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State

Magazine

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United States Department of State

January/February 1997



Madeleine K. Albright

"We must be the authors of the history
of our age."

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Secretary Madeleine K. Albright at the White House following her nonnomination by the President

State Magazine

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State Magazine (ISSN 0278-1859) is published by the U.S. Department of State to facilitate communication between management and employees of home and abroad and to acquaint employees with developments that may affect operations or personnel.

The magazine welcomes news and features, preferably informal first-person accounts, fictional pieces (with some tie-in to life at State), photographs (one, two or three persons work best), drawings and poems. Please include your telephone number or a way to be reached.

Articles should not exceed five typewritten, double-spaced pages. They should also be free of acronyms (with all office names, agencies and organizations spelled out). Photos should include typed captions identifying persons from left to right with job titles.

When possible, please submit material on Apple Macintosh or IBM PC-compatible disks. This includes Microsoft Word, WordPerfect and Wong. (Please include a hard copy with the disk.) Double-spaced articles may also be sent via e-mail to the editors, or faxed to (703) 812-2475. *Faxed material must be typed on 14 point or larger fonts.* The mailing address is **State Magazine**, PER/ER/SMG, SA-6, Room 433, Washington, D.C. 20522-0602. Contributions may also be left in Room 3811, Main State. The editors may be reached at (703) 516-1667.

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United States Department of State

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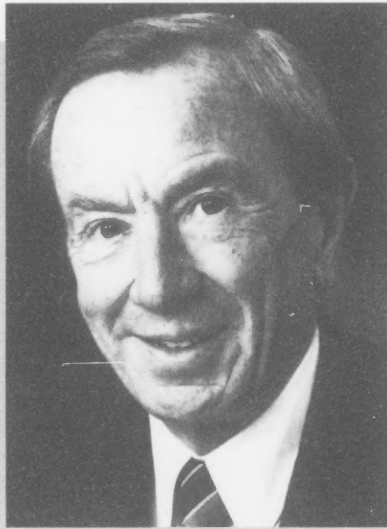
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Dear Colleagues,

The last four years have been an extraordinary time for American foreign policy. The end of the Cold War has brought forth new opportunities as well as new dangers. Under President Clinton's leadership, I believe we have advanced our nation's enduring interests and established the basis for a more secure and prosperous twenty-first century world.

I have been honored to serve the American people as Secretary of State during such a pivotal moment in history. I have been equally honored to work with the men and women of the Foreign and Civil Service, who are the Department's greatest strength. The extraordinary commitment and competence you bring to your work represent public service at its very best.

What has been most impressive is that you continue to achieve so much despite the large reduction in our foreign affairs budget over the

last decade. I have called on the new Congress to face up to the dangerous consequences that further budget cuts will create for our diplomatic readiness. While I cannot assure you that the time of budgetary uncertainty is past, you can be confident that President Clinton and Secretary of State-designate Madeleine Albright are determined to do all they can to provide you with the resources you need to do your job.

As I pass on the baton to my successor, I want you to know that I appreciate the hardships you must often endure to serve the American people. Whether overseas or in Washington, you truly are on the front lines of our national security. I want to thank each of you for serving your country, and wish you and your families health and happiness in the future.

Sincerely,

Warren Christopher
Warren Christopher

*Secretary Christopher says
farewell to employees in the lobby of
the C Street entrance.*



*Employees gather for the
Secretary's farewell.*



News Highlights

Senate confirms Albright as Secretary of State

The Senate confirmed Madeleine K. Albright, U.S. ambassador to the United Nations, as Secretary of State Jan. 22.

Secretary Albright is the first woman to hold the post and the highest-ranking woman in U.S. political history. She was sworn in at the White House Jan. 23.

The President nominated Albright during a White House ceremony Dec. 5. "It says something about our country—and about our new Secretary of State designate—that a young girl raised in the shadow of Nazi aggression in Czechoslovakia can rise to the highest diplomatic office in America," the President said of Secretary Albright, daughter of a Czech diplomat forced into exile during World War II. "She watched her world fall apart, and ever since she has dedicated her life to spreading to the rest of the world the freedom and tolerance her family found here in America," President Clinton added.

