian Affairs
- Spitzel, Sheila M.**, Costa Rica to Inter-American Affairs
- Stanford, Ann**, International Organization Affairs to Bureau of Personnel, Board of Examiners
- Stocker, Carol K.**, Foreign Service Institute to European and Canadian Affairs
- Stott Jr., David S.**, Commerce Department to Paris
- Sundquist, M. Alexandra**, France to Economic and Business Affairs, Office of International Trade
- Swain Jr., Levia F.**, Austria to New Delhi
- Swope, Mary E.**, Foreign Service Institute to Consular Affairs
- Taylor III, Philip B.**, Foreign Service Institute to Inter-American Affairs
- Thomas, Irene M.**, Syria to Jakarta
- Thyden, James E.**, Human Rights and Humanitarian Affairs to Oslo
- Timberman, Thomas F.**, Office of Foreign Service Career Development and Assignments to Office of Management Operations
- Timmins, Lola A.**, France to Hermosillo
- Tolson Jr., Jerome F.**, Bureau of Administration, Allowances Staff to Foreign Service Institute, Language Training
- Toone, Joseph W.**, France to Office of Communications
- Troy, Thaddeus W.**, India to New Delhi
- Wadelton, Joan S.**, Foreign Service Institute to Economic and Business Affairs
- Waldrop III, Neal A.**, International Organization Affairs to Bureau of International Communications and Information Policy
- Walker, Constance S.**, Korea to Athens
- Walker, Edward L.**, Kinshasa to Office of Communications
- Waterman, Daniel F.**, Foreign Service Institute to Nairobi
- Weaver, Donn A.**, Hungary to European and Canadian Affairs
- Weaver, Jerry L.**, Khartoum to Refugee Programs
- Whitney, Jane**, Foreign Service Institute, Language Training to Stuttgart
- Wilber, Mark H.**, Bahrain to Office of Communications
- Williams, Phyllis D.**, France to European and Canadian Affairs
- Williamson, Molly**, Near Eastern and South Asian Affairs to Tel Aviv
- Wilson, Richard L.**, Indonesia to East Asian and Pacific Affairs
- Zumwalt, James P.**, Foreign Service Institute to East Asian and Pacific Affairs □

## Resignations (July)

- Anderson, Thomas H.**, Bridgetown
- Beardsley, Mary A.**, Jeddah
- Blair, Laura P.**, Seoul
- Blood, Patricia M.**, Yaounde
- Bridges, Peter S.**, Mogadishu
- Campbell, John W.**, Office of Ambassador-at-Large for Counter-Terrorism
- Chase, Joan S.**, Rabat
- Chesser, Wendy M.**, Oslo
- Dean, Michael A.**, Riyadh
- Disney, Fiona H.**, Casablanca
- Doyme, Linda B.**, Oslo
- Finch, James S.**, Guayaquil
- Flynn, Bonnie L.**, Monrovia
- Gagnon, Linda M.**, Managua
- Garcia, Viviane A.**, Bogota
- Guerra, Eduardo**, Diplomatic Security
- Guignard, Michael J.**, Bureau of Public Affairs
- Hahn, Jo R.**, Guayaquil
- Hamdy, Mona H.**, Bamako
- Jennings, Robbie G.**, Beijing
- Junker, Betty A.**, Managua
- Keating, Robert B.**, Antananarivo
- Keilson, Jerrold**, Nouakchott
- Kingery, Arlette P.**, Abidjan
- Kouttab, Elizabeth A.**, Pretoria
- Langston, Ellen C.**, London
- Lincoln, Beverly E.**, London
- Luna, Anne E.**, Madrid
- Lynch, James M.**, Intelligence and Research
- Martinez, Judith N.**, Toronto
- Marut, Christopher J.**, Beijing
- Miller Jr., David C.**, Harare
- Mills, Susann N.**, Harare
- Musser, Rin M.**, Jeddah
- Nelson, Judith C.**, Mogadishu
- Nevin, Eileen P.**, Office of Communications
- O'Donnell, Feng C.**, Beijing
- O'Neill, Josephine G.**, Addis Ababa
- Orley, Wendy M.**, London
- Pham, Kimbang T.**, Bureau of Personnel, Office of Management
- Pihl, Kathleen A.**, Ottawa
- Price, Gary V.**, Intelligence and Research
- Reichner, Michael N.**, Seoul
- Rowley, Peter R.**, Office of Communications
- Scott, Janet M.**, Yaounde

Simpson, Mary J., Abidjan  
 Smith, Susan P., Addis Ababa  
 Swift, Margaret L., Tijuana  
 Thomann, Maria I., Milan  
 Tiffany, Joy A., Bangkok  
 Toney, Tuula, Helsinki  
 Uphaus, Kathryn W.,  
 Colombo  
 Voss, Wendy K., Bonn  
 Wallace, Wayne K., Office of  
 Communications  
 Walls, Christel M., Ankara  
 Walser, Pearlenna R.,  
 Wellington  
 Williams, Carol A., Beijing  
 Zoller, Preston F., Near East-  
 ern and South Asian  
 Affairs □

**Retirements (July)**

Beecham, Susanne E., Euro-  
 pean and Canadian Affairs  
 Berry, Frank L., Abu Dhabi  
 Burget, Isela B., Monterrey  
 Christian Jr., Charles L.,  
 Bonn  
 Clee Jr., George D.,  
 Guadalajara  
 Collias, John G., Diplomatic  
 Security  
 Cook, Kathryn M., Rome  
 Davila, Michael A.,  
 Tegucigalpa  
 Drechnowicz, Edward F.,  
 Warsaw  
 Eaves Jr., John, Classification/  
 Declassification Center  
 Furness Jr., George A.,  
 Oceans and International  
 Environmental and Scien-  
 tific Affairs  
 Gildea, Jean, Bureau of  
 Personnel  
 Heichler, Lucian, Intelligence  
 and Research  
 Higgins, Ruth E., European  
 and Canadian Affairs  
 Hofmeister, Ruth G.,  
 Asuncion  
 Kayoda, Henry S., Moscow  
 Linehan Jr., John A., East  
 Asian and Pacific Affairs  
 Lombardi, Raymond B., Bu-  
 reau of Personnel  
 Luther, Lela B., Halifax  
 Lyon, Janice J., Bureau of  
 Personnel  
 Melone Jr., Harry R., Bureau  
 of Personnel, Board of  
 Examiners  
 Obligation, Amy J., Foreign

Service Grievance Board  
 Perdew, John F., Office of the  
 Program Inspector General  
 Povenmire, Dale M., Rome  
 Sloan, Imogene, Paris  
 Smith, Jr., Harlie L., Mexico  
 Tipton, John B., Politico-  
 Military Affairs  
 Turrentine, Archelaus R.,  
 Arms Control and Disarma-  
 ment Agency  
 Wilmeth, Doris E.,  
 Georgetown □

**Foreign Service  
 nominations**

The Senate has received the  
 following nominations:

Appointment as FSO-3,  
 consular officers and secretaries:  
 Robert D. Burkette  
 Joseph Hilliard Jr.  
 Quincy M. Krosby  
 Mary Bland Marshall  
 Janice Zeszutek Ogden  
 Leslie V. Rowe

Appointment as FSO-4,  
 consular officers and secretaries:  
 Richard Alan Albright  
 Rudolph Frederick Boone  
 Thurmond H. Borden  
 Marc Daly Carlisle  
 William Robert Carlson  
 Lisa A. Carty  
 Michael J. Delaney  
 John Frederick DeVleming  
 Bruce E. Donahue  
 David Ross Dreher  
 Henry S. Ensher  
 Kaara Nicole Ettesvold  
 Jerome Thomas Farrell  
 Mark Foulon  
 Gordon Gray III  
 Blair Parks Hall Jr.  
 Eigil Valdemar Hansen  
 Karl William Hofmann  
 Pete Kazuhiko Ito  
 Gerard J. Jackson  
 Craig Mallory Karp  
 David J. Keegan  
 Leonard A. Kusnitz  
 Beverly A. LaVigne  
 Sally L. Lindover  
 Cheryl Ann Martin  
 Karen E. Martin  
 Michael Anthony Matera  
 James Edward Maxstadt  
 James Aidan McVerry  
 Lloyd Woodson Moss  
 Stephen D. Mull

Bruce Richard Nelson  
 Gregory Eugenio Phillips  
 Kenneth John Pitterle  
 Eileen Jane Quinn  
 Charles Aaron Ray  
 Christopher R. Riche  
 James Milnor Roberts III  
 Jack D. Robinson  
 Theorphilus James Rose  
 Daniel A. Russell  
 Claudia H. Serwer  
 Frederick A. Smith  
 Eugene P. Sweeney  
 Linda Thomas-Greenfield  
 Paul G. Wickberg  
 Robert Cantrell Wood  
 Allen William Yale  
 Thomas Michael Young  
 Jack M. Zetkovic

Members of the Foreign  
 Service of State and Commerce,  
 AID and USIA to be consular  
 officers and/or secretaries:

*Consular officers and  
 secretaries*  
 Carlton Louis Ames  
 Dale R. Avery  
 Joanne Martin Baldonado  
 Lora Jane Berg  
 Joan Callahan Bigge  
 Nicholas Stephen Bouras  
 Nikki Brajevich  
 Sue Lenore Bremner  
 Kelly W. Brimhall  
 Krystin Lynn Buckley  
 Vincent Paul Carver  
 Ralph Dominick Chiocco  
 Katherine Christensen  
 Colin Michael Cleary  
 Dawn M. Cooper-Bahar  
 Robert Lawrence Daly  
 Robert Lawrence Dance  
 David Bryan Edwards  
 Crayon Cornelius Efrid  
 Barbara Jean Euser  
 David R. Gilmour  
 Zachary Robb Greenhill  
 Jay P. Gurian  
 Patrick M. Hailey  
 Sylvia Lorrain Hammond  
 Patricia Ann Havasy  
 Danny R. Hildreth  
 Jeffrey Martin Hill  
 Jeffrey A. Hoover  
 Edward Bruce Howard III  
 Paul Jerome Howard  
 Jean Anne Winkler Hudder  
 Anthony Alonzo Hutchison  
 Michael J. Jacobsen  
 David Wade Jenkins  
 Kathy A. Johnson

William E. Jones  
 Sandra L. Kaiser  
 Edward Arthur Kemp  
 Morgan Adele Kennedy  
 Marie L. Kish  
 William Speer Kuhn III  
 Thomas M. Leary  
 Theresa Leech  
 Douglas H. London  
 John B. Long  
 John M. Louton  
 Joseph Estey MacManus  
 Megan M. McCall  
 M. Lee McClenney  
 Elizabeth Barkalow McGaffey  
 Raymond Gerard McGrath  
 Jeffrey A. Miotke  
 Calvin Arthur Mitchell III  
 Michael K. Morrow  
 Rachel Norniella  
 Lee Young-Eun O'Donnell  
 Paul Christopher O'Friel  
 Francisco Luis Palmieri  
 Alison Pentz  
 Marcie Ellen Porter  
 Linda Louise Powers  
 Roberto Powers  
 Enrique A. Pardo  
 Jean Ellen Preston  
 Evelyn Ululani Putnam  
 Patricia Raikes  
 Edward James Ramotowski  
 Susan A. Sutton Robinson  
 Daniel F. Romano  
 Karen E. Runge  
 Norma D. Scott  
 David R. Siefkin  
 Robert A. Sorenson  
 Michael M. Steere  
 Virginia Anne Canil Tadie  
 Thomas Edward Torrance  
 Mary Townswick  
 Katherine Rose Von  
 Eckartsberg  
 Geraldine George Vought  
 Nancy R. Wade  
 Roy S. Weatherston  
 Michael Q. Whitley  
 Charles C. Wilson  
*Consular officers:*  
 John J. Bodson  
 Renato L. Davia  
 Richard Vincent Groccia  
 Larry A. Moody  
 Frank W. Skinner Jr.  
*Secretaries:*  
 Johnny E. Brown  
 Robert J. Bucalo  
 David K. Diebold  
 Paul W. Leinenbach  
 John Andrew Martens



Harvey Michael Mears  
Earl J. Young □

## Commissioning, tenure board

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

Allison, Lynn A.  
Benjaminson, Eric D.  
Blackwell, Desiree C.  
Brock, Samuel V.  
Chicola, Phillip T.  
De Pirro, Vella M.  
Downes, Robert R.  
Evans, Trevor J.  
Foley, James B.  
Gandle, David L.  
Gonzalez, Richard F.  
Goodspeed, Daniel E.  
Johnson, Lionel C.  
Kauth, Christopher  
Keeton, Margaret E.  
Kunstadter Jr., John W.  
Martinez, Sylvie L.  
McAnulty, James P.  
McCarthy, Deborah A.  
McKinley, Peter M.  
McMullen, Ronald K.  
Picard, James C.  
Robertson, Mark A.  
Rorvig, Richard A.  
Rowe, Paul E.  
Smith III, Hampton D.  
Stanley, Julia R.  
Valderrama, Diana  
Watts Jr., Robert M.  
Wong, Yvette M.  
Yamate, Robert T.  
Yohner, Margaret A. □

## Selection board members

### FIRST SESSION, July 8 Board SFS-I

To review generalists and specialists in class of minister-counselor:

#### Chairman

Ambassador Terence A. Todman, Denmark.

#### State members

Ambassador Deane R. Hinton, Pakistan.

Charles W. Bray III, Office of Management Operations.  
*Other agency member*  
William Escoube, Treasury.  
*Public member*  
Elaine Kahn, retired attorney, Chevy Chase, Md.

### Board SFS-III

To review generalists in class of counselor:

#### Chairman

Monteagle Stearns, Office of Management Operations.

#### State members

Theresa A. Healy, Defense.  
Ambassador Robert T. Hennemeyer, The Gambia.  
Robert G. Rich Jr., East Asian and Pacific Affairs.

#### *Other agency member*

John H. Milligan Jr., Central Intelligence Agency.

#### *Public member*

Anna V. Jefferson, former state senator, New York

### Board SFS-IV

To review senior specialists in classes of counselor and FS-1:

#### Chairman

Everett E. Briggs, Inter-American Affairs.

#### State members

David C. Fields, Diplomatic Security Service.  
John C. Fry, Stockholm.  
Dr. Charles E. Brodine, Office of Medical Services.

Melville E. Blake Jr., European and Canadian Affairs.

#### *Public member*

Marguerite Chang, retired chemical researcher, Ft. Washington, Md.

### Board SFS-V-Senior threshold

To review generalists in class FS-1:

#### Chairman

Ambassador Robert E. Fritts, Ghana.

#### State members

John H. Rouse, Ottawa.  
Harold W. Geisel, Foreign Service Institute.  
Patricia A. Langford, Bangkok.

#### *Other agency member*

Donald E. Lemmon, Labor.

#### *Public member*

Toye Lee Byrd, private consultant, Washington.

### Board G-II, Panel A

To review political/administrative generalists in class FS-2:

#### Chairman

Earl W. Bellinger, Brussels.

#### State members

Regina Marie Eltz, Politico-Military Affairs.  
Marshall P. Adair, Economic and Business Affairs.

James E. Blanford, New Delhi.

#### *Other agency member*

Steve Charnovitz, Commerce.

#### *Public member*

Victor Stephens, housing project manager, St. Louis.

### Board G-II, Panel B

To review economic/consular generalists in class FS-2:

#### Chairman

Richard H. Milton, Guayaquil.

#### State members

Anne Pinkney, Stockholm.  
Christopher J. Szymanski, East Asian and Pacific Affairs.

Gregory L. Johnson, Foreign Service Institute.

#### *Other agency member*

Fred Coffey, USIA.

#### *Public member*

Electra Beahler, attorney, Washington.

### Board G-III, Panel A

To review political/administrative generalists in class FS-3:

#### Chairman

Perry W. Linder, Athens.

#### State members

G. Jonathan Greenwald, Intelligence and Research.  
Peter R. Keller, European and Canadian Affairs.

Kathleen Mullen, Foreign Service Institute.

#### *Other agency member*

Walter J. Sherwin, AID.

#### *Public member*

Charles Harris, department of political science, Howard University.

### Board G-III, Panel B

To review economic/consular

generalists in class FS-3:

#### Chairman

Louis Goetz, Naples.

#### State members

Thomas E. Macklin, Office of Medical Services.

George F. Ward Jr., European and Canadian Affairs.

Lynne Lambert, European and Canadian Affairs.

#### *Public member*

Charlotte Collins, attorney, Memphis.

### Board G-IV

To review tenured generalists in class FS-4:

#### Chairman

Ambassador George E. Moose, Benin.

#### State members

James A. Larocco, Near Eastern and South Asian Affairs.

Sylvia Bazala, Consular Affairs.

Mary C. Pendleton, European and Canadian Affairs.

#### *Other agency member*

Donald Cofman, USIA.

#### *Public member*

Larry Johnson, School of Business Administration, Howard University.

## SECOND SESSION, August 19 Board S-I

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

#### Chairman

Francis A. Forgiione, Geneva.

#### State members

Herman H. Franke, Office of Operations.

Marie Eckes, Foreign Service Institute.

John J. Leech, Foreign Buildings Office.

Barbara Jo Harrick, Brasilia.

#### *Public member*

Vivian V. Barron, guidance counselor/registered nurse, Silver Spring, Md.