Citing Secretary Albright's achievements at the U.N., Mr. Clinton said: "Her steely determination has helped to advance our interests and ideals around the world. She knows firsthand what it means for America to be the 'indispensable nation.' And I know firsthand that Madeleine Albright has the instincts, the intelligence, the skill, and the strength to lead American foreign policy in this time."

In accepting the nomination, Ms. Albright praised Secretary of State Warren Christopher, saying: "I want

to express my gratitude, on behalf of all of us who have worked with you, for your steady nerves, prudent judgment, and great wisdom. I can only hope that my heels can fill your shoes."

To employees at State, Ms. Albright said: "I hope that I can communicate even a small measure of the excitement and determination I feel. Together with the men and women of the armed forces, we have a job to do: to defend American interests, maintain key alliances, forge new friendships and ensure for the American people a future of steadily increasing prosperity and steadily decreasing danger."

Citing other challenges ahead, she said: "We live in an era without

“*We must be more than an audience, more even than actors. We must be the authors of the history of our age.*”

power blocs, in which old assumptions must be reexamined, institutions modernized, and relationships transformed. If we are to master events rather than be mastered by them, we must be forward-looking in our thinking and flexible in our tactics.”

A native of Prague whose family twice escaped tyranny—from the

Nazis in 1938 and the communists in 1948, Secretary Albright arrived in the United States at age 11. She later graduated with honors from Wellesley and earned a master's and doctorate from Columbia.

President Clinton appointed Ms. Albright to her current job as U.S. permanent representative to the U.N. in 1993. In this capacity, she also serves as a member of the President's cabinet and the National Security Council.

Secretary Albright headed the Center for National Policy from 1989 to 1992. In addition, she was a professor of international affairs and director of women in foreign service at Georgetown University from 1982 until her U.N. appointment.

In her appearance before the Senate Foreign Relations Committee Jan. 8, nominee Albright said, "We must be more than an audience, more than actors. We must be the authors of the history of our age."

Secretary Albright's previous experience in government includes service from 1978-81 as a staff member at the National Security Council responsible for foreign policy legislation and chief legislative assistant for Senator Edmund Muskie, 1976-78.

Her writings include *Poland, the Role of the Press in Political Change*, *The Role of the Press in Political Change: Czechoslovakia 1968*, and *The Soviet Diplomatic Service Profile of an Elite*. Fluent in French and Czech, she also speaks and reads Russian and Polish.

She has three daughters. □



Ms. Albright as a child in Prague.



Madeleine Albright at the U.N.



*Ms. Albright with daughters, from left,
Alice, Anne and Katie.*

News Highlights

Talbott to remain as deputy secretary

At the Oval Office ceremony, Madeleine Albright announced that she would retain Strobe Talbott as the deputy secretary of State. Ms. Albright said: "I am pleased beyond measure that President Clinton has asked—with my enthusiastic support—that my close friend Strobe Talbott stay on as deputy secretary. I've asked him to begin work immediately as head of my transition team."

Mr. Talbott has served as deputy secretary since 1993. Before beginning his tenure at State, he had an 18-year career as an editor and reporter at *Time*, where he covered foreign affairs extensively. After reporting on East European developments in 1971, he progressed to assignments as State Department, White House, and diplomatic correspondent, becoming Washington bureau chief in 1989. He later became a foreign affairs columnist and editor-at-large.

In addition to his work at *Time*, Mr. Talbott has served on numerous boards, including the Carnegie Endowment for International Peace, the Council on Foreign Relations, and the Stanford Center on Arms Control and Disarmament.

He has written extensively on arms control and U.S. relations with the former Soviet Union. His writings include *Khrushchev Remembers: The Glasnost Tapes* (preface and supervision), *The Masters of the Game: Paul Nitze and Nuclear Peace, Reagan and Gorbachev* (with Michael Mandelbaum), *Deadly Gambits: The Reagan Administration and the Stalemate in Nuclear Arms Control, Reagan*

and the Russians, Endgame: The Inside Story of Salt II, Khrushchev Remembers (editor-translator), and *Khrushchev Remembers: The Last Testament*.