### Board S-II

To review security officers and security engineering officers in classes FS 2 to 4:

*Chairman*

**Charles R. Baquet**, Information Systems Office.

*State members*

**James F. Bermingham**, Diplomatic Security.

**Thomas Bruguier**, Moscow.

**Thomas J. Wajda**, U.S. mission to the Organization for Economic Cooperation and Development, Paris.

*Public member*

**Ann Gourdine Brown**, attorney, Portsmouth, Va.

**Board S-III**

To review communications officers, communications electronics officers and diplomatic couriers in classes FS 2 to 4:

*Chairman*

**Joseph S. Hulings III**, Office of Foreign Missions.

*State members*

**Charles N. Chesteen**, Office of Communications.

**Robert F. Scheller**, Mexico.

**Wayne W. Algire**, Diplomatic Security.

*Public member*

**Dr. Esperanza Medina Harmon**, HOPE Associates, Arlington, Va.

**Board S-IV**

To review communications officers and diplomatic couriers in classes FS 5 to 7:

*Chairman*

**Ambassador Irvin Hicks**, Seychelles

*State members*

**Garry D. Bobbitt**, Office of Communications.

**Charles Allegrone**, Near Eastern and South Asian Affairs.

**Richard E. Thompson**, Office of Communications.

*Public member*

**Darlene J. Dolan**, National Alliance for Women in Communications Industries, Washington.

**Board S-V**

To review secretaries in classes FS 3 to 6:

*Chairman*

**David H. Swartz**, Warsaw.

*State members*

**Richard A. Christenson**, European and Canadian Affairs.

**Virginia M. Wallace**, Seoul.

**Brenda F. Lee**, Tunis.

*Public member*

**Jessie Alexander**, educator/counselor, Cuyahoga Community College, Warrensville, O.

**Board S-VI**

To review secretaries in classes FS 7 to 8:

*Chairman*

**Richard C. Devine**, Seoul.

*State members*

**Gina E. Barile**, Refugee Programs.

**Jolene Natoli**, European and Canadian Affairs.

**Alan B.C. Latimer**, Visa Services.

*Public member*

**Jamie Golden**, account executive, American Telephone & Telegraph, Washington.

**Board G-II (Multifunctional)**

To review generalists in all four cones in class FS-2:

*Chairman*

**Harry L. Coburn**, Passport Services.

*State members*

**Terrence M. Day**, Office of the Under Secretary for Management, Executive Office.

**Sharon P. Wilkinson**, Tijuana.

**Robert A. Peck**, Near Eastern and South Asian Affairs.

*Other agency member*

**Lyle E. Moe**, Agriculture.

*Public member*

**William Green**, regional commissioner, director for educational programs, Riverdale, N.Y.

**Board G-III (Multifunctional)**

To review generalists in all four cones in class FS-3:

*Chairman*

**Richard B. Moon**, Panama.

*State members*

**John H. Adams**, Consular Affairs.

**Robert E. Gribbin III**, African Affairs.

**Ada M. Casperino**, Inter-American Affairs.

*Other agency member*

**David Brantley**, Commerce.

*Public member*

**John MacKenzie**, associate professor, University of the District of Columbia, Washington.

**SESSION, September 9**

**Board SFS-I**

To review generalists and specialists in class of career minister:

*Chairman*

**Ambassador Arthur A. Hartman**, USSR.

*State members*

**Richard W. Murphy**, Near Eastern and South Asian Affairs.

**Arthur W. Hummel Jr.**, career ambassador (ret.)

*Other agency member*

**Joann Lewisohn**, USIA

*Public member*

**Paula L. Jewell**, attorney, Washington. □

**Thinking of retirement? State can help with counseling, job search**

BY S. DONALD YOUSO  
*Bureau of Personnel*

**E**Mployees face numerous anxieties as retirement draws near. It's normal and natural to be disturbed about leaving a satisfying career for the unknown—life outside the Department. The feeling that something very important is being lost may in fact begin two or three years before the final day of work. Some employees feel confused about what they're going to do on the outside. They've enjoyed the upward climb, the competition and the rewards of service. To some, starting a new career means losing much of what's been earned in the way of status, respect and self-satisfaction. So confidence can be shaken just when more confidence is needed.



Mr. Youso

Here at the Department's Career and Retirement Counseling Service, we often have to remind our clients that these anxieties are normal. We also remind them that they've tackled many problems in their careers, and this is just one more challenging task. The big difference is that this problem is to-

tally new. But with our comprehensive program covering retirement planning, alternate career counseling and outplacement assistance, we're on hand to help.

What sort of help? Well, some come to us expecting to be handed a job. They may imagine we have something like an open assignments list to bid on. We don't. No one can place someone else in a job. Only the individual can get a job by demonstrating the experience, skill, talent and enthusiasm that a potential employer wants. We assist in conducting job search campaigns and, as a bonus, we may even be able to pass on specific job leads. But the ultimate responsibility is the employee's.

**Networking**

We point out that networking or informational interviewing from a carefully developed contact list is an effective way to find a second career. Statistics show that about 70% of job openings are obtained through networking. If one is prepared with intelligent questions, networking is also an excellent method of researching the job market and obtaining invaluable information about employment possibilities. The most effective networking results when the second career search is clearly and specifically focused. If it's not, the jobseeker is spin-

ning wheels.

Personal contacts can provide important leverage in opening doors for informational interviewing. Foreign Service employees often feel at a disadvantage because of a lack of contacts. But often they're overlooking a number of possibilities. Employees are known quantities to the friends who make up a personal network. These friends may include people in responsible positions—retired employees who are successful in other occupations, classmates, real estate brokers, insurance agents, attorneys, ministers, civic/social club members, bankers and neighbors.

We advise clients to let their friends know that advice and recommendations in getting a second career started would be appreciated. Present each contact with a reminder of qualifications, experience and accomplishments. Get their help in providing leads to other contacts, or recommendations to someone for a known position. Successful self-projection doesn't mean asking each contact for a job; this tends to turn people off. The purpose is to make a concerted effort to get friends to open doors to their acquaintances, who can provide advice, recommendations and referrals to others.

#### **Do your homework**

Homework is the key to successful interviews. Many trying to establish a network are vague about the purpose of their visit. So they get a vague response. But the carefully prepared job-hunter seeks to steer a conversation and make a positive impression, by asking questions that illustrate interest and enthusiasm, while letting the other person do most of the talking. Other networkers try to rely on referrals who are not well known by the contact. This can have an adverse effect on a busy executive.

Managers besieged by lots

of networkers may not be as receptive as the ones who are less frequently contacted. Courtesy and the belief that the jobseeker will benefit from their experiences often motivate managers who are not frequently contacted to open up. However, if individuals can impress an overused, heavily networked manager by demonstrating special knowledge about the organization, and can present an attractive and competitive background, they usually will be seen.

The majority of our clients are interested in either part-time or consulting work. After initial help and guidance from us, they usually make the grade on their own. Others coming to us aren't sure what they want, or how hard they want to work to get it. Even though Foreign Service employees operate in a competitive environment, they're used to having the organization meet many of their needs. When some people hear about our job talent bank, they assume that we'll take care of them and place them—as State did. These clients have trouble realizing they're now in charge of their own placement.

Many say they want full-time employment but place themselves out of the job market by putting severe restrictions on the type of job, salary level and location. Good jobs can go begging because our people don't want to leave the area or have unrealistic expectations. Many fail to understand that it may take up to four to five months of intensive effort to get into that second career. Some quickly become discouraged when they find the job-search process difficult. Others, after looking over the market and considering whether they want to meet the demands of a new full-time career, decide they have other retirement priorities.

#### **Resume response**

The job market is highly competitive. One hundred resumes with cover letters sent out

may produce only a 2% or 3% positive response. Despite the many pitfalls, however, our experience is that those who learn that placement is up to them and who make the necessary commitment of time and effort are usually successful.

The best advice we can give is to plan ahead. Advance planning and success and happiness in retirement are connected. Start to clarify your thoughts about a second career—what you want, what you have to offer, what you're interested in doing, what you need to know—one, two or even three years ahead. Only a few people come to us with a clear idea about the future. But they start the job-search process with a major advantage over their colleagues.

Many interesting and exciting full-time and part-time opportunities can be found outside the Department. Our employees are bright, talented, capable, well-educated and high achievers. They have the background and skills that many employers would welcome. However, most employers have to be sold. They don't understand the Department and aren't aware of our wealth of talent. Department job seekers have to educate prospective employers and identify precisely how they can contribute to the organization.

#### **The seminars**

Last year, 454 employees and their spouses attended our weeklong, half-day retirement planning seminars. This year, so far, 234 have attended. We may have to find a bigger auditorium for the courses. They'll be held next year in March, June, August, October, and December.

The seminars are just one of our services. Employees can also schedule informal meetings with our advisers or participate in intensive individual or group sessions in either the part-time or full-time job-search programs.

The seminars consist of

five morning sessions over a one-week period. Most presentations are made by outside experts. They're open to all employees who are within five years of qualifying for retirement. Spouses are welcome, and encouraged to attend. Employees at overseas posts who are in the United States on home leave/round trip or home leave/transfer orders or annual leave may be authorized five additional days in duty status by the post supervisor to attend the seminars, provided no additional per diem or travel costs are incurred.

#### **Counseling services**

Our counseling services range from initial information discussions with those interested in exploring their options to intensive individual and group sessions. Those wishing to begin early planning or explore alternate career prospects should visit our offices at 3005 Massachusetts Avenue N.W. Call 673-5526 to arrange an appointment. If overseas, write or cable PER/ER/CCS, SA-20, Department of State, Washington DC, 20008, for appointments while in Washington on home leave or consultation. Our office facilities include Wang terminals, individual work stations, and a small library containing research and lending material on retirement planning and the job-search process.

Our part-time 80-hour program is open to employees currently within one year of retirement eligibility not yet sure about making a commitment to retire. The full-time 90-day program is open to Foreign Service personnel forced to leave the Department, except for cause, and to retirement-eligible employees who submit both a retirement application and a retirement agreement. This program is designed for those who are serious about a full-time second career after leaving the Department.

In both the part-time and

full-time job search programs, we provide a structured framework including monthly four half-day job search workshops, semiweekly group workshop sessions and a requirement to submit monthly written progress reports. Both programs provide up to 40 hours of training and intensive counseling on topics, ranging from personal assessment to job-search techniques, networking, broadcast letters, negotiating a salary, and per-

sonal appearance. The additional time in each program is devoted to the job search campaign. The Foreign Affairs Manual (3 FAM 691) gives details on application procedures.

Those within one year of optional retirement who are serious about alternate career possibilities may develop a resume for our files and register to be considered for job leads. Enrollment in intensive counseling isn't a requirement for

registration.

We will conduct job search campaigns to supplement individual efforts. To stimulate job leads and open doors for employees pursuing their own leads, we distribute our marketing brochure, "A Unique Source of Executive and Professional Talent." We plan to expand our efforts to develop additional job leads and contacts. Through our efforts, approximately 30 retired FSOs have landed attractive

full-time jobs ranging in salary from \$35,000 to \$95,000. A number of others have located part-time and consulting positions.

Jobs won't come easily, but if you're willing to devote the necessary time and effort toward finding that second career, there are a number of challenging and rewarding opportunities on the outside. We stand ready and willing to assist in making the transition. ■

## State Department's current publications

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy.

The publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520. Telephone: (202) 647-6575-6.

### President Reagan

"Why Democracy Matters in Central America," address to the nation, the White House, June 24 (Current Policy No. 850).

"Ending Apartheid in South Africa," World Affairs Council and Foreign Policy Association, the White House, July 22 (Current Policy No. 853).

### Secretary Shultz

"The U.S. Approach to South Africa," Senate Foreign Relations Committee, July 23 (Current Policy No. 854).

### East Asia and Pacific affairs

"U.S.-Japan Relations: A Global Partnership for the Future," Michael H. Armacost, under secretary for political affairs, Japan Society of Northern California, San Francisco, July 21 (Current Policy No. 856).

### General foreign policy

"Foreign Policy and the Budget Challenge," John C. Whitehead, deputy secretary of state, Council on Foreign Relations, Washington, June 23 (Current Policy No. 849).

### Inter-American affairs

"The U.S. and Central America: Implementing the National Bipartisan Commission Report," July (Special Report No. 148).

### International economics

"Trade Policy: Where Will America Lead?"

Douglas W. McMinn, assistant secretary for economic and business affairs, Baltimore Council on Foreign Affairs, July 2 (Current Policy No. 852).

### Miscellaneous

"A Safe Trip Abroad," July (Public Information Series).

### Refugees

"U.S. Refugee Policies and Programs at Midyear," James N. Purcell Jr., director, Bureau for Refugee Programs, Senate Judiciary Committee, June 20 (Current Policy No. 851).

"Refugee Resettlement in the Heartland of America," Robert Funseth, senior deputy assistant secretary for refugee programs, multistate refugee conference, St. Louis, June 4 (Current Policy No. 847).

### GIST

Arms control: Chemical and biological weapons (7/86).

UN special session on African economic situation (7/86).

U.S.-Egyptian relations (7/86).

U.S. export controls and China (7/86).

### Background Notes

Burma (5/86).

Laos (5/86).

Morocco (7/86).

Syria (6/86). □

## New 'Foreign Relations' volume is issued

The Department has released "Foreign Relations of the United States, 1955-1957, Volume II, China." This volume documents U.S. policy in the Taiwan Strait crisis of 1955 and comprises 688 pages of previously classified foreign affairs records. It was prepared in the Office of the Historian, Bureau of Public Affairs. It is based on the files of the White House, the Department of State and other Government agencies.

Copies (Department of State Publication No. 9450) (GPO Stock No. 044-000-02118-8) may be purchased for \$23 (domestic postpaid) from Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.



ATHENS, Greece—On her retirement, Foreign Service national employee Irene-Ekaterini Angelidou-Kallergi receives Superior Honor Award from Ambassador Robert V. Keeley.

Checks or money orders should be made out to the superintendent. The Office of the Historian has prepared a brief summary of the volume. For information, contact John P. Glennon (202) 663-1144 or David W. Mabon (202) 663-1129. ■

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## Honors and Awards

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**NICOSIA, Cyprus**—Ambassador *Richard W. Boehm*, fourth from left, presents awards to, from left: *Pantelis Ioannou, Arestis Ioannou, Andreas Zivanas, George Yiallourides, Nicos Kolotas, Andreas Kyriacou, John Polyviou.*

**RIO DE JANEIRO**—Consul general *Alfonso Arenales*, center, presents awards to Foreign Service national employees. From left: *Francisco Salles Alves, Odette F.B. Dautel, Suelly do C. Bellas, Paulo Camacho, Ruy de*

*Barros F. da Silva, Maria de Lourdes Pererira, Ana-Maria C. de Miranda, Geraldo dos S. Ferriera, G. Monica Wassberg, Ruy de Almeida Lima, Edson Silva, Klaudia S. Alvarez, Anne Louise Papadelis.* ■



## Bureau Notes

### The Seventh Floor

#### Secretary's Office

On August 6 SECRETARY SHULTZ lead the U.S. delegation to the inauguration of the Colombian President-elect in Bogota. From Bogota the Secretary traveled to San Francisco, for U.S.-Australian bilateral consultations. Advancing the trips and accompanying the Secretary were M. CHARLES HILL, executive assistant to the Secretary; B. LYNN PASCOE, deputy executive secretary; ALLEN WALLIS, under secretary for economic affairs; BERNARD KALB, assistant secretary for Public Affairs; KEITH EDDINS and DEBORAH GRAZE, special assistants to the Secretary; JOYCE NESMITH, personal assistant to the Secretary; Secretariat staff officers KATHY FITZPATRICK, TIMOTHY COLLINS, ED SMITH and MARCIA WONG; and secretarial assistants DONNA DEJBAN, DIANE SHEAKLEY, MILDRED ENGRAM and DOROTHY SIMMONS.

Mr. Shultz traveled to New York, June 10, to speak at the New York Economic Club. Accompanying him were Mr. Wallis; Mr. Kalb; PATRICK KENNEDY, executive director, Executive Secretariat; Mr. Eddins and personal assistant to the Secretary JACKIE MACUK.

On June 14 Mr. Shultz traveled to Evanston, Ill., to receive an honorary doctor-of-laws degree and to deliver remarks at the commencement ceremonies at Northwestern University. Accompanying him were Mr. Hill, Mr. Kalb, Mr. Kennedy; special assistant to the Secretary DEBORAH GRAZE and Ms. Macuk.

From June 20-30 the Secretary traveled to Hong Kong, Singapore, Bandar Seri Begawan and Palau, for bilateral meetings. He continued on to Manila for the conference of the Association of Southeast Asian Nations. Staff members accompanying and advancing the Secretary's trip were Mr. Hill; Mr. Wallis; the counselor for the Department, EDWARD DERWINSKI; Mr. Kalb; Mr. Kennedy; special assistants KAREN GALATZ, GERRY ANDERSON, Ms. Graze; personal assistants BETTY GASTON, Ms. Nesmith and KATE MILNE; JAMES COLLINS, director, Operations Center, Executive Secretariat; Secretariat Staff officers Smith, Collins, Fitzpatrick and BOB CLARKE; secretarial assistants DEBORAH GODFREY, DIANE SHEAKLEY, SHARON OHTA and MARTY SZRAMEK.

The Secretary traveled to New York, July 3-4, to attend the rededication ceremony of the Statue of Liberty. Accompanying him were the assistant secretary for European affairs, ROZANNE RIDGWAY; Mr. Kennedy; Mr. Eddins; Mr. Collins; Ms. Macuk and Ms. Engram.

The Executive Secretariat welcomed as new employees RICHARD MUELLER as Director of the Secretariat Staff, replacing MICHELE BOVA, who will depart for Santo Domingo as economic counselor; GWEN CLARE, the new deputy director, replacing ELLEN SHIPPY, whose onward assignment is Dhaka; GLYN



EXECUTIVE SECRETARIAT—On his retirement after 44 years of Government service,

Randolf Smith receives Meritorious Honor Award from Secretary Shultz.



SEVENTH FLOOR—Deputy Secretary John C. Whitehead presents meritorious and high-quality step increase certificates to members of

his staff, from left: Cynthia Larre, Cristy Valentine, Eva Henderson, Rita Johnson, Marjorie Soltis.

DAVIES and MARTI SZRAMEK, who departed the Secretariat Staff for new assignments in the Executive Secretariat ... MARGARET SCOBAY, STEPHEN KELLY, GARY ROBBINS and ROBERT DOWNEY, went to the Operations Center; JOY OLSON, reported to the Secretariat Staff from the embassy in the Philippines, to replace BONNIE BENDER as secretary; MARK TAYLOR, assumed duties as a clerk-typist in the Operations Center ... MICHAEL SIFTER departed the Operations Center to relocate to California. □

#### Office of the Deputy Secretary

Deputy Secretary JOHN C. WHITEHEAD addressed the annual Washington conference of the American Stock Exchange, June 9, on "U.S. Foreign Policy Today." ... On June 23 he made remarks to the monthly dinner meeting of the Council on Foreign Relations, in Washington on "Foreign Policy and the Budget Challenge." ... On June 25 he addressed a luncheon meeting of the Mid-America Committee, in Chicago ... From there, he traveled to Norfolk, Va., June 25, to attend briefings aboard the USS Nimitz, an aircraft carrier ... He was accompanied by JAMES TIMBIE, adviser to the deputy secretary for strategic policy; DAVID WEISS, special assistant; and Colonel RALPH HALLENBECK, Bureau of Politico-Military Affairs.

JUDSON L. BRUNS has assumed duties as special assistant to the deputy secretary, replacing WILLIAM BURNS, who has been detailed to the National Security Council ... Mr. Whitehead presented meritorious and high-quality step increase awards to staff members CYNTHIA LARRE, CRISTY VALENTINE, EVA HENDERSON, RITA JOHNSON and MARJORIE SOLTIS. □

#### Office of the Under Secretary for Political Affairs

Under Secretary MICHAEL ARMACOST, accompanied by executive assistant CHRISTOPHER ROSS, traveled to Yugoslavia, Italy and the Netherlands, May 31-June 8 ... He addressed the annual meeting of the U.S.-Yugoslav Economic Council, in Cavtat, and consulted with the Federal Executive Council president and other Yugoslav officials, there and in Belgrade ... In Rome Mr. Armacost met with the prime minister and other Italian officials, to discuss the situation in the Mediterranean ... In The Hague, the under secretary held wide-ranging discussions with his counterpart, in the context of the Dutch presidency of the Economic Council ... Also accompanying Mr. Armacost to Yugoslavia was special assistant STEVEN COFFEY, who proceeded on to consult with U.S. and host government officials in Budapest and Warsaw, and special assistant DEAN CURRAN, who proceeded from Rome to Madrid and Lisbon for consultations ... On June 19 Mr. Armacost participated in a USIA "Worldnet" telecast with Asian correspondents, as part of the preparations for the Secretary's trip to East Asia ... On June 26 he delivered the closing remarks at the conference for educators,

and hosted a reception for the participants, on the eighth floor ... He spoke to the Society for Historians of American Foreign Relations, June 27.

From June 20 to July 2, GERALD HELMAN, special adviser to the under secretary, participated in a seminar on U.S.-European relations sponsored by the European Peoples Party, the Christian Democratic faction of the European Parliament, in Brussels. His presentation stressed the importance of established democracies working together to strengthen democratic institutions in other parts of the world ... Special assistant WILLIAM BROWNFIELD delivered an address and led a seminar on U.S. foreign policy in Central America, June 11, at the University of Wisconsin's world affairs seminar ... MARILYN J. WOBORIL, a senior secretary in Mr. Armacost's office, retired July 3 ... PATRICIA RENSCH joined the under secretary's staff ... ROSELLA R. BERGER, secretary, departed the office for her new assignment as secretary to the ambassador at Cairo. She has been replaced by MARGARET S. TOM, who reported in from Embassy Jakarta. □

#### Office of the Counselor

The counselor for the Department, EDWARD J. DERWINSKI, traveled to Canberra and Sydney, for consultations at the embassy and consulate general, July 4-10 ... At Rarotonga, Cook Islands, he participated in the ninth round of the South Pacific regional fisheries negotiations, July 11-18, with representatives of 16 Pacific island governments ... Following the session, he met with officials at Wellington and Suva, to discuss results of the meetings and other Pacific basin issues, July 20-26 ... Executive assistant DANIEL CLARE, accompanied the counselor to Cook Islands, New Zealand, and Fiji ... Mr. Derwinski traveled to Geneva, May 22-23, for consultations with officials at the UN High Commission for Refugees; to Vienna, May 23-26, for consultations at the embassy and missions; and to Bucharest, May 26-29 where he met with religious leaders, Romanian officials and the president. He was accompanied by special assistant JAMES CLUNAN ... Mr. Derwinski accompanied Secretary Shultz to Hong Kong, Singapore, Bandar Seri Begawan, Manila and Palau, June 20-28 ... DAVID ALLEN, coordinator for Pacific basin affairs, joined the counselor in Manila and continued to New Zealand, to participate in a task force meeting of the Pacific economic cooperation conference, attended by representatives of 16 Pacific basin nations ... SUSAN CLARK, special assistant, participated in a seminar in Colorado Springs, June 26, sponsored by the U.S. Olympic Committee and national governing bodies on safety precautions for U.S. athletes traveling abroad.

**People:** The Counselor's Office welcomed Mr. Clare, who replaced JOHN KIMBALL, who departed to begin participation in the Department's retirement seminar ... Also joining the counselor's staff was QUINCY KROSBY as special assistant, replacing RONALD NEITZKE, who transferred to London. □

#### Office of the Under Secretary for Economic Affairs

Under Secretary ALLEN WALLIS served as the President's personal representative at the economic summit meeting in Tokyo, May 4-6 ... From there, he traveled to Singapore for the Association of Southeast Asian Nations dialogue, May 8-9; held talks with various Indonesian ministers, in Jakarta, May 10; and met with Prime Minister GUY HAWKE and key Australian economic ministers, in Canberra, May 12 ... Mr. Wallis was accompanied by executive assistant AL LARSON, special assistant SCOTT BROWN and secretary PATRICIA MOLLER ... Mr. Wallis and special assistant ERIC MELBY traveled to London, Paris and Rome, June 12-14. They discussed various summit initiatives with representatives from the British, French and Italian governments, the secretary general of the Organization for Economic Cooperation and Development, and the executive director of the International Energy Agency ... Mr. Wallis, accompanied by his economic adviser, MARTIN BAILEY, traveled to Israel for economic consultations, June 15-18 ... Mr. Wallis led the U.S. delegation to the U.S.-Korea joint economic consultations, in Seoul, June 23-24. He was accompanied by special assistant ELLIOTT HURWITZ. Both proceeded to Manila to participate in the Association of Southeast Asian Nations "six plus five" ministerial meeting, June 26-28 ... Mr. Wallis was cochairman for the U.S. delegation at the July 21-23 U.S.-Japan structural dialogue preparatory meeting, in San Francisco.

The office welcomed RICHARD HECKLINGER as executive assistant to Mr. Wallis, replacing Mr. Larson, who departed for his new assignment in the Bureau of Economic Affairs, and special assistant PAUL BALABANIS and JACK CRODDY. □

#### Policy Planning Staff

RICHARD H. SOLOMON, director, addressed the Naval War College, June 17, on "The Pacific Basin: Dilemmas and Choices for American Security." ... On July 2-3 he hosted planning talks with senior policy planners from the Japanese ministry of foreign affairs ... Senior deputy director NELSON C. LEDSKY spoke to the Army War College, on "Global Perspectives of U.S. Foreign Policy," June 27 ... STEPHEN P. COHEN, member of the staff, spoke on Pakistan's security policy, to the Washington conference on strategic issues, "Strategy '86," June 26 ... On June 30 he made a presentation on Pakistani political developments, to a conference sponsored by the Orkand Corp. □

#### Office of Protocol

Protocol chief SELWA ROOSEVELT led the team assisting at the July 1 White House reception hosted by the President and Mrs. Reagan in honor of the chiefs of diplomatic missions and their spouses. Accompanying her were deputy chief TIMOTHY TOWELL, associate chief RICHARD GOOKIN, PATRICK DALY, LAWRENCE DUNHAM, PAMELA

## BUREAU NOTES

GARDNER, CATHERINE GERARDI and JAMES MANNING ... Mrs. Roosevelt escorted the president of France and his wife during their visit to New York, to participate in the 100th birthday celebration of the Statue of Liberty ... Assistant chief CATHERINE MURDOCK coordinated the visit, assisted by Mr. Daly, MARY MASSERINI, MARYELLEN VANDIVIER, LINDA MYSLIWIY, JULIE ANDREWS and JAMES PAYNE ... Mr. Towell and Mr. Gookin escorted the chiefs of diplomatic missions and their spouses to the Salute to Liberty on July 4 in New York. Accompanying them were protocol staffers REBECCA BOYD, BRENDA CONNORS, Mr. Dunham, Ms. Gerardi, CHRISTINE HATHAWAY, ADINA KAZYAK and MARY MORRIS ... Mrs. Roosevelt escorted the prime minister of Pakistan during his visit to Washington ... Mr. Gookin was the escort official for the prime minister's visit to Florida and New York ... Mr. Manning was the officer-in-charge, assisted by Ms. Masserini, ALEXANDRA MILLER and Mr. Payne.

Private visits were made by the prime ministers of St. Christopher and Nevis, and Aruba; the vice president of Costa Rica; the foreign ministers of Belize, West Germany and Mexico; the foreign secretary of the United Kingdom; and the wife of the president of El Salvador. Handling these visits were Ms. Murdock, Ms. Mysliwiy, SAMUEL CASTLEMAN and Ms. Andrews ... Ms. Gardner, assisted by GEORGIA BOOTH, APRIL GUICE, JAYN MONTIETH and KIMBERLY MIDDLETON, coordinated the luncheon hosted by the Secretary and Mrs. Shultz in honor of the prime minister of Pakistan; the Secretary's dinner cruises honoring the secretary of state of the United Kingdom and the foreign minister of West Germany, as well as the deputy secretary's dinner in honor of the vice president of Costa Rica ... Mrs. Roosevelt was the presiding officer at the swearing-in of HARRY SHLAUDEMANN as U.S. ambassador to Brazil ... Mr. Towell presided at the swearing-in ceremonies of G. NORMAN ANDERSON as ambassador to the Sudan, and JOHN BLACKEN as ambassador to Guinea-Bissau ... Mr. Gookin presided at the swearing-in of CYNTHIA PERRY as ambassador to Sierra Leone ... Also, he addressed participants at the seminar on foreign missions and international organizations in the United States, at the Capital-Hilton Hotel, July 9, on "Benefits, Privileges and Immunities: Commercial Matters."

**People:** GAIL ROBERTSON has joined the administrative section ... The Secretary has pre-

**OFFICE OF COMMUNICATIONS—At awards ceremony, from left: Lionel Martin, Lloyd Gaither, David Lochner, Bryan Thibodeau, James Gansel, Robert Brownfield, Robert Ribera, Norris Watts, Transmise Howard, Ezell Bivings, Carter Brown, Donald Daymount, Robert White, Joseph Fagan, Arthur Freeman, Kirk Bivens, William Sloan, Kenneth Ruh.**

sented the Distinguished Honor Award to Ms. Murdock for her performance as assistant chief of protocol for visits ... Awards for outstanding performance were presented to SHARON ALLEN, Ms. Andrews, LINDA BAKER, Ms. Booth, Mr. Castleman, JOYLEEN COHEN, BRENDA CONNORS, Mr. Daly, Ms. Gardner, Ms. Gerardi, Ms. Guice, Ms. Hathaway, ROWENA HOOD, JEAN JACKSON, KIM JOHNSON-BRAUN, DELILAH LILLY, Ms. Masserini, Ms. Middleton, Ms. Miller, LYNN MILLER, Ms. Mysliwiy, Mr. Payne, CAROL SOMERVILLE, SHIRLEY STEWART and LINDA WHEELER ... Awards for excellent performance were given to LOUISE BENNETT, RANDELL BUMGARDNER, CHENOBI CALHOUN, WILLIAM CARTER, SALLIE CALIBOURN, ADINA KAZYAK, IRIA MASHASITILAB, ANGELA MOORE, HASSIE POPE, MARIE REARDON, MICHELE ROSSI and AUGUSTINHA DOS SANTOS ... ANN KILLEA and BRENDA WEINFELD have joined the Diplomatic and Consular Liaison Division ... CHRISTINE McBRIDE has left the Office of Protocol for private industry on the west coast. □

## Administration

### Office of Communications

The following organizational changes have taken place: The Courier Division, previously under the director of domestic communications and courier operations, has been transferred to the new Bureau of Diplomatic Security, and the directorate has been redesignated as the Directorate of Domestic Communications. The Special Projects and Programming Staff, previously in the Directorate of Operations, has been reorganized. The programming staff has been transferred to

the Telecommunications Division. The Special Projects staff has been transferred to a new division in the Directorate of Technical Services, called Plans, Programs and Facilities. The old Plans and Engineering Division in Technical Services has been reorganized as a new division, called Engineering and Installations.

The following personnel changes were reported: SIDNEY REEVES has assumed duties in Karachi as regional director of communications for Near Eastern and South Asian affairs, replacing DONALD LACHMAN, who has retired ... LAMONTE SMITH has assumed duties as chief, Training Division, replacing JOHN HUGHES, who has been assigned to Manila as communications programs officer ... ROBERT SURPRISE has assumed duties as operations officer for the East Asia Pacific area, replacing Mr. Smith ... KENNETH FERGUSON has assumed duties as deputy chief, Pouch Division, replacing JOHN CHANNEL, who has been assigned to Brussels as communications programs officer.

The following were here on consultation recently: JAMES ARCHER, Luxembourg; JAMES HALE, Lisbon; MICHAEL J. CARSON, Athens; JOHN WILLIAMS, Sao Paulo; DWIGHT BOHNET, Dhahran; MICHAEL BOWCUTT, Kinshasa; ROBERT CUMMING, Manama; JOHN MONTAGUE, Quito; MARY PETERSON, Singapore; RONALD DeBROSSE, Damascus; JOHN HUBLER, Kathmandu; ROBERT SANDBERG, Managua; GEORGE STURGEON, Muscat; BRUCE BORTLE and EARL PENN, Bonn; HAROLD SPAKE, Manila; THOMAS PAUL, Buenos Aires; PATRICK BENTZ, Freetown; JOSEPH DeROCHE, Cairo; KIROL BARBOUR, Warsaw; DONALD BILLICK, Panama; SANDRA MUENCH, Vienna; SANTIAGO URIETA, San Salvador; MILDRED GREGORY, Nairobi; ARNOLD OLIVO JR., Quito; FRANCIS ASCHMAN,







KIGALI, Rwanda—Communications program officer Lynn Doughty receives meritorious

honor and cash awards from Ambassador John E. Upston.

Frankfurt; STEPHEN AULDRIDGE, Frankfurt; DONALD BALLUE, Bogota; SHIRLEY KERN, Vienna; GUADALUPE PINON, Tegucigalpa; THOMAS SCHUH, Buenos Aires; PAUL WHITE, Bonn; DENNIS NELSON, Manila; LOREN HUNKE, Bonn; ROBERT KNOTT, Moscow; WILLIAM LINGER, Jerusalem; ROBERT JOHNSON, Guadalajara; LARRY BUCHER, Lahore; CHRISTOPHER BARRETT, Munich; JAMES ODEA, Panama; WILLIAM JACKSON, London; NEAL BRAKE, Abidjan; DAVID GARNO, Jakarta; BARRY PETERSON, Bogota; BRIAN MAJEWSKI, Ottawa; PHILIP WEISSMAN, Manila; LARRY STAFFORD, Lima; RAYMOND SHANKWEILER, Tel Aviv; SANDRA SMITH, Guatemala; ALAN YECK, Beirut; ALBERTO ORTIZ, Bonn; RICHARD AUGUSTUS, Frankfurt; ANN SOLES, Kinshasa; CONSTANCE BOHNET, Kuala Lumpur; WILLIAM TONER, Dublin; HARRY SCHNEIDER, Nairobi; RICHARD BLAKELY, Bonn; ALBERT DEBNAR, Lome; JOHN GAGEN, Bangkok.