Mr. Talbott holds a bachelor's and a master's from Yale, where he graduated summa cum laude. He earned an additional master's from Oxford as a Rhodes scholar. His honors include four awards from the Overseas Press Club and the Edward Weintal Prize for Distinguished Reporting. He is married to Brooke Lloyd Shearer; they have two children. □

Peruvian rebels free 7 Americans, 1 FSN after 6 days

Peruvian rebels freed seven Americans and a Foreign Service National Dec. 22 after storming the Japanese ambassador's residence in Lima six days earlier, taking nearly 700 hostages during a diplomatic reception marking the birthday of Japanese Emperor Akihito.

The seven officials, who were assigned to the U.S. embassy, included Jim Wagner, political counselor; John Riddle, economic counselor; John Crowe, director of narcotics assistance; Don Boyd, deputy director for the Agency for International Development (AID); David Bayer and Michael Maxey, also with AID; and Kris Merschrod, a contractor with AID. Also released was Pedro Carrillo, a Peruvian who works at the American embassy.

The American ambassador to Peru, Dennis C. Jett, attended the reception but had gone when the guerrillas

seized the residence.

The Cuban-inspired terrorists, led by Nestor Cerpa Cartolini, described the mass release as a Christmas gesture. The group's principal demand is the release of 400 imprisoned rebel members, including Cerpa's wife. Peruvian President Alberto Fujimori has thus far rejected their demand.

At press time, the rebels continued to hold 73 of their hostages. Those still being held include mostly high-profile members of the Peruvian judiciary, congress, police, and others. The International Committee of the Red Cross, under Lima office director Michel Minning, is coordinating humanitarian assistance and communications.

Following the Americans' release, former U.S. ambassador Alvin Adams, who left Lima in August, told the *Washington Post* that "crises of this nature go through cycles, almost through an intuitive process of shock and surprise, and then move to stasis." The terrorists may have "an interest in extending" the stasis stage, said Adams, who has since retired. □

Terrorist air crash kills State officer, injures 2 others

Leslianne Shedd, an economic officer in Addis Ababa, died when the airplane on which she was a passenger was hijacked and crashed off the coast of the Comoros Islands Nov. 23. Franklin P. Huddle, the consul general in Bombay, and his wife, Chanya, suffered minor injuries.

Three hijackers seized control of the Ethiopian Airways flight to Nairobi, claiming they had a bomb. The assailants ordered the captain to fly to Australia and refused his pleas to refuel. The aircraft crash-landed in the Indian Ocean, about 500 yards from

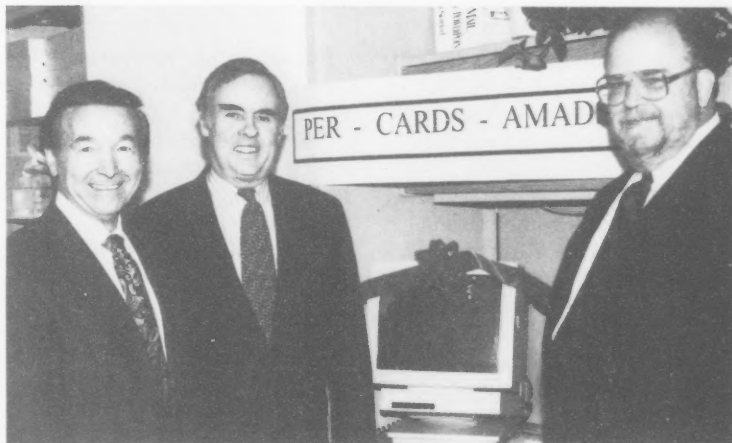


Great Comoro Island. At least 125 of the 175 passengers on board perished, making the incident the second-deadliest hijacking in history.

The Huddles, enroute to a safari in Kenya, were rescued and taken to medical facilities on nearby Reunion Island. Mr. Huddle injured a hand and foot; his wife had minor lacerations.

Ms. Shedda, 28, was serving her second overseas tour. She had been assigned to the embassy in Ethiopia since 1995; previously she was an economic officer in Abidjan. A native of New York, she earned a bachelor's in international administration from the University of Washington before beginning her career at State. Survivors include her parents, Robert and Ruth, a sister, and a brother.