Completing courses in the Communications Training Division were BRUCE BORTEL, Bonn; JOSEPH De ROCHE, Cairo; GEORGE SOLOMON, Montevideo; THOMAS PAUL, Buenos Aires; DONALD BALLUE, Bogota; MARK COLE, Moscow; GARY BOBBITT, Geneva; ROSE VALENTI, Jeddah; DONALD BILLICK, Panama; STEVE KULESZA, Washington; WILLIAM LINGER, Jerusalem; PAUL WHITE, Bonn; GUADALUPE PINON, Tegucigalpa;

MARY PETERSON, Singapore; THOMAS SCHUH, Buenos Aires; JAMES ARCHER, Luxembourg; LAWRENCE STAFFORD, Lima; JOSEPH COMFORT, Washington; WALLACE EUSTIS, Dakar; JOHN MONTAGUE, Quito; SANDRA MUENCH, Vienna; SHIRLEY KERN, Vienna; DWIGHT BOHNET, Dhahran; PATRICK BENTZ, Freetown; KIROL BARBOUR, Warsaw; JOHN LAPOLLA, Leningrad; ROBERT SANDBERG, Managua; MARION NORRIS, Bandar; MARION POTTER, Toronto; BEVERLY OLIVE, COREEN RICCIARDI and MICHAEL DOUGLASS, Washington; JAMES CASEY, Tokyo; DON BOISSONNAULT, Berlin; ELSIE LAWTON, Stockholm; JOHN HYLUND, Brussels; RUSH LANTZ, Washington; CHARLES MARTIN, Paris; BRYON HALLMAN, Manila; THOMAS NASETKA, Vienna; JOHN VERNER, Rabat; DAVE MOHAUPT and PHILLIP WOLD, Washington; JOHN WILLIAMS, Sao Paulo; ROBERT DODSON, Kabul; LARRY BUCHER, Lahore; EARL PENN, Bonn; MANUEL VALDEZ and LEONARD FENNER, Washington; CHARLES SCHENCH, Pretoria; ALLEN KINGSLAND, Washington; FRANK HEMINGWAY, Amman; FRANK PRESSLEY, Washington; JAMES OEDA, Panama; BRIAN MAJEWSKI, Ottawa; JAMES HALE, Lisbon; DAVID GARNO, Jakarta; JOHN FARRELL, Zagreb; RICHARD DROST, Washington; JOHN CHANNELL, Brussels; JOHN JAMES HAVERTY, New Delhi; MICHAEL SOARES, Washington;

JAMES TUTEN, Brasilia; HARRY L. SCHNEIDER, Nairobi; ROBERT BROWN, TERENCE WILLIAMSON, WILFORD SAYLOR, DENNIS DICK, MICHAEL JONES and DALE ECHTERNACH, Washington; DALE JOHNSON, London; MICHAEL RINKER, Canberra; WILLIAM JACKSON, London; DAVID GARNO, Jakarta; JUDITH LINK and ROBERT OLSON, Washington; DANIEL DONOGHUE, Bissau; JANINE TAYLOR, Antananarivo; DENNIS WATSON, Niamey; MARY DEALY, Geneva; RAYMOND HARGER, Canberra; CHRISTOPHER HEINTZMAN, Lusaka; DAWN MILLONAS, Islamabad; SHARON MINAHEN, Karachi; LESLIE OLY and THOMAS SNOW, Paris; VIVIAN HALYARD, Milan; MARY DRAIN, Malabo; BRADFORD JOHNSON, Bilbao; MANUEL ROCHA, Florence; RAYMOND SHANKWEILER, Tel Aviv; ERMAN HARRIS, Jerusalem; WALTER TYZNIK, Kuwait; RONALD DeBROSSE, Damascus; PAUL MILLION, Karachi; SANDRA SMITH, Guatemala; and JOSEPH MAZIARZ, Washington. □

#### Office of Language Services

PETER AFANASENKO rejoined Language Services as a Russian staff interpreter, and he and former staff members WILLIAM KRIMER and LORALYN ANDERSEN-PETRIE traveled to Geneva, for the special session of the Standing Consultative Committee ... ALEC TOUMAYAN and CAROL WOLTER assisted President and Mrs. Reagan during the Statue of Liberty centennial in New York ... Other travel assignments included those of STEPHANIE VAN REIGERSBERG to four Central American countries, GISELA MARCUSE to Berlin, RITA BOREN to Mexico City, CORNELIUS IIDA to San Francisco, and BARBARA PHILLIPS and RITA BOREN to Homestead Air Force Base.

*People:* MARIAN GASBARRO is a temporary translator in the Romance section of the Translating Division ... MARY BIRD has been named deputy director of Language Services. She had been in the Romance section of Translating ... MILDRED CARTER moved from the Office of International Conferences to become the administrative officer for the office. □

#### African Affairs

*Office of the Assistant Secretary:* On June 16 Assistant Secretary CHESTER A. CROCKER appeared on PBS' McNeil/Lehrer and ABC's Nightline shows to discuss the situation in South Africa ... Mr. Crocker addressed the Freedom House, at a luncheon meeting at the International Club, and the Republican National Committee meeting at the Westin Hotel, Washington, June 23 ... He appeared on CBS' morning news show on June 25 and, later the same day, addressed the Conference of Educators meeting, in the Department ... Deputy assistant secretary WILLIAM ROBERTSON participated in the Department's foreign policy conference for leaders of minori-

## BUREAU NOTES

**ACCRA, Ghana—Ambassador Robert E. Friess gives the Ghanaian signal of chiefly blessing, at a farewell for him. The mission staff had presented him with traditional Ghanaian regalia.**

ties' and women's organizations, June 13. Also participating was RICHARD CAMPANELLI of the South and Southern Africa Working Group . . . On June 11 Mr. Robertson, jointly with ANDY ADAMS, Department of Interior, presented Deputy Secretary JOHN C. WHITEHEAD a certificate of the Federal Task Force on Disabled Persons.

**South and Southern Africa Working Group:** J. DOUGLAS HOLLADAY, director, participated with WILLIAM JACOBSEN, also of the working group, and KENNETH KOLB, Office of Southern African Affairs, in a panel of the American Council of Young Political Leaders, in the Department, June 13 . . . Mr. Jacobsen attended the National Governors Association meeting in San Juan, Puerto Rico, June 14-18 . . . On June 26 he joined Mr. Campanelli to participate in two workshops on South Africa, at the Department's annual conference for educators, June 26.

**Office of East African Affairs:** EUNICE REDDICK is a desk officer for Tanzania, Madagascar, Mauritius and Comoros, replacing ROBERT SNYDER, who is off to Pretoria.

**Office of Economic Policy:** In a general briefing, RANDOLPH REED addressed Central Intelligence Agency members, June 27.

**Office of Regional Affairs:** Acting director DAVID LYON traveled to Carlisle, Pa., June 25-26, to address the Army War College, on U.S. interests and policies in Africa, and to meet with students with an interest in Africa . . . Mr. Lyon was to attend the National War College in August, and to be replaced by DAVID PAS-SAGE, most recently deputy chief of mission in El Salvador . . . GREGORY BRADFORD, special assistant for security assistance, traveled to Nigeria and the Ivory Coast, June 23-29, on political-military matters, stopping in Paris, June 30-July 1, to exchange information with his French counterparts. Mr. Lyon, acting director, traveled to Harrisburg, Pa., July 17, to brief Governor RICHARD THORNBURG before his trip to Africa.

**Office of West African Affairs:** LANETTE D. WARE has been promoted to GS-6.

**Office of Southern African Affairs:** JEFFREY S. DAVIDOW departed as director and was replaced by E. GIBSON LANPHER . . . RAYMOND F. SMITH, deputy director, has also departed, to be replaced by LARRY NAP-PER . . . KENNETH KOLB, country officer for Zimbabwe and Lesotho, accompanied Mr. Crocker, July 28-August 5, to London, Brussels, Bonn and Bern, for consultations with European allies.

**Office of Public Affairs:** Mr. Crocker spoke to the Overseas Writers Club, July 10, at the Foreign Service Club, on South Africa . . . He accompanied Secretary Shultz to his hearing before the Senate Foreign Relations Committee, July 23



. . . He appeared on the McNeil-Lehrer show, July 22, and "Face the Nation," July 27 . . . He traveled to Europe, July 29-August 5. □

## Consular Affairs

Assistant Secretary JOAN M. CLARK traveled to Montreal and Ottawa, June 20-24. While in Montreal, she consulted with officials from the International Civil Aviation Organization, on plans for the machine-readable passport and visa issuance system. In Ottawa, she discussed passport automation and visa fraud problems, with Canadian passport and immigration officials. She also toured the Canadian passport office . . . On July 22 she testified on efficiency legislation before the House Judiciary Subcommittee on Immigration, Refugees and International Law . . . Principal deputy assistant secretary MICHAEL H. NEWLIN spoke at the Defense Intelligence College, June 16 . . . On June 24 he briefed Immigration and Naturalization Service officers, who were departing for the pre-inspection program at Shannon, Ireland . . . He spoke at the ambassadorial seminar of the Foreign Service Institute, July 11.

JEROME C. OGDEN has assumed his new position as the deputy assistant secretary for visa services. He was serving in Taipei as deputy director of the American Institute in Taiwan. He replaces VERNON D. PENNER JR., who has left the Visa Office to serve as ambassador to Cape Verde.

On June 26 T.A.D. THARP, deputy assistant secretary for overseas citizens services, attended a meeting of the U.S. Olympic Committee, at its Colorado Springs, Colo., headquarters. He spoke about the role of the Department and consular officers in assisting U.S. citizen athletes traveling abroad . . . JOHN ADAMS and GEORGIA ROGERS, director and deputy director of the Citizens Emergency Center, traveled to Germany, Rome and London, at the end of July, to assist Department officers in the return to the United States of the released Beirut hostage, Father LAWRENCE M. JENCO . . . Ms. Rogers traveled to Reading, Pa., in June, to participate in a television panel discussion, "Tourism v. Terrorism," sponsored by the World Affairs Council of Reading . . . She was interviewed on WEEU Radio's "Feedback" program, and answered call-in questions regarding the safety of overseas travel . . . JEANNE SCHULZ has joined the Office of Citizens Consular Services, from Mexico



**BREMEN, West Germany**—Prior to closing of the consulate, Meritorious Honor Awards are presented to staff members. From left:

*Ramona C. Ludolph, Wolfgang Klein, Hallie Polt, Michael C. Polt, Ambassador Richard R. Burt, Gahl Burt, Hans-Werner Kneuppel.*

City, to be deputy director and head of the European Division . . . RICHARD QUEEN, GRACE MICHAUD, JAMES SCHULER and MICHAEL DOBBS have also joined the office. Mr. Queen arrived from Toronto, and both Ms. Michaud and Mr. Schuler recently completed the Overseas Citizens Services segments of the Foreign Service Institute's consular training course . . . On June 4-5 MONICA GAW, Citizens Consular Services, attended a meeting of the National Advisory Board on Child Abuse and Neglect, in Washington . . . ROBERT TSUKAYAMA left the office to take up his assignment in the bureau's new antifraud office . . . DESIREE BLACKWELL LEIGH, formerly in the office, has resigned from the Foreign Service.

HARRY L. COBURN, deputy assistant secretary for passport services, traveled to Montreal, June 15, to attend the technical advisory group meeting of the International Civil Aviation Organization. He was elected chairman of the meeting. The group discussed establishing standardization for machine-readable passports now being issued by the United States, Canada and Australia, and soon to be issued by several members of the European Community . . . On July 13 WILLIAM L. CAMP, associate director for passport services, completed his assignment and transferred to the Foreign Service Institute, where he will be associate director for management . . . MYRA HOWZE SHIPLETT joined Passport Services on June 14, replacing Mr. Camp as the associate director . . . Ms. Shiplett made an orientation visit to Boston, July 24, to discuss plans with General Services Administration officials for automating the Boston Passport Agency . . . On July 31 she visited the Philadelphia Passport

Agency, and subsequently traveled to Chicago and New York to meet the personnel assigned to those agencies.

On July 9-10, SUSAN I. SHORT, acceptance agents coordinator for the Seattle Passport Agency, traveled to Long Beach, Wash., to address the Washington State Association of County Clerks, about passport application procedures and passport fraud . . . During the week of July 21-24, EDWARD GAFFNEY, processing supervisor at the Seattle Passport Agency, attended the Office of Personnel Management's course on the introduction to supervision . . . JOAN HOLUM, secretary in the Seattle Passport Agency, attended a local workshop on how to maximize use of the Federal Register.

From May 27-June 7, EILEEN MALLOY of the Executive Office participated in a site survey visit to Seoul, Korea. The survey team developed a series of recommendations to improve public access controls in the embassy . . . BETTY SWOPE has assumed her duties as associate executive director in the bureau, replacing DON PARSONS, who has joined the Board of Examiners of the Foreign Service . . . DEE ROBINSON has joined the Executive Office's management analysis staff, replacing DON WELLS, who has departed for university training at Harvard . . . JOE NOWELL of the Systems Staff traveled to Montreal for the installation of the citizen services system . . . BRIAN McNAMARA has joined the systems staff, replacing BILL MULLER, who has transferred to the Visa Office . . . CINDY GETHERS, former regional director of the San Francisco Passport Agency, assumed her new duties as systems analyst with the systems staff . . . The Resource

Management Division welcomed KIMDRA CUNNINGHAM, formerly of the Office of the Comptroller . . . BENNY WHITEHEAD, Administrative Services Division, was in Houston, August 5-8, to survey bureau space requirements.

JAMES CALLAHAN, the bureau's press officer, has departed for his new assignment in the Office of Central American Affairs. □

## East Asian and Pacific Affairs

Principal deputy assistant secretary JOHN C. MONJO traveled to Seattle, July 29, to greet the crown prince of Thailand on his arrival in the United States . . . RUST DEMING joined the bureau, July 14, as special assistant, replacing DEAN WELTY, who will spend a year on a congressional fellowship . . . STEVE ECTON has taken up his duties as director of the Australia and New Zealand Office, replacing JON GLASSMAN . . . BILL LANE, ambassador to Australia and Nauru, visited Washington, June 16-20, for consultations in the Department, at the White House and with Congress . . . CHRIS SZYMANSKI, deputy director, Office of China Affairs, visited Seoul, Hong Kong, Guangzhou, Chengdu and Beijing, on consultations, June 8-28 . . . From July 8 to mid-August, he served on selection boards . . . BOB GOLDBERG joined the China desk, July 21, from the Operations Center. He will be covering economic and scientific and technical issues . . . KENNETH JARRETT, from the U.S. mission to the United Nations, joined the staff as desk officer covering China's multilateral affairs . . . BART FLAHERTY comes to the political section from an assignment in Guangzhou.

JOSEPH SNYDER joined the Office for Indonesia, Malaysia, Brunei and Singapore Affairs, as deputy director, replacing TIM HAMILTON, who will study Malay before going to Kuala Lumpur as political counselor . . . BRONSON PERCIVAL arrived from Kuala Lumpur as Malaysia-Brunei country officer, and COLIN HELMER joined the office as Singapore country officer . . . GENE CHRISTY assumed responsibility for Indonesian affairs . . . LARRY MONDSCHNEIN resigned from the Department to take up a job with Shearson Lehman Bros. in New York . . . CHARLES MORRIS will be going to Kampala as deputy chief of mission . . . PAUL D. WOLFOWITZ, ambassador to Indonesia, was in the Department for consultations, August 4-12 . . . CHARLES SALMON is now director of the Office of Philippine Affairs, replacing JOHN MAISTO, who has gone to Panama as deputy chief of mission . . . VERNE DICKEY has joined the inspector general corps . . . As of August 4, the new director of the Office of Regional Affairs is CHARLES SCHMITZ, replacing BOB DREXLER . . . Also on that date, MATT DALEY took over as deputy director of Thailand and Burma affairs . . . DOUGLAS V. ELLICE JR. has returned from three years in Bandar Seri Begawan to take up his

## BUREAU NOTES

**KUALA LUMPUR, Malaysia—Ambassador Thomas P. Shoemith presents Meritorious Honor Award to his secretary, Julie Holmes.**

new assignment on the Taiwan desk, replacing BRUCE GRAY, who is off to Hong Kong ... On August 4 SHEPARD LOWMAN became director of the Office for Vietnam, Laos and Cambodia, replacing LYALL BRECKON ... HENRY LEVINE has joined the economic section of the China desk, replacing STEVE SCHLAIKJER, who will be deputy principal officer at the consulate general in Guangzhou. □

## Economic and Business Affairs

From July 7-18, Assistant Secretary DOUG McMINN traveled to Korea, Indonesia, Thailand, India and Egypt, to discuss bilateral and multilateral economic issues with government officials in those countries ... In June, the deputy assistant secretary for international energy and resources policy, E. ALLAN WENDT, traveled to Oslo, Norway, to participate as a speaker in the third annual Oslo Petroleum Seminar, organized by Harvard University in cooperation with the Norwegian School of Management ... He continued on to Rome for bilateral consultations, then led the U.S. delegation to a meeting in Brussels to discuss seabed mining issues ... WES SCHOLZ, chief, Office of Marine and Polar Minerals, attended the meeting in Brussels ... In early July, Mr. Scholz attended meetings in Tokyo to discuss deep-seabed mine site conflicts ... Mr. Wendt participated in a seminar, "Keystone Energy Futures Project, U.S. Liquid Fuels Policy," in Keystone, Colo., July 14-15 ... On August 4-6 he traveled to Los Angeles, to address the Orange County, Calif., World Affairs Council on "U.S. Energy Policy Response to Falling Oil Prices."

Director DANIEL SERWER, Office of Energy Consumer-Country Affairs, led the U.S. delegation at the July 10 Standing Group on Emergency Questions meeting of the International Energy Agency, in Paris ... STEVE ORDAL, same office, attended the conservation subgroup meeting of the Standing Group on Long-Term Cooperation, in Paris, in June ... STEVE GALLOGLY, same office, attended a meeting on the international gas trade, at Massachusetts Institute of Technology ... KENNETH DAVIS, assistant chief, Industrial and Strategic Materials Division, was the Department representative at the international rubber study group meeting, in London, June 16-20 ... Later in June, CYNTHIA SMITH of the division was a member of the U.S. delegation to the council meeting of the international natural rubber agreement, in Kuala Lumpur.