Ms. Shedda's family has established a scholarship fund in her memory. Donations may be sent to the Leslieanne Shedda Scholarship Fund, Scoop Jackson School of International Studies, University of Washington Foundation, P.O. Box 353765, Seattle, Wa. 98195. □



PERSONNEL—Louis Karagianis, Vice President and General Manager, Xerox; Anthony C. E. Quainton, Director General of the Foreign Service and Director of Personnel; and Joe Lake, Deputy Assistant Secretary for Information Management, at the ribbon cutting for the new electronic cable distribution system now being used by the Bureau of Personnel.

New system automates cable traffic

The Bureau of Personnel receives and distributes annually approximately 100,000 cables. In the past, these cables were analyzed by trained technicians and printed and distributed in hard-copy form.

Most cable traffic to PER will now be analyzed and distributed using an automated message analysis distribution system (AMADS). This is a totally local area network (LAN)-based system, using a Department standard Microsoft platform. The system provides automated cable distribution directly to the desktop.

The new system will save personnel and paper costs and will allow PER offices to receive cable traffic

more quickly during nonworking and regular duty hours. In addition, the new system will enable individual offices to distribute cable traffic internally in a more expeditious manner, as staff can forward cables via e-mail to interested parties, instead of using hard copy.

Eliza McClenaghan, Chief Information Officer, stated, "The new PER cable distribution system is the result of the combined help and cooperation of many staff members from many offices, including IM, DS, and M. It provides immediate savings and efficiencies for how PER does business, and serves as an interim solution as the Department moves to a new messaging system." □

News Highlights

Renovated sculpture rededicated at State

The colossal bronze figure in State's center courtyard is known as the Expanding Universe Fountain. It was recently rededicated after an extensive, 2-year renovation prompted by weather and pollution damage. Officials from State and the General Services Administration, which oversees federal buildings, cut the ribbon at a ceremony in the courtyard Nov. 15. Marshall Fredericks, the 86-year-old sculptor commissioned to design the project in 1956, spoke at the event.



The Expanding Universe Fountain.

The sculpture's renovation included cleaning, coloring and waxing the bronze, adding new tiles and pedestals, and installing a water treatment system designed to control algae.

The Expanding Universe depicts an imposing figure crouching on a sphere while hurling two planets into space. The sphere is decorated with 1,166 nickel-silver stars arranged in the pattern of the principal constellations of the

celestial system. A 67-foot-long orbit form spirals around the sphere. The floor of the statue's fountain is covered in multi-colored glass mosaic tiles whose colors change from light to dark blue-green in a pattern that echoes the spiral orbit.

The structure symbolizes the "vitality, immensity, order, and mystery of the universe," according to the sculptor.



Mr. Fredericks

Mr. Fredericks, renowned for his monumental figurative sculptures, still works daily in his studios in Michigan. A collection of over 200 of his works is displayed at a gallery on the campus of Saginaw Valley State University in Saginaw, Mich. □

138 retire with 4,500 years of combined service

In one of his last official acts before leaving government himself, Secretary Warren Christopher paid personal tribute to 138 State employees retiring with more than 4,500 years of combined government service.

The ceremony and reception, held Jan. 16 in the Benjamin Franklin Room at Main State, honored former Foreign

and Civil Service employees who averaged 30 years of government service stateside and overseas.

"Strong American leadership for the 21st century will be the most fitting legacy of the work that all of you did to sustain American leadership in this century. You carried on the State Department tradition of excellence and demonstrated a continuing commit-

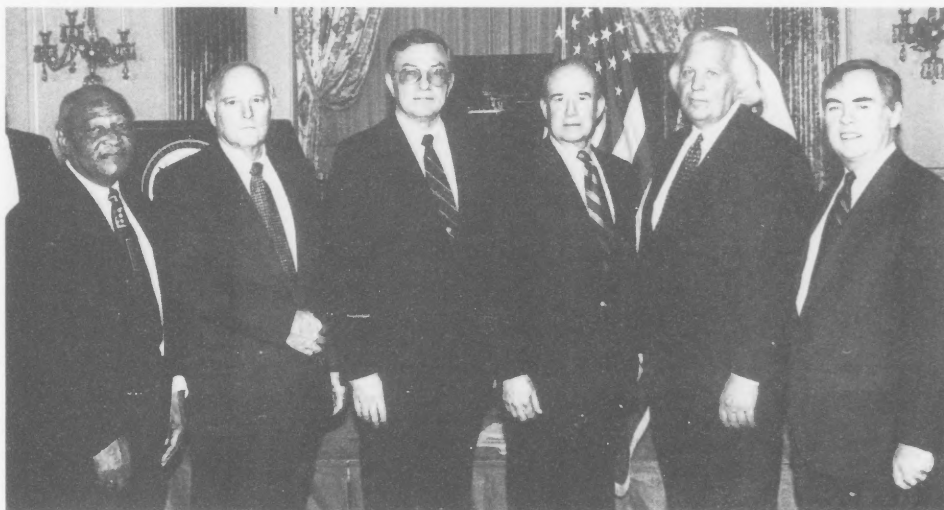
ment to public service," the Secretary said.