During June, the deputy assistant secretary for transportation affairs, JEFFREY N. SHANE, addressed a symposium sponsored by the Federal



Maritime Commission and Old Dominion University, in Norfolk; delivered a speech in Atlanta to the monthly meeting of the Aero Club of Metropolitan Atlanta; and participated as a panelist at a global logistics symposium sponsored by Princeton University ... He chaired civil aviation negotiations with the United Kingdom, in Washington, during July, assisted by SAM KEITER, Office of Aviation Negotiations, and CURT STONE, Aviation Programs and Policy Office ... Mr. Shane traveled to Bern, Switzerland, July 27-August 1, to conduct civil aviation negotiations with the Swiss ... JOHN BYERLY, Office of the Legal Adviser, accompanied Mr. Shane to Bern to provide assistance during the negotiations ... On August 11-15, Mr. Shane traveled to London for another session of civil aviation negotiations with the British, accompanied by Mr. Keiter and Mr. Byerly ... Mr. Keiter chaired the U.S. delegation to talks with the government of Saudi Arabia, July 28-29, in Washington ... He chaired a working group on capacity, with the government of Australia, August 4-8 ... GARY DeVIGHT, deputy director, Office of Aviation Negotiations, conducted aviation negotiations with the government of Ecuador, in Quito, July 7-11 ... He chaired the second round of talks with the Ecuadorians, in Washington, July 28-August 1; an agreement was reached during the second round ... The special negotiator for transportation affairs, CHARLES ANGEVINE, chaired the U.S. delegation to civil aviation negotiations in Washington, with France, early in June ... ERWIN VON DEN STEINEN, director, Office of Aviation Programs and Policy, chaired the U.S. delegation to civil air meetings with the governments of Hungary, Turkey and Czechoslovakia. The meetings commenced in Budapest, June 10, ending in Prague, June 21.

RICHARD SCISSIONS, director, Office of

Maritime and Land Transport, represented the United States at the July 22-25 meeting of the Maritime Transport Committee of the Organization for Economic Cooperation and Development, in Vancouver, where provisional agreement was reached on principles of shipping policy.

SHAUN DONNELLY, director, Office of Development Finance, attended a seminar on "The Future of the World Bank," sponsored by the Overseas Development Council, in Washington ... RAY MARIN, same office, and the Department's liaison officer with the Export-Import Bank, participated in a two-day seminar for bankers of the bank's programs, June 9-10 ... MARIANNE M. KUNKEL, Office of Business Practices, traveled to Vienna, in June, to observe the proceedings of the UN Industrial Development Organization's preparatory committee for the International Center for Genetic Engineering and Biotechnology ... She then went on to Paris, for the 25th anniversary session of the Organization for Economic Cooperation and Development's Committee of Experts on Restrictive Business Practices, as well as meetings of the committee's four working parties ... Ms. Kunkel traveled to West Berlin, at the end of June, to participate in the third international cartel conference, hosted by the General Federal Cartel Office ... BILL SKOK, same office, was the adviser to the U.S. delegation at a World Intellectual Property Organization meeting of experts, in Geneva, June 23-27. The experts did preparatory work on a draft treaty to protect rights holders of integrated semiconductor circuits.

On July 9, Foreign Policy Controls Division chief EMIL CASTRO spoke to a group of business representatives regarding Soviet and U.S. economic systems, in Dickinson, N.D. The symposium was sponsored by Business Challenge, a

program of the Greater North Dakota Association, in cooperation with Dickinson State College and the Department of Public Instruction . . . During June, Textiles Division chief PAUL PILKAUSKAS participated in a 'round-the-world three-week trip to Geneva, for multifiber arrangement talks; to Seoul and Tokyo, for bilateral agreement negotiations; and to Honolulu, for negotiations with Hong Kong . . . While in Geneva, he headed a delegation which negotiated a bilateral agreement with Czechoslovakia, and joined in negotiations with Turkey which led to a bilateral agreement. The Hong Kong negotiations continued in late June in Washington, where agreement was reached . . . Mr. Pilkauskas and ELIZABETH EWING acted as advisers to the American Institute of Taiwan, in talks on textiles with the Coordinating Council, North American Affairs, in June . . . EDWARD GOFF participated in the Hong Kong negotiations in Washington, as well as talks with Haiti, Honduras, and Trinidad and Tobago, during June . . . JOSEPH ANDERSON and SUSAN SALEM joined Mr. Pilkauskas in negotiations with the Dominican Republic, in early July . . . In early July, ANNE JILLSON, assistant chief, Textiles Division, traveled to Geneva, for continued multifiber arrangement talks, and stayed on as an adviser for negotiations with Coordinating Council, North American Affairs, representatives.

ELIZABETH BOLLMANN, Developing Countries and Trade Organization Division, participated in negotiations, in Geneva and Mexico, during June, concerning Mexico's accession to the General Agreement on Tariffs and Trade.

*People:* DENIS LAMB, formerly deputy as-

stant secretary for trade and commercial affairs, has been named the bureau's principal deputy assistant secretary . . . DAVID BURNS has been named as executive director of the bureau . . . The following employees have entered on duty in the bureau: STEVEN WEBB, Planning and Economic Analysis Staff; THOMAS O'HERRON, deputy director, Office of Development; MARSHALL ADAIR, chief, Industrial and Strategic Materials Division; GEORGE MIDDLETON, Office of Business and Export Affairs; SETH WINNICK, Office of Monetary Affairs; RICHARD JONES, assistant chief, and ALEXANDRA SUNDQUIST, Developed Country Trade Division; WILLIAM CRAFT, Special Trade Activities Division; IRA WOLF, chief, and SUSAN SALEM, Textiles Division; DAVID GOSSACK and MONICA TAYLOR, Developing Countries and Trade Organization Division; KAREN JO McISAAC, Food Programs Division; KEVIN HONAN, Office of Energy Consumer-Country Affairs; TIMOTHY BRAND, Security Export Controls Division. □

## European and Canadian Affairs

*Office of the Assistant Secretary:* Assistant Secretary ROZANNE L. RIDGWAY and deputy assistant secretary JAMES M. MEDAS accompanied VICE PRESIDENT BUSH on a June 10-13 official trip to Vancouver, Victoria and Ottawa, Canada . . . In mid-July Ms. Ridgway traveled to Scandinavia and Switzerland, visiting

Embassies Copenhagen, Helsinki, Oslo, Stockholm and Bern, and consulting with government officials in each stop . . . Although official travel has been light, there have been a number of departures and arrivals in the front office during this period . . . Principal deputy WILLIAM M. WOESSNER retired from the Foreign Service in June to become the president of Youth for Understanding . . . Deputy assistant secretary CHARLES H. THOMAS replaced Mr. Woessner as principal deputy . . . Replacing MARK PALMER as deputy for Soviet and East European affairs is THOMAS W. SIMONS JR. . . Mr. Palmer left the bureau in June to study Hungarian, in preparation for his new assignment as ambassador to Hungary . . . Staff assistants BRIAN KELSEY and KATHLEEN LANG also moved on this summer, with Mr. Kelsey going to the Foreign Service Institute for Russian language training, and Ms. Lang to the Office of Soviet Affairs. Replacing them are BOYD DOTY, from Embassy Berlin, and BRENT HARTLEY, from the Egyptian desk.

*Office of Canadian Affairs:* VICTOR GRAY replaced SAM FROMOWITZ as deputy office director, July 2 . . . Mr. Fromowitz has assumed the position of consul general in Vancouver, British Columbia . . . GEORGE BOUTIN participated in a meeting of the New England Fishery Management Council, July 29-30, at West Greenwich, R.I.

*Office of Central European Affairs:* Deputy director MICHAEL HABIB visited constituent posts in central Europe, June 11-22 . . . East German desk officer JIM LANE took part in claims discussions with East German officials, in East Berlin, in early July . . . KAREN HARTKE joined the office July 1, as secretary to the director.

*Office of East European and Yugoslav Affairs:* Polish desk officer DENNIS ORTBLAD received a Meritorious Honor Award, in recognition of his performance as a member of the Department's working group established to respond to the Chernobyl nuclear power plant accident . . . THOMAS LYNCH completed his duties as Romanian desk officer, August 1; the new desk officer, PAUL SCHLAMM, arrived in mid-July.

*Office of Northern European Affairs:* Acting director JAMES C. WHITLOCK JR., who replaced JAMES WACHOB as deputy director in June, accompanied Ms. Ridgway on her trip to Denmark, Finland, Norway, Sweden and Switzerland, July 15-25 . . . ROBERT D. JOHNSON joined the office, July 7, as country officer for the United Kingdom, replacing JAMES C. WHITLOCK JR. . . Other departures in the office included those of director MARTIN



SYRACUSE, N.Y.—Ambassador to Denmark Terence A. Todman, center, a graduate of the Maxwell School of Syracuse University, receives honorary degree from Chancellor Melvin A. Eggers, left. At right is former Ambassador Goodwin Cooke, vice president for international affairs.



**BELGRADE, Yugoslavia**—Ambassador *John D. Scanlan* pays courtesy call on the new president of the Republic of Serbia, riding in a Yugo which the embassy leased for \$1 a year. The minicar is produced in Serbia; 30,000 units were exported to the United States in the first nine months after its appearance on the market.

### Foreign Service Institute

New employees who have entered on duty include FAYE CARROLL and JACQUELINE FITZGERALD, general services; FRANKLIN JONES and LARRY CORBET, administrative training; CATHERINE McMANN, communications and clerical skills; DELORES HAHN-ROLLINS, curriculum and staff development; JUDITH KAUFMAN, executive development; THOMAS MADDEN, School of Language Studies; and MARGARET MELCHER, Center for the Study of Foreign Affairs. . . . New language and cultural instructors include DANIELA McCURRACH, Italian; LORENA CUADRA, ANGELA DEL CUADRO, GRACELIA FAHEY and ROSARIO POBLETE, Spanish; DUBRAVICA TRKLJA, Serbo-Croatian; MARGARIDA FERRO, Portuguese; BRIGITTA HEDFORS, Norwegian; VEBEKE STEWART and GUDRUN SMULSON, Danish; RENE CRUCIANI and MARINETTE SIEFIN, French; MOHAMMED RAHAWI, Arabic.

The Russian section of the institute held its third annual conference on Soviet-American affairs, May 22-23. The conference is seen as an

A. WENICK, to serve as director of the Office of East European and Yugoslav Affairs; desk officer SARAH HORSEY, to university training; and desk officer JAMES G. HUFF, to language training at the Foreign Service Institute.

**Office of Regional Political Affairs:** Experiencing a major turnover in personnel this summer, the office lost ARNOLD J. CRODDY JR., to the economic bureau; BRENDAN A. HANNIFFY, to the economic section in Mexico City; JAMES R. TARRANT, to the position of economic counselor in Embassy Ottawa; JOHN E. HOPE, to an economic-officer slot in Managua; and JUDITH M. HEIMANN, to The Hague. Recent arrivals included those of BASIL SCARLIS, CAROL K. STOCKER and JANET SANDERSON.

**Office of Southern European Affairs:** August 1 was director WILLIAM F. ROPE's last day on the job; his replacement is MARK A. LISSFELT, coming from Mission Berlin, who was to arrive August 18. . . . In the interim, deputy director TOWNSEND B. FRIEDMAN JR., himself a new arrival from Embassy Athens, was acting.

**Office of Soviet Union Affairs:** Bilateral section chief LOUIS D. SELL spent the last week of July in Moscow, as head of the U.S. delegation to the bilateral review conference. . . . While he was away, two former members of the bilateral/exchanges staff, JIM BEAN (now in the office's economics section) and MAX N. ROBINSON (currently in Russian language train-

ing at the Foreign Service Institute), received Meritorious Honor Awards for their work on the Chernobyl accident task force. . . . During the same period, JON PURNELL replaced SUSAN LYSYSHYN as deputy director of the bilateral section, and TOM ROBERTSON took over from MAX ROBINSON as the exchanges officer. . . . Joining the multilateral section in July were WILLIAM F. MENOLD JR., JACK D. SEGAL and NANCY E. McELDOWNEY. □



**FOREIGN SERVICE INSTITUTE**—At conference on the Soviet Union, from left: *Robert Yablonski, Steven Pifer and Priscilla Clapp.* (Photo by Lloyd McKenzie)

integral part of both the Russian basic and advanced courses. All students were required to participate in the conference, in accordance with their level of language proficiency. The theme of this year's conference was "United States-USSR: Directions for the Future." Conducted entirely in Russian, complete with Russian name-tags and conference programs, the conference was a joint project of the Schools of Language and Area Studies. It included debates, panels and roundtables on political, economic, cultural and military affairs.

On the first day, students presented a literary-musical interlude at which songs were sung, poetry read and a fashion show staged. The fashion show was emceed by MARY STITT and the musical interlude by BEATRIZ BURNS, students in the 24-week course. The conference concluded with an hourlong roundtable on directions for the future. Advanced course students PRISCILLA CLAPP, Major ROBERT YABLONSKI and STEVEN PIFER (moderator) discussed this topic. The conference was open to the public. □

## Human Rights and Humanitarian Affairs

Assistant Secretary RICHARD SCHIFTER testified before the House Foreign Affairs Committee Subcommittee on Human Rights and International Organizations, on religion in the Soviet Union . . . Deputy assistant secretary JAMES M. MONTGOMERY visited South Africa, to observe the human rights programs the U.S. Government is funding to help the victims of apartheid. He visited Pretoria, Johannesburg, Cape Town, Port Elizabeth and Durban . . . ROBERT RACKMALES, director, Office of Human Rights, consulted with embassy and foreign government officials and human rights advocates in Poland, the Soviet Union, Bulgaria and Turkey . . . New arrivals include NATHAN KINGSLEY, public affairs officer, and WARREN HEWITT, senior adviser to the assistant secretary. □

## Intelligence and Research

*Office of the Geographer:* GEORGE J. DEMKO, director, lectured at the University of Illinois' orientation program for U.S. exchange scholars to the Soviet Union, on "Demographic Issues and Research in the USSR," July 1 . . . He was elected president of the Association of American Geographers for 1986-1987 . . . SANDRA H. SHAW, acting deputy director, has been appointed by the Secretary of the Interior to serve as chairwoman of the U.S. Board on Geographic Names, for a term to expire in October 1987.

ROBERT W. SMITH participated in the ninth round of South Pacific tuna negotiations, July 11-17, in Rarotonga . . . Afghanistan analyst CRAIG KARP spoke on Afghanistan, at Portland



RIO DE JANEIRO, Brazil—At conference of Foreign Service national employees working with the foreign maps and publications procurement program, from left, kneeling: Rosemary Columba, La Paz; Henrietta Pólanen, Paramaribo; Sandra Silva, Sao Paulo; Luis Antonio e Silva, Brasilia; Graciella Elissalde, Montevideo. Standing: Sergio Ramos, Sao

Paulo; Edgardo Francke, Santiago; Luzmila Mendoza, Lima; Martha Tellez, Bogota; Marcia Argento, Rio de Janeiro; Luis Garcia, Buenos Aires; Margarita Ribadeneira, Quito; Eva Romaguera, Caracas; Graciela Courcelles, Asuncion; Juan Restrepo, Bogota; Hipolito Moona, Caracas.

State University and the University of Washington, August 6-8 . . . MARTHA MAUTNER, deputy director, addressed editorial boards in Seattle, the Allied Education Foundation en route from Vancouver to Anchorage, and the Commonwealth Club and World Affairs Council, as well as civic groups and media outlets in Anchorage, on USSR-related issues, June 27-July 9 . . . She addressed the Rotary Club in Cincinnati, July 17, and the Los Angeles Town Hall, August 1, on U.S. Soviet relations. □

## Inter-American Affairs

P. PETER SARROS, director, Office of Regional Political Programs, made presentations on Latin American policy to young political leaders, June 13; to the national foreign policy conference, June 26; to USIA-sponsored leaders, July 10; to U.S. Air Force Research Associates, August 6; and via live interviews on Nicaraguan policy, on radio stations in Columbus (June 17),



MEXICO—Ambassador John Gavin, right, congratulates deputy chief of mission Morris Busby on his Superior Honor Award from the Department, shortly before Mr. Gavin's departure from the diplomatic post.

BUREAU NOTES

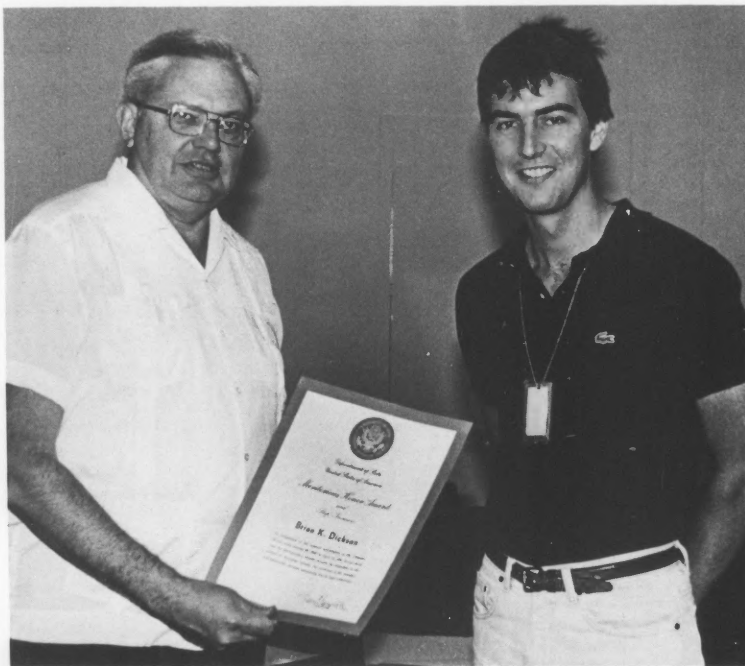


ASUNCION, Paraguay—Rafael Marti Sr., retiring after 36 years, receives a Certificate of Appreciation. From left: Rafael Marti Jr., Rosarina de Marti, Maria Teresa de Marti, Rafael Marti Sr., Henry Ceuppens, Beatriz Schaerer, Paul Hurley, Ambassador Clyde D. Taylor.

Pittsburgh (June 20) and St. Louis (July 17) ... Colonel JAMES B. SIVELLS, political-military affairs officer, conducted a seminar on policy toward Latin America, at the Defense Institute for Security Assistance Management, at Dayton, O., on July 30 ... Deputy director RICHARD S. THOMPSON participated, July 16, in a seminar on U.S. policy in Central America, at the Institute for Learning in Retirement, at American University.

LEE M. PETERS, Colombia desk officer, departed for Islamabad. His replacement, NANCY MASON, joined Andean Affairs August 4, from the Mexican desk ... FLORITA SHEPPARD, Andean Affairs international relations officer, departed August 2 for the executive office of the bureau ... MICHAEL MEIGS, the new Ecuador desk officer, arrived July 14 from the economic bureau, Office of Maritime Transport ... BRAD HITTEL left Embassy Bogota to report for duty, August 6, as the new Venezuela desk officer ... Andean Affairs received two summer interns: CHRIS BOWLER, a senior, from Notre Dame, and ANNA CRABTREE, a senior, who was to leave September 4 for a semester at the London School of Economics.

*Office of Central American and Panamanian Affairs:* At an August 6 ceremony in the of-



MANAGUA, Nicaragua—Ambassador Harry E. Bergold Jr., left, presents Meritorious

Honor Award and step increase to junior officer Brian K. Dickson.



office, deputy assistant secretary WILLIAM G. WALKER presented BARBARA J. BARRETT, Guatemala/Belize desk secretary a quality step increase; he also presented WILLIAM B. WOOD, officer-in-charge of Salvadoran affairs, and H. CARL GETTINER, international relations officer, El Salvador desk, Meritorious Honor Awards ... JAMES CASON, Guatemala desk officer, participated in a panel discussion on "American Interests: Guatemala," at the Foreign Service Institute's political officers course, July 29 ... DAVID RANDOLPH, regional affairs officer, traveled to New York, in July, for two UN Security Council debates called by Nicaragua ... He accompanied PHILIP HABIB, the special envoy for Central America, on a July 10-12 trip to the four Central American democracies ... VALENTINO MARTINEZ, El Salvador desk officer, traveled, in April, to Stockton Delta Community College, Stockton, Calif., to address members of the student body, faculty and press, on U.S. relations with Nicaragua ... JAMES CALLAHAN has joined the office as senior El Salvador desk officer ... CARL GETTINGER has departed for Embassy Tokyo, and BILL WOOD has left for the Office of the Under Secretary for Political Affairs. □

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

Ambassador RICHARD T. McCORMACK led the U.S. delegation to the annual meeting of the Inter-American Institute for Cooperation on

Agriculture, in San Jose, Costa Rica, July 12-16. Accompanying him were DON STEWART and OWEN B. LEE of the U.S. mission ... On July 19 Mr. McCormack gave a half-hour address to the Organization of American States interns in the Department ... He headed the U.S. delegation to the Organization of American States conference on investment, in San Juan, Puerto Rico, July 21-25. Other members of the delegation were ROBERT M. SAYRE, deputy assistant secretary PAUL TAYLOR, RON DWIGHT and BRUCE MALKIN ... BRENDA J. KINSER-KIDANE has joined the mission staff as personal secretary to Mr. McCormack. She formerly served in the same capacity to HARRY SHLAUDEMANN ... Recent departures include those of JOHN J. CROWLEY and RITA CHAMPAGNE. □

#### International Communications and Information Policy

DIANA LADY DOUGAN, U.S. coordinator and director, traveled to Vancouver, Canada, May 21-22, to meet ministers of communication from about 20 other governments, to discuss telecommunications issues in the developing countries, at a seminar hosted by the Canadian government ... On June 26 she testified be-

fore the House International Operations Subcommittee of the House Foreign Affairs Committee, at an oversight hearing that marked the first anniversary of the bureau's formation ... From July 24 to August 11 she traveled to Hong Kong, China and Japan, with bureau members DOMENICK IACOVO, NEAL WALDROP, DEAN OLMSTEAD and BOHDAN BULAWKA, to compare positions and views on key international communications issues that will be discussed in upcoming international conferences, and to explore areas of increased cooperation with the United States ... THOM RAMSEY, deputy U.S. coordinator and deputy director, was in Dallas, May 14, to address the International Information Industry's Congress.

**Office of Technical Standards and Development:** Director EARL S. BARBELY was the U.S. councilor at the meeting of the International Telecommunications Union's administrative council, June 16-27, in Geneva ... He chaired the U.S. International Telegraph and Telephone Consultative Committee industry advisory group meeting, June 12, in Washington ... He attended the annual executive committee meeting of the Inter-American Conference of Telecommunications, which is part of the Organization of Ameri-

**INTERNATIONAL COMMUNICATIONS AND INFORMATION POLICY—At awards ceremony, from left: William Jahn, Lucy Richards, director Diana Lady Dougan, John Gilsean.**



## BUREAU NOTES

can States, in Mexico City, July 21-25 . . . DOMENICK IACOVO, deputy director of the office, attended meetings in Bonn, West Germany, June 24-26, with officials from the Deutsch-Bundespost, economic ministry and German industry. Discussed were the proposed changes to telecommunications ordinances in West Germany, and the implications for the United States . . . NORMAN ACHILLES participated in the International Telegraph and Telephone Consultative Committee Study Group III meetings on international settlements, Working Party 5, and on integrated services digital network tariffing principles, Working Party 6. The meetings were in Kobe, Japan, June 16-27.

**Office of International Radio Communication:** JOHN GILSENAN is serving as executive director, to coordinate national preparations for the International Telecommunications Union's 1986 World Administrative Radio Conference on mobile services. In this role he served as chairman of a 28-man Government and industry delegation to a technical preparatory meeting of the International Telecommunications Union's International Radio Consultative Committee's Study Group 8, June 30-July 11.

**Office of External Relations:** D. CLARK NORTON served as an adviser to the U.S. representative at the special meeting of the advisory board of the Center for Telecommunications Development, in Geneva, June 5-7.

**Office of Regulatory Affairs:** ISHMAEL LARA was the U.S. observer at the Intelsat board of governors meeting, in Rio de Janeiro, June 18-25.

**Office of Planning and Analysis:** LUCY H. RICHARDS, director, headed the U.S. delegation to a meeting of the Organization of Economic Cooperation and Development's working party on transborder data flows, in Paris, June 25-26 . . . TIMOTHY C. FINTON was a mem-

ber of the U.S. Government delegation to the market access factfinding discussions with the government of France, in Paris, July 17-18.

**World Administrative Radio Conference Planning Staff:** TERRY BALAZS attended the Asian-Pacific Broadcasting Union's seminar on high-frequency radio (short-wave) planning methods, in Thailand, July 14-19. That seminar is part of the preparations for the International Telecommunications Union's high-frequency broadcasting World Administrative Radio Conference, slated to begin in February in Geneva.

**People:** NORMAN ACHILLES has joined the staff in the Office of Technical Standards and Development . . . JOHN ADAMS has begun work in the Office of Regulatory Affairs . . . NEAL WALDROP is helping out in the Office of External Relations . . . SCOTT HARDS, Michigan State University, was the bureau's intern for the summer. □

## International Narcotics Matters

Deputy assistant secretary JERROLD MARK DION traveled to Vienna, Austria, July 28-August 1, as the senior adviser on the U.S. delegation to the first interregional meeting of heads of national drug law enforcement agencies. Program officer DIANNE H. GRAHAM was an adviser on the delegation . . . Bureau communications management specialist ALBERT W. CARPENTER traveled to Bogota, Colombia, July 28-31, to inspect the Bogota station of the regional communications and information system, and other Colombian antinarcotics communications projects being established to combat narcotics trafficking in the area . . . The bureau regional communications adviser, LUIS CORVALAN, was traveling to Venezuela, Colombia and Peru,

July 21-August 19, to assist on various antinarcotics communications project requirements . . . Program director CAESAR P. BERNAL traveled to Bogota, July 31, for consultations on narcotics control programs, and departed, August 2, for La Paz, to consult on a new narcotics control agreement.

**People:** GENE MARSHALL has joined the bureau as chief of the Asia Division, Office of Program Management. His last post was Beijing . . . JACK KING, from the Drug Enforcement Administration, is on temporary detail to the bureau as senior adviser on enforcement . . . Lieutenant Commander TOM R. WILSON JR. has joined the bureau as Coast Guard liaison CYNTHIA KRUCELYAK was selected for a secretarial position in the Executive Office . . . ROBERT L. RETKA, deputy executive director, has left the bureau for a new assignment in Bangkok, Thailand . . . JAMES GORMLEY has been assigned to Mexico as chief of the narcotics assistance unit . . . ROBERT RICHMOND, former chief, Global Support Division, has retired. □

## International Organization Affairs

Assistant Secretary ALAN L. KEYES conducted consultations with his counterparts in Ottawa, Bern, Bonn, London, Paris and Vienna . . . He addressed the Lions Clubs International convention, in New Orleans, on South Africa, and spoke before the National Urban League conference, in San Francisco, on "Does South Africa Have a Future?" . . . He spoke to the Law Student Division of the American Bar Association, in New York, and addressed the Committee to Combat UN-Sponsored Anti-Semitism and Anti-Zionism, also in New York. Both events were in



NEW YORK—At awards ceremony at U.S. mission to the United Nations: front row, Chameli Herdes, Cheryl Gersh. Second row:

Debra Ross, Douglas Wake, Barbara Hachmann, Joan Slattery-Grippe, Maureen Guiney, Rose Tagliaferro, George Ford, Jerold

Boxenhorn. Third: Margaret Gregal, Henrietta Lyle, Richard Miller, Richard Nygard, William Colgan, Richard Wuollet.

conjunction with the American Bar Association's annual convention . . . He spoke at the B'nai B'rith annual convention, in Las Vegas, on "American Concerns at the United Nations," and participated in the American Political Science Association roundtable discussion of "International Organizations in American Foreign Policy: Theory and Practices."

ROBERT LUACES, political officer, Office of UN Political and Multilateral Affairs, traveled to Mexico, for bilateral arms control consultations, July 22-27 . . . He was to travel to Geneva, September 8-26, to attend the second biological weapons convention review conference . . . He will attend the NATO disarmament experts meeting in Brussels, September 29-30 . . . DAVID ETTINGER, political officer, was to travel to Zimbabwe for the nonaligned movement conference, August 26-September 7 . . . DALE LEACH, Office of UN System Budgets, attended the 33rd session of the UN Development Program governing council, in Geneva, June 2-27 . . . HARTFORD T. JENNINGS, chief, Agriculture Development Division, Office of International Development, was an observer at the UN Food and Agriculture Organization's regional conference for Latin America and the Caribbean, August 5-13, at St. Philip, Barbados.

**People:** ELLEN IVIE transferred from the Bureau of International Communications and Information Policy to the Office of the UN Ambassador . . . NINA NEVE transferred from the Bureau of Near Eastern and South Asian Affairs to the Office of UN Political Affairs . . . JUSTICE STEVENS transferred from the Bureau of Consular Affairs to the Office of International Conferences Programs . . . N. SHAW SMITH transferred from the Bureau of Inter-American Affairs to the Office of Deputy Assistant Secretary for UN Political Affairs . . . JAMES W. SHINN transferred from Bern to the Office of UN Political Affairs . . . WALTER MANGER transferred from Colombo to the Office of UN Political Affairs . . . SUEANNE FLAHERTY transferred from Guangzhou to the Office of the Assistant Secretary . . . KAREN BROTHERS transferred from Bureau of Administration to the Office of Administrative Services . . . ALBERT HARDY transferred from the Bureau of Administration to the Office of US Budgetary Presentation and Payments . . . PETER FROST transferred from the Office of International Development to the Outplacement Program . . . RICHARD KAUZLARICH, Office of the Deputy Assistant Secretary, has been reassigned to the Office of the Secretary of State . . . MILTON KOVNER, Office of UN Political Affairs, has been reassigned to the National Defense University . . . ALEXANDER LIEBOWITZ, Office of UN Political Affairs, has transferred to Brussels . . . NADIA O'SHEA, Office of Administrative Services, has been reassigned to the Bureau of European and Canadian Affairs . . . PAUL SCHLAMM, Office of UN Political Affairs, has been reassigned to the Bureau of European and Canadian Affairs . . . SABIHA STEPHENS, Office of Administrative Services, has been reassigned

to the Bureau of European and Canadian Affairs . . . NEAL WALDROP, Office of UN Political Affairs, has been reassigned to the Bureau of International Communications and Information Policy . . . LUCY TAMLYN, Office of International Development, has been reassigned to economic training . . . DONALD JOHNSON, Office of International Development, has been reassigned to the Bureau of Oceans and International Environmental and Scientific Affairs . . . DAVID SCHIELE, Office of Technical Specialized Agencies, has transferred to Montreal . . . JAMES PAIGE, Office of International Conferences Administration, has transferred to Jeddah . . . WARREN HEWITT, Office of Human Rights and Women's Affairs, has been reassigned to the Bureau of Human Rights and Humanitarian Affairs. □

## Management

**Office of the Under Secretary:** BILL EATON, special assistant to Under Secretary RONALD SPIERS, spoke to the "Presidential Classroom for Young Americans," June 23, about terrorism and the Department's diplomatic security initiatives . . . On June 25 Mr. Eaton traveled to Oklahoma City, to address the national conference of the National Association of Student Councils, on "U.S. Responsibilities to the Third World."

RAYMOND G. ROBINSON has assumed the position of deputy director in the Office of Equal Employment Opportunity and Civil Rights. □

## Medical Services

Dr. JOHN TRIPLETT has finished one year of university training and, after language training, will be assigned to Mexico City . . . Dr. FERGUSON REID has departed La Paz and is en route to Abidjan . . . Dr. STANLEY WOLFE is studying Russian in preparation for his new assignment in Moscow . . . Dr. JOHN BLANTON is learning Spanish prior to his new assignment in La Paz . . . Dr. ARNOLD WEBER is in language training in preparation for his Santo Domingo assignment . . . Dr. JEROME KORCAK will return for a second tour in Manila after his home leave.

ELAINE LEACH, nurse practitioner, has completed her tour in Khartoum and transferred to Nairobi . . . SUSAN SMITH will start a year's university training at Tulane after completing her tour in Beijing . . . ASTRID RAVNHOLT has retired from the Foreign Service after 25 years overseas and in Washington . . . ANNE MURRAY has departed Paris and has started her new duties in the exam clinic here. □

## Oceans and International Environmental and Scientific Affairs

Assistant Secretary JOHN D. NEGROPONTE addressed the annual meeting of the National Space Club, June 17, on "International Cooperation on the Space Station" . . . That



**OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS**—At an exhibit for World Environment Day, in the Department, Richard Elliot Benedick, center, deputy assistant secretary,

cuts the ribbon. Others, from left, are staff members of the U.S. Man and the Biosphere Program: Inez D. Hockaday, Phylis N. Rubin, Roger E. Soles, and Mae F. Pickett. (Photo by Ann Thomas)

## BUREAU NOTES

afternoon, he traveled to Ottawa, Canada, to lead the U.S. delegation for the initial meeting of the bilateral advisory and consultative group on acid rain, established by PRESIDENT REAGAN and Prime Minister BRIAN MULRONEY . . . Mr. Negroponte visited Tijuana and Mexico City, July 16-17, for talks with Mexican environmental and fisheries officials. He was accompanied by EDMUND M. PARSONS, director, Office of Food and Natural Resources; REYNALDO MORALES, counselor for scientific affairs, Embassy Mexico; and JAMISON KOEHLER, Environmental Protection Agency. Together, they viewed construction of the new waste-water treatment plant in Tijuana . . . On July 21 Mr. Negroponte addressed the annual conference of the Law of the Sea Institute, in Miami, on "Who Will Protect Freedom of the Seas?" . . . At the end of the month, he participated in bilateral discussions with the Soviet Union on nonproliferation issues . . . Principal deputy assistant secretary RICHARD J. SMITH led the U.S. delegation to the "Group of 5" law of the sea discussions, in Tokyo, June 30-July 3.

RICHARD ELLIOT BENEDICK, deputy assistant secretary for environment, health and natural resources, testified, June 9, on international aspects of climate change and ozone modification, before the Senate Subcommittee on Environmental Pollution, chaired by Senator John Chafee (R.-R.I.) . . . On June 16, he addressed the international conference on the health and environment effects of ozone modification and climate change, sponsored by the Environmental Protection Agency and the UN Environment Program . . . On June 17-18 he participated in the initial discussions, in Ottawa, of the bilateral advisory and consultative group on acid rain . . . He briefed foreign embassy officials, July 3, on international implications of the recently-published U.S. safety regulations for biotechnology. The briefing was jointly sponsored with the White House Office of Science and Technology Policy . . . From July 26-28 he participated in a Canada-U.S. symposium on acid rain, sponsored by Dartmouth College, at Holderness, N.H.

ROBERT COE, deputy director, Office of Environment and Health, led a delegation to the UN Economic Commission for Europe's second working group meeting on nitrogen oxides, July 7-11, in Geneva . . . DAVE TROTTER, deputy director, Office of Food and Natural Resources, represented the Department on the U.S. delegation to the June 23-27 technical committee meeting of the convention on the international trade in endangered species of wild fauna and flora, in Lausanne, Switzerland . . . OTHO E. ESKIN, director, Office of Advanced Technology, traveled to Tokyo and Ottawa, for discussions on international participation in the space station . . . MICHAEL A.G. MICHAUD addressed a symposium on the space station in Hannover, West Germany, June 12 . . . LINDA KUPFER and JOHN R. THOMAS, Office of Cooperative Science and Technology Programs, attended the annual meeting of the American Association for the Advancement of Science, in Philadelphia, May



**PERSONNEL**—The new crew in the Junior Officer Division is on board, properly clad, ready for the new assignment cycle. From left: Yvonne Gurney, personnel assistant; Craig

Tymeson, who handles officers whose names begin with A-G; Martha Campbell, H-O; Dianne Ritter, P-Z; and Marshall McCallie, division chief.

26-30 . . . FRED MCGOLDRICK, director, Office of Nonproliferation and Export Policy, led working-level discussions with the Japanese, in the Department, June 18-25, on a new agreement for peaceful nuclear cooperation . . . On June 30 ALLEN L. SESSOMS, director, Office of Nuclear Technology and Safeguards, testified, in Miami, on Soviet reactors in Cuba, before the Senate Governmental Affairs Subcommittee on Energy, Nuclear Proliferation and Government Processes, chaired by Senator THAD COCHRAN (R.-Miss.).

NANCY OSTRANDER, coordinator of population affairs, served as senior adviser on the official delegation to the meeting of the governing council of the UN Development Program, in Geneva, June 18-24, at which 1985 programs of the UN Fund for Population Activities were reviewed, and 1986 programs were approved . . . She attended the population activities/World Bank special session on Africa, held immediately following the governing council meeting . . . On July 25 she addressed the Foreign Service Institute course on multilateral diplomacy and international organizations, regarding population as a development issue . . . DONALD G. JOHNSON has assumed the duties of deputy coordinator of population affairs, succeeding BRUCE C. ROGERS, who has been assigned to the Air Force Academy in Colorado Springs as political adviser. □

## Personnel

New arrivals in the Office of Foreign Service Career Development and Assignments include MARSHALL McCALLIE, VANESSA BROOKS, YVONNE EVANS, DIANNA RITTER, JOANNE ARZT, CHARLES STOUT,

DOTTIE HECHT, MARGARET VELARDE, PAT MALLON, DOLORES PARKER and SHIRLEY DICKMAN . . . African Assignments Division chief E. MICHAEL SOUTHWICK traveled to Africa for three weeks, beginning April 15, to consult with Department employees and post management officials on personnel and assignment matters. The itinerary consisted of posts in Ethiopia, Kenya, Somalia, South Africa, Lesotho, Nigeria and Ghana.

MICHELE R. JOY has entered on duty as chief, input/output branch, Operating Systems Division, Office of Management . . . WILLIAM CRAFT, Human Resources Division, departed on July 3 to join the economic bureau . . . CHESTER PHILLIPS has entered on duty as program analyst in the Human Resources Division. □

## Politico-Military Affairs

On June 2 director H. ALLEN HOLMES addressed the Council on Foreign Relations, in New York, on arms control . . . On June 5, he was sworn in as assistant secretary of state for politico-military affairs . . . On June 6 he hosted the politico-military affairs awards ceremony . . . On June 30 he attended the change-of-command ceremony, in Annapolis, for the retiring chief of naval operations, Admiral JAMES D. WATKINS, who was succeeded by Admiral CARLISLE A.H. TROST. Mr. Holmes traveled to Brussels to chair a meeting of the NATO Special Consultative Group, July 24.

Deputy assistant secretary PHILLIP HUGHES traveled to Pakistan, with JERRY LEACH, Office of Strategic Technology Affairs, and concluded negotiations on a technology transfer that was signed during the Pakistani

prime minister's visit to the United States ... Mr. Hughes and Mr. Leach were in Pakistan, July 5-10, to negotiate the strategic technology protection memorandum of understanding, which was signed, July 17, in Washington ... KEN PEOPLES, Office of Strategic Technology Affairs, attended meetings in Washington, July 28-August 1, with the European Space Agency, regarding cooperation on the space station project ... BRUCE PICKERING, Office of Theater Military Policy went to Vienna, June 27-July 5, for consultations at the mutual and balanced-force-reduction talks ... BENJAMIN TUA, Office of Theater Military Policy, went to Geneva, July 1, to serve as a member of the US delegation to the conference on disarmament; he replaced TOM REICH, who served on the delegation, June 8-28 ... RICHARD J. SLOTT, deputy director, Office of Munitions Control, spoke before an international operations workshop held by E-Systems, in Rosslyn, Va., June 26.

**People: Arrivals:** VLADIMIR LEHOVITCH joined the staff as deputy assistant secretary in the front office ... KATHLEEN KIRKER has joined the Executive Office staff as general services officer ... Colonel MICHAEL FRY has joined the staff of the Office of Strategic Nuclear Policy ... ALEXANDRA ASFOUR has joined the staff of the Office of International Security Policy, as an intern ... BLAIR MURRAY, BRIAN KNAPP and ANDREW ONATE have joined the staff of the Office of Security Assistance and Sales ... CHARLOTTE JONES has joined the bureau as secretary to the senior adviser for congressional relations ... ELEANOR BUSICK and JAMES LAMONT have joined the Defense exchange program and are assigned to the Pentagon ... THEODORE PAPENDORP has joined the staff of the Office of Strategic Technology Affairs, for temporary duty ... EUGENE ZAJAC has been assigned as faculty adviser at the Armed Forces Staff College, Norfolk, Va. ...

**Departures:** Colonel RALPH HALLENBECK, Office of the Director, returned to duty at the Pentagon, June 30 ... Lieutenant ROBERT AYER, a summer intern in the Office of International Security Policy, returned to the Coast Guard, June 25 ... PAULINE HAWKINS, Office of Theater Military Affairs, resigned in July ... Deputy assistant secretary TED McNAMARA departed for the Senior Seminar, August 1 ... EUGENE TADIE transferred to Belgrade, and CHRISTOPHER DELL transferred to the European bureau, both from the front office ... DAVID SCHWARTZ resigned in July, and ROBERT HANSEN transferred to the Bureau of Intelligence and Research. Both are from the Office of Strategic Nuclear Policy ... ALOYSIUS O'NEILL transferred to Rangoon, DONNA WRIGHT transferred to the inspector general's office and MAXINE TYLER transferred to the Near East bureau. All are from the Office of Strategic Technology Affairs ... JENNIFER WARD transferred to Dakar, and EUGENE PRICE to the Bureau of Intelligence and Research. Both are from the Office of Security Assistance and Sales ... BRUCE

AMSTUTZ retired, June 20, and MAURICE BEAN on August 1. □

## Program Inspector General

EDMUND T. DeJARNETTE has joined the office as deputy program inspector general, after having served as ambassador in Bangui ... MARY LEE GARRISON has joined the office as a professional development employee in the Office of Coordination and Review ... ROBERT J. McANNENY has become the new executive director, replacing CHARLES B. ANGULO, who has been reassigned to the Office of Protocol ... SANTA W. PARKER is the new administrative officer, replacing THERESA GROSSI, who retired ... HENRY AVALOS of the inspection staff has retired ... JOHN P. HEIMANN has departed to become deputy chief of mission in The Hague ... ELLEN McHALE was awarded a Superior Honor Award and a high-quality step increase ... C. THOMAS MERTZ has departed to Monrovia ... JOHN F. FERDEW has retired as assistant program inspector general for investigations ... MARINDA LANE joined the inspection staff as a secretary ... L. JEAN JOHNSTON is secretary to the program inspector general, replacing PATRICIA MALLON, who was reassigned as a career development officer ... MARGARET VELARDE, formerly Foreign Service secretarial inspector, was also reassigned as a career development officer. □

## Public Affairs

**Office of the Assistant Secretary:** Deputy assistant secretary ROBERT M. SMALLEY was moderator for the young political leaders conference in the Department, June 13, and for the conference of educators, June 25 ... As State's liaison with "Operation Sail 1986," he represented the Department aboard the aircraft carrier John F. Kennedy, to review the parade of tall ships in connection with the Statue of Liberty centennial, July 4, in New York.

**Office of the Historian:** CAROL BECKER, assistant to the historian, will serve as chairwoman of the Association for Federal Information Resources Management, for 1986-87.

**Office of Opinion Analysis and Plans:** ALVIN RICHMAN, senior opinion analyst, briefed participants during bilateral U.S.-United Kingdom consultations on public affairs, at the Department, June 2 ... He briefed foreign correspondents attending a USIA-sponsored seminar on terrorism, at the Department, July 9 ... STEPHEN KANE, senior planning officer, spoke on South Africa and other foreign policy issues, to the University for Young Americans Program, at Baldwin-Wallace College, Berea, O., August 1 ... He presented an overview of the foreign policy process to the Lutheran Church-Missouri Synod youth gathering in the Department, August 5.

**Office of Press Relations:** JOSEPH W.

REAP JR. joined the Office for Counter-Terrorism and Emergency Planning, August 4. He was with the Press Office seven years ... JIM ROBERTS received his 30-year length-of-service pin and certificate, July 31 ... DARLENE KIRK advanced the Secretary's trip to San Francisco, for meetings with the Australian foreign minister, August 6-12 ... GARY WAKAHIRO returned to Honolulu, August 15, having completed his internship ... LEONOR CONWAY joined the Bureau of Inter-American Affairs' Office of Press and Public Affairs, August 18.

**Office of Public Communication:** WEAVER L. KEMP, administrative services assistant with the Special Projects Staff, received his 40-year length-of-service certificate, July 31 ... KAMALA WEATHERS joined the Correspondence Management Division as a clerk-typist, July 10 ... Summer intern MICHELLE KU, with writer-editors DUSTY KREISBERG and CHRISTINE MacDONALD, attended the American Defense Institute's national security leadership seminar in the Dirksen Senate Building ... On July 15 the Correspondence Management Division presented Ms. MacDonald and MARIE BROWN cash awards for their performance ... DIANA McCAFFREY, writer-editor in the division, attended the Foreign Service Institute's area studies course on the Middle East, August 11-12.

**Office of Public Programs:** JANICE SETTLE, coordinator for the Secretary's domestic public appearances, was presented, by SECRETARY SHULTZ, the Department's Superior Honor Award, July 30 ... On July 30, Ms. Settle, with Media Principals Division chief DAVID CARDWELL, advanced the Secretary's remarks before the President's Export Council, at the Capitol-Hilton Hotel ... Mr. Cardwell and media liaison officer MARY KENNEDY organized the Secretary's appearance at a seminar on terrorism for foreign media representatives, July 9 ... Ms. Kennedy was manager of the day-long seminar, which featured Ambassador ROBERT OAKLEY ... Regional programs officers EILEEN McCORMACK and NANCY STONE traveled to Salt Lake City, July 9-11, to conduct preliminary planning meetings for a regional foreign policy conference scheduled for October 18 ... Regional programs officers FRANK FINVER and MONICA JANZER visited Baltimore, July 14, to meet with representatives of the Baltimore Council on Foreign Affairs, who are cosponsoring another regional conference, scheduled for the Sheraton Inner Harbor Hotel on September 19.

**People:** ELLEN LOVINS joined the staff of the Office of the Executive Director as secretary for the Budget Office. She transferred from the Bureau of Administration ... PHIL SAVITZ departed the Press Office on June 13. He is now in consular training ... DELORES MILLS was promoted from the Bureau of Consular Affairs to the Office of Public Communication as secretary to the chief of the Special Projects Staff ... KAMALA WEATHERS was promoted from the Office of the Comptroller to serve as a clerk-typist in the Correspondence Management Division. ■

## Obituaries

**W. Averell Harriman, 94**, who served under Presidents Roosevelt, Truman, Kennedy and Johnson and was a central figure in U.S.-USSR relations, died of kidney failure and pneumonia on July 26 at his home in Yorktown Heights, N.Y.



Mr. Harriman was special representative to the Soviet Union with the rank of ambassador, 1941-43, and ambassador to that nation, 1943-46. In 1963 he negotiated the limited test ban treaty, which was the first major arms control pact between the United States and the Soviet Union. He went to Moscow on his own at age 91 to meet with Soviet leader Yuri V. Andropov. During his career, he met with Soviet leaders Leon Trotsky, Joseph Stalin, Nikita Khrushchev and Leonid Brezhnev.

His death was mourned in statements issued by among others, President Reagan, Secretary Shultz, former Secretaries Rusk and Vance, New York Governor Mario Cuomo and New York Mayor Edward I. Koch, who ordered all city flags flown at half staff. Political leaders, friends and colleagues attended his funeral service at St. Thomas Episcopal Church in New York on July 28. A memorial service is being held at Washington Cathedral on September 16.

Born into a wealthy industrial family in New York, Mr. Harriman was graduated from Yale in 1913 and became vice president of the Union Pacific Railroad in 1915. He served as chairman, 1932-46. He was chairman of the Merchant Shipbuilding Co., 1917-25. Having served as director of the Illinois Central Railroad since 1915, he became chairman of its executive committee in 1931 and held that position until 1946.

In 1933 Mr. Harriman became a member of the Business Advisory Council for the Department of Com-

*On learning of the death of W. Averell Harriman, President Reagan issued the following statement:*

The world has lost one of her most respected statesmen. The death of Averell Harriman closes a chapter in diplomatic history which only someone of his talent and stature could have written. Nancy and I offer our sympathy to his wife, Pamela, and to his family. On behalf of my predecessors whom he served with such loyalty and dedication, I join all who mourn his passing.

\* \* \*

*The following statement was issued on behalf of Secretary Shultz:*

W. Averell Harriman was one of the most distinguished statesmen of the 20th century.

Few diplomats have served their country in as many important capacities or taken part in so many history-shaping events.

During a diplomatic career that spanned almost three decades, Ambassador Harriman served as U.S. ambassador to both the Soviet Union and Great Britain, and filled many high-level positions in the Department. He was the man who made the lend-lease program work. He was a key adviser to Presidents Roosevelt and Truman at the historic conferences in Teheran, Yalta and Potsdam. His close working rela-

tion was chairman of the council, 1937-1939. He was New York state chairman of the National Recovery Administration, 1934-35. After serving as chief of the materials branch for the Office of Production Management, he was appointed special representative to Great Britain with the rank of minister in 1941. During 1946 he served as ambassador to Great Britain from April until October, when he was appointed secretary of commerce.

From 1948-50, Mr. Harriman was U.S. representative in Europe under the Economic Cooperation Act, and European director of the Marshall Plan. Subsequent appointments were as special assistant to the president, 1950-51; American representative on the NATO

commission to study Western defense plans, 1951; and director of the Mutual Security Agency, 1951-53.

Mr. Harriman was governor of New York, 1954-58. In 1961, after serving as an ambassador-at-large for nearly 10 months, he was appointed assistant secretary of state for Far Eastern affairs. He was under secretary for political affairs, 1963-65, and ambassador-at-large, tasked with negotiating a peaceful solution to the Vietnam war, 1965-68. At the Vietnam negotiations in Paris, 1968-69, he was delegation chief. For several years, beginning in 1974, he was chairman of the political task force of the advisory council of the Democratic National Committee.

tions with leaders of our principal wartime allies were indispensable to the Allied war effort. In the years after the war he led the hugely successful Marshall Plan program for the recovery of Europe. In the 1960s he negotiated the neutrality agreement ending the Laotian civil war. He was instrumental in negotiating the limited nuclear test ban treaty. At the close of the decade he served as the head of the U.S. delegation to the Paris peace talks on Vietnam.

During his years of retirement, Ambassador Harriman maintained his active interest in world affairs and continued to advise Presidents, members of Congress and world leaders on the important foreign policy issues of the day. His advice always reflected his deep love for his country and its best interests. His loss will be deeply felt. Secretary and Mrs. Shultz wish to express their heartfelt condolences to Mrs. Harriman and to the rest of the Harriman family. With them go the condolences of the many thousands of State Department and Foreign Service personnel, past and present, who had the honor of knowing and working with Ambassador Harriman. While we all mourn his passing, we are comforted and uplifted by the knowledge that his was a long life, nobly spent, in the best traditions of American diplomacy. □

With an endowment of \$10 million from Mr. Harriman, Columbia University established the W. Averell Harriman Institute for Advanced Study in 1982.

Mr. Harriman leaves his wife, two daughters from a previous marriage, six grandchildren, six great-grandchildren and a stepson. □

**Benedict E. Finotti, 64**, a systems accountant in the Office of the Comptroller General, died at his home on July 13.



Mr. Finotti

Mr. Finotti worked as a supervisory accountant for the General Accounting Office from 1950 until he joined State in 1964. His assignments included the Bureau of Administration auditing staff as an auditor, the Financial Services Division as a supervisory operating accountant, and the Office of Budget and Finance as a fiscal specialist, accountant, financial systems officer, financial management systems analyst and systems accountant.

A native of Washington, Mr. Finotti was graduated from Georgetown University. Survivors include his wife, a son and a daughter. □

**Robert T. Taylor, 43**, a compliance specialist in the Office of Equal Employment Opportunity and Civil Rights since 1981, died on July 5 at George Washington University Hospital.

Mr. Taylor was born in Montrose, Ala. After graduating from Southern Illinois University, he served in the Peace Corps for two years, in Guinea and Senegal. He taught public school in Philadelphia, 1967-69, then worked in Chicago for Action, where he was a program officer, 1969-74, and a country desk officer, 1975-81.

Survivors include his mother and a sister. □

**Francis J. Galbraith, 72**, a former ambassador to Singapore and Indonesia, died of renal failure, resulting from multiple myeloma, on June 25 at George Washington University Hospital.



In 1966 Mr. Galbraith was selected by President Johnson to be the first American envoy to Singapore when that nation gained its independence. Appointed ambassador to Jakarta in 1969, he was awarded a First Service Star from Indonesian President Suharto for his efforts to enhance relations between the United States and Indonesia.

Earlier in his 28-year career, Mr. Galbraith served in Hamburg as vice consul, in Medan as consul, in London as first secretary, and in Jakarta as political officer, chief of the political section and then minister-counselor. Washington assignments included those of Indonesia desk officer, 1951-55, and Foreign Service inspector, 1965-66. After retiring in 1974, he worked as a consultant on international affairs and was a visiting scholar at the Harvard University Center for International Affairs.

A native of Timber Lake, S.D., Mr. Galbraith spent his early youth on a ranch and later worked as a ranchhand. He earned bachelor's degrees at the University of Washington and the University of Puget Sound, where he also received an honorary doctorate in 1980. From 1948-49, he attended the Yale University Graduate School. He served in the Army, 1941-45. Shortly before his death, he wrote an autobiographical sketch entitled "Cowboy, Soldier, Diplomat."

Survivors include his wife, a son and a daughter. Contributions are suggested to Diplomatic and Consular Officers, Retired. □

**Jack S. Komitor, 63**, a consular officer who retired in 1983, died on

May 27.

Beginning his career in 1957, Mr. Komitor served as a clerk in Benghazi and Paris, as a general services assistant and visa assistant in Hong Kong, as a consular assistant in Manila, Managua and Asuncion, and as a consular officer in Bogota and Vancouver. Assigned to the Bureau of Consular Affairs in 1974, he worked in the Office of Special Consular Services and the Office of Overseas Citizens Services.

Mr. Komitor was a graduate of Alfred University in New York. Survivors include his wife and two sons. □

**William P. Snow, 78**, a career minister who was ambassador to Burma, 1959-61, and ambassador to Paraguay from 1961 until he retired from State in 1967, died on June 1.



Mr. Snow (1958)

Mr. Snow was deputy assistant secretary for inter-American affairs, 1957-59, and minister-counselor in Mexico City, 1954-57. Other assignments during his 33-year career took him to Oslo as counselor, Stockholm and St. Johns as consular officer, San Jose as economic officer, and Limas as consular and economic officer. In 1948 he was a State Department member and secretary of the U.S. section on the Permanent Joint Board on Defense for the United States and Canada. He was appointed officer-in-charge of dominion affairs in 1949, and was detailed to the National War College in 1974.

Mr. Snow was born in Bangor, Me. From 1925-30, he attended Bowdoin and Tufts. He was employed by the Farm Credit Administration, 1932-34. Survivors include his wife, a son and three daughters. □

**Richard C. Andre, 62**, a Foreign Service officer assigned to the Office of Foreign Buildings in 1983, died on July 21.

Mr. Andre served in Rio de Janeiro as administrative officer, in Guatemala as counselor for administrative affairs, in Kingston as budget and management officer, and in Tokyo, Kuala Lumpur and Seoul as budget and fiscal officer. Beginning his career in the Civil Service in 1950, he worked in the Department as a statistician, administrative officer and auditor, and budget analyst before converting to the Foreign Service in 1965.

A native of Ohio, Mr. Andre was graduated from Ohio University. He served in the Army, 1943-45. Survivors include two daughters. □

**Dr. Carl C. Nydell**, 60, a medical officer who retired in 1981, died after a long illness on June 15, in Phoenix, Ariz.



Dr. Nydell

Joining State in 1961, Dr. Nydell served in Accra, La Paz, New Delhi, Nairobi, Santo Domingo and Moscow. He was deputy assistant secretary for medical services, 1972-75, and deputy medical director, 1968-71.

A native of California, Dr. Nydell was graduated from La Sierra College and earned his medical degree at Loma Linda University. He served in the Army, 1944-46. Survivors include his wife, three daughters and a son. The family suggests contributions to the American Cancer Society. □

**Frederick R. Carson**, 74, who was counselor for administration in Geneva, 1965-68, died on July 18.

Mr. Carson was an administrative officer in Manila, Geneva and Rabat. Department assignments included deputy director of the executive staff for UN affairs, and deputy director of the Office of International Administration. He retired in 1971 after a three-year assignment as a Foreign Service inspector.

Mr. Carson was born in Charlotte, N.C. From 1943-46, he served in the Navy. Other employment included the Department of Agriculture, 1938-43, the UN Relief and Rehabilitation Administration in Shanghai, 1947, and the American mission for aid to Greece, 1948-49. Survivors include his wife, a son, a daughter and a granddaughter.

**Willie L. McNeil**, 53, a paralegal specialist in the Bureau of Consular Affairs, Passport Services Directorate, from 1977 until he retired in 1983, died on April 21.



Mr. McNeil

Joining the Department in 1956, Mr. McNeil served his entire career in Consular Affairs. He was a clerk, 1956-58; mail assistant, 1958-62; consular assistant, 1962-66; staff assistant, 1966-68, and passport and citizenship officer, 1968-77.

Mr. McNeil was born in North Carolina. From 1952-54 he served in the Marine Corps. Survivors include his wife; his daughter, Lattice McNeil, who works in Inter-American Affairs; and his parents. □

**Marjorie M. Whiteman**, 87, a Department assistant legal adviser and counselor on international affairs from 1965 until she retired in 1970, died of a



heart attack on July 6 at her home in Liberty Center, O. Joining State in 1929, Ms. Whiteman worked as an attorney and legal adviser specializing in inter-American affairs and international organizations. She helped draft the UN charter in 1945 and the Universal Declaration of Human Rights in 1948. In 1949 she was named assistant

legal adviser for American republic affairs. Ms. Whiteman participated in the first UN conference on the law of the sea in 1958.

Her honors included the National Civil Service League Career Service Award in 1958, the American Society of International Law Award for Merit in 1965, the Department's Distinguished Honor Award in 1966, and the American Society of International Law Manley O. Hudson Medal in 1985. She was the author of "Damages in International Law" (1937-43) and a digest of international law (1963-72).

A native of Liberty Center and a member of the Ohio bar, Ms. Whiteman was graduated from Ohio Wesleyan University. She earned her law degrees at Yale and was editor of the Yale Law Review. Survivors include two sisters. □

**Nita Jo Nelson**, 63, a Foreign Service secretary who retired in 1979, died on July 17. Beginning her career in 1957, she served in Brussels, Tehran, Paris, Nassau, Guatemala and Caracas. She was assigned to the Bureau of European Affairs, 1957-58 and 1968-71. There are no known survivors. □

**Astrid N. Carter**, 76, a Foreign Service nurse who retired in 1977, died on May 26 at her home in Ottawa, Ill.

Joining the Foreign Service in 1967, she was assigned to Kabul. From 1967-77, she served in the Office of Medical Services.

Ms. Carter was born in Ontario, Canada. She was a graduate of Augustana School of Nursing in Chicago. Survivors include a son, a daughter, a brother, three sisters, seven grandchildren and four great-grandchildren. □

**Roswell M. Parrott**, 74, a Foreign Service officer who retired in 1962, died last October 24, STATE was informed recently.

His assignments included Salvador da Bahia as consular officer and Rio de Janeiro as security officer, second secretary and consular officer.



Mr. Parrott was born in Watertown, N.Y. He was a graduate of American University. Survivors include two daughters. □

**Hilliard Roderick**, 63, a science officer who retired in 1978, died on May 25. Mr. Roderick served in Paris, at the Organization for Economic Co-operation and Development, 1965-78. Survivors include his wife. □

**Jorge E. Paiz**, 86, a Foreign Service employee who retired in 1962 after serving his entire career in his birthplace, Guatemala City, died on March 21.

Joining the Service in 1929, he was a clerk, 1929-47; a consular assistant 1947-56; and an economic assistant, 1956-62. Survivors include a daughter. □

**Frances B. Simons**, 70, a Foreign Service employee who served in Montreal for 36 years, died on May 13.

Ms. Simons was born in Augusta, Ga. Joining the Service in 1938, she was assigned to Montreal as a messenger. She was a clerk, 1940-50, an assistant disbursement officer, 1950-56, and an administrative assistant, 1956-74.

There are no known survivors. □

**Mathilde Gaertner**, a Foreign Service national employee who retired in 1985 after 38 years of service in the administrative section of the consulate in Munich, died on June 4. The consulate has established an account to receive donations to purchase a marble marker for her gravesite. Donations may be sent to the budget and fiscal officer, by check or by cable, as a transfer of funds to 19X6809-537266-4240. □

**Hans J. Heckmann**, 77, the husband of retired Foreign Service officer Elizabeth Earle Heckman, died on March 28 in the Audie Murphy Veterans Memorial Hospital in San Antonio, Tex.

Mr. Heckmann was a contract em-

ployee at the U.S. embassy in Mexico, where his wife was assigned. He was a lieutenant colonel in the Army and served on General Dwight D. Eisenhower's staff at supreme headquarters in Paris and Versailles. Mr. Heckmann also worked for banks and brokerage firms on Wall Street.

A native of New York, he earned a master's at Columbia and a bachelor's at the University of Pennsylvania. Survivors include his wife and a daughter. □

**Lannie Grider Wisgerhof**, 38, the wife of Foreign Service officer Paul R. Wisgerhof, died of cancer on May 24 at Northern Virginia Hospice. She had accompanied her husband on assignments in Japan, Ecuador, Germany, Mexico, Venezuela and Peru.

Ms. Wisgerhof was born in Missouri. She attended the University of Arizona. In addition to her husband, who is assigned to the Office of Asian Affairs, she leaves two sons, a daughter, her parents and a sister. □

**Velma Spooner Dawson**, 93, the widow of Foreign Service officer Owen Dawson and a former president of the China Tiffin Club, died of a heart attack on May 3 at Sibley Hospital.

Ms. Dawson had accompanied her husband on assignments to Germany, China, Korea, Thailand and Iraq. She studied art while abroad. She was a member of the Corcoran Gallery of Art.

A native of Decatur, Ill., Ms. Dawson was graduated from the Bloomington Normal School and taught school in Illinois before her marriage in 1925. Survivors include her daughter, two sons, a sister, a brother and three grandchildren. The family suggests contributions to the DACOR Education Fund, 1776 D St. N.W., Washington, D.C. □

**Maria d'Agostino Booth**, the wife of Foreign Service officer Richard T. Booth, died of cancer in Brussels on June 23. She had accompanied her husband on assignments to Monterrey, Veracruz, Tegucigalpa, Washington, Oslo, Rome, Bogota, Lima and Brussels, where Mr. Booth is now serving.

Born in 1933 in Milan, Italy, Ms. Booth was graduated from Milan's Brera Academy and the National Tourism School. A travel agent before her marriage, she was also an artist whose work was exhibited at several posts. In addition to her husband, she leaves a daughter. ■



SAN SALVADOR, El Salvador—Marine Michael H. Cooper at dedication of a monument

in honor of U.S. and Salvadoran employees who gave their lives in service to the embassy.

# Library Booklist

## East Africa

### Part II

#### The Comoros, Madagascar, Mauritius and the Seychelles

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- FRANDA, MARCUS. *The Seychelles: Unquiet Islands*. Boulder, CO, Westview, 1982. 140p. DT469.54F72
- JOLLY, ALISON. *A World Like Our Own: Man and Nature in Madagascar*. New Haven, Yale Univ. Press, 1980. 272p. QH77.M28J64
- LANDELL-MILLS, PIERRE. *The Comoros: Problems and Prospects of a Small, Island Economy*. Washington, World Bank, 1977. 177p. (on order)
- MANCHAM, JAMES R. *Paradise Raped: Life, Love and Power in the Seychelles*. London, Methuen, 1983. 256p. DT469.S483M35
- OSTHEIMER, JOHN M., ed. *The Politics of the Western Indian Ocean Islands*. New York, Praeger, 1975. 260p. JQ3466.P64
- RAISON-JOURDE, FRANCOISE, comp. *Les Souverains de Madagascar: L'Histoire Royale et Ses Resurgences Contemporaines*. Paris, Karthala, 1983. 476p. DT469.M285S67
- RENE, FRANCE A. *Seychelles, the New Era*. Victoria, Ministry of Education and Information, 1982. 239p. DT469.S48R6
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- WRIGHT, CAROL. *Mauritius*. Harrisburg, PA, Stackpole Books, 1974. 179p. DT469.M4W7
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- ADAM, HUSSEIN M., comp. *Somalia and the World: Proceedings of the International Symposium* . . . Mogadishu State Printing Press, 1980. 2 vols. DT407.S643
- BURGETT CHARLES L. and CHARLES M. HEYDA. *Gazetteer of Somalia*. Washington, Defense Mapping Agency, 1982. 231p. DT401.2.B87
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- LEWIS, I. M. *A Modern History of Somalia: Nation and State in the Horn of Africa*. Rev. ed. New York, Longman, 1979. 279p. DT403.L395 1979
- NELSON, HAROLD D., ed. *Somalia, a Country Study*. 3rd ed. Washington, Foreign Affairs Studies, American Univ., 1982. 346p. DT401.K36 1982
- SAINTE VERAN, ROBERT. *A Djibouti avec les Afars et les Issas*. Tous Droits Reserves, 1977. 272p. JQ3421.A3 1977 S342
- SAMATAR, SAID S. *Oral Poetry and Somali Nationalism* . . . New York, Cambridge Univ. Press, 1982. 232p. PJ2534 M39Z87
- Ethiopia**
- BENDER, M. LIONEL, ed. *Peoples and Culture of the Ethio-Sudan Borderlands*. East Lansing, African Studies Center, Michigan State Univ., 1981. 214p. GN652.S93.P46
- COHEN, JOHN M. and PETER H. KOEHN. *Ethiopian Provincial and Municipal Government: Imperial Patterns and Postrevolutionary Changes*. East Lansing, African Studies Center, Michigan State Univ., 1980 317p. JS7755.2.A2C63 Ref.
- DESSALEGN RAHMATO. *Agrarian Reform in Ethiopia*. Uppsala, Sweden, Scandinavian Institute of American Studies, 1984. 105p. HD1333.E8D468.
- ERLIKH, HAGAL. *Ethiopia and Eritrea during the Scramble for Africa: A Political Biography of Ras Alula 1875-1897*. East Lansing, African Studies Center, Michigan State Univ., 1982. 221p. DT386.73.A48E74
- GABRE-TSADICK, MARTA. *Marta, a Refugee's Story*. London, Triangle, 1983. 128p. DT387.954.G3A37
- HALLIDAY, FRED and MAXINE MOLYNEUX. *The Ethiopian Revolution*. London, NLB, 1981. 304p. DT387.95.H35
- HANCOCK, GRAHAM. *Ethiopia: The Challenge of Hunger*. London, Gollancz, 1985. 127p. HC845.Z9F345
- KESSLER, DAVID. *The Falashas: The Forgotten Jews of Ethiopia*. New York, African Pub., 1982. 182p. DS135.E75K47
- LEFORT, RENE. *Ethiopia, an Heretical Revolution?* London, Zed, 1983. 301p. DT387.95.L4313
- MARCUS, HAROLD G. *Ethiopia, Great Britain, and the United States, 1941-1974; The Politics of Empire*. Berkeley, Univ. of California Press, 1983. 205p. DT387.9.M37
- NELSON, HAROLD D. and IRVING KAPLAN eds. *Ethiopia, a Country Study*. 3rd ed. Washington, Foreign Area Studies, American Univ., 1981. 366p. DT378.2.A5 1981 Ref.
- PARFITT, TUDOR. *Operation Moses: The Untold Story of the Exodus of the Falasha Jews from Ethiopia*. London, Weidenfeld and Nicolson, 1985. 131p. DT380.4.F3P37
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The Super Bureaucrat  
**SUPERCRAAT**

BY  
**CHIP  
BECK**

"BACK TO THE  
GRIND"



IS IT TRUE SUPERCRAAT  
IS BACK IN TOWN?



**MISS  
BEHAVEN!**



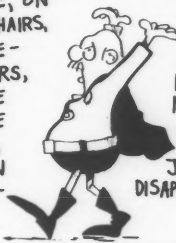
IT'S  
TRUE...



WHERE'S  
MY  
REPORT?



I'VE LOOKED ALL OVER THE  
OFFICE, ON  
THE CHAIRS,  
IN TYPE-  
WRITERS,  
ON THE  
COFFEE  
STAND,  
OVER IN  
ACCOUNT-  
ING,  
...DOWN  
THE  
HALL,  
IN THE  
MEN'S  
ROOM...  
IT'S  
JUST  
DISAPPEARED!



OH, HERE IT IS! WHO'S  
THE WISE GUY THAT PUT  
IT IN MY STUPID  
"IN" BOX??!

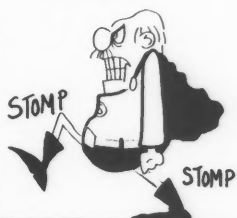


OLD BUREAUCRATS  
NEVER DIE - THEY  
JUST HARANGUE  
IN THERE...



GRRRR

STOMP



STOMP

AND HERE I ALWAYS  
THOUGHT OL' SUPERCRAAT  
HAD IT ALL TOGETHER...

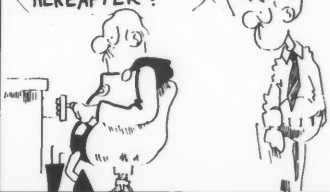


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OH, HE'S GOT IT ALL  
TOGETHER - HIS PROBLEM  
IS HE CAN NEVER  
REMEMBER WHERE HE  
PUT IT.



HEY SUPERCRAAT, YOU BEING FROM  
ANOTHER PLANET 'N' ALL,  
DO YOU EVER PONDER THE  
"HEREAFTER?"



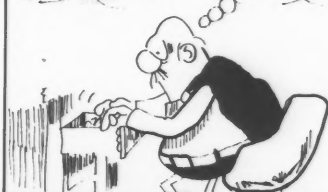
ME? SURE,  
VERY OFTEN.



THANKS, JUST  
CURIOUS.



EVERYTIME I OPEN A  
DRAWER, I KEEP ASKING  
MYSELF WHAT I'M HERE AFTER...



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