"Your families also sacrificed, often living under difficult conditions or working long hours without pay to further American objectives. They too deserve recognition today," the Secretary added.

Several hundred family members, guests and friends of the retirees,

including former ambassadors and secretaries, gathered for the ceremony. Director General Anthony C. E. Quainton introduced each employee to the Secretary and the U.S. Army String Quartet provided music for the occasion. □

Left to right: Herman Ellington, Albert A. Debnar, John U. Nix, William T. Pryce, Donald E. De Haven, Anthony C. E. Quainton.



First row, from left: Roger Gamble, Rose Marie Green, Eleanor J. Harris, Arthur P. Crowfoot, William F. Kingsbury. Second row left: Anthony C. E. Quainton, Henry Zenn, William H. Marsh, Warren Clark Jr., Charles L. Daris.



*Photos on pages 9-13
by Bob Kaiser*

News Highlights

First row left: G. Alfred Kennedy, Richard E. Ristaino, Edward T. Anderson, June E. S. Ward, Barbara T. Anderson, Dorothy B. Unkle, Janet L. McKittrick. *Second row left:* William T. Breer, Ralph R. Moore, George H. Haines III, Robert P. Myers Jr.



First row left: Nancy Pelletreau, Thelma Louise Warren, Leila P. Price, Kay M. Flynn, Elena Adesso, Manuel Barrera. *Second row left:* Norma L. Kleiber, M. Ann Snuggs, Richard W. Bogosian, Robert G. Houdek, Roy G. Davis, Robert N. Chipfield.



First row left: Clarence N. Page Jr., Clarice Y. Sears, Anthony Leggio, Phyllis Villegoueix-Ritaud, Allan Suchinsky, Wanda L. Hall, Mary Ann McCormick. Second row left: Gilbert M. Johnson, Kent Brown, Theresa A. Tull, Basil G. Scarlis, Dolores Carr, Roberta M. Davis, David P. Borter, Jeremy Nice.

First row left: Marlene E. Schwartz, Mary Kosheleff, Madeleine L. Cullinane, Michael Skol, Charlotte Shahin, Margie L. Ozier, Robert B. Mantel, Robert S. Pace. Second row left: Mary C. Radnoti, Elery D. Fudge, III, Edward C. Lineburger, J. Richard Bock, Anne G. Eakin, James K. Connell.



News Highlights

First row left: Daniel Strasser, Mark Mohr, David E. Reuther, Maurice S. Blais, Andrew H. Chung, Bernadette M. McCarron. *Second row left:* Peter G. Schoettle, V. Edward Olson, John Egan McAteer, John W. Fuhrer, Philipp Hartmann Jr., Marilyn Dixie Goodrich, Roger C. Dankert.



First row left: Joseph M. Segars, Betty F. C. Bates, Norma Page Rowe, James R. Hooper, Helen Bridget Burkart, Mattye L. Johnson, Marie A. Cassell, Maureen Flynn Adler, Marilyn Shapiro, Carol Ann Duffy. *Second row left:* Peter Hahn, James Chamberlin, Donald V. Hester, Charlene Marshall, Lucelous Betts Jr., Leonard J. Lange, J. Michael Davis, Douglas G. Van Treeck, Hal Niebel.



*Left to right: Donald R. Tyson,
Patricia G. Finlayson, Joesph
P. White, Mary E. Procter.*

*Left to right: Sarah See Seigel,
Bradford L. Thomas, Shirley N.
Noaks, Afton Olson Miles, Norma R.
Fredlund, David H. Diamond.*



News Highlights

'Senior career diplomat' Pickering honored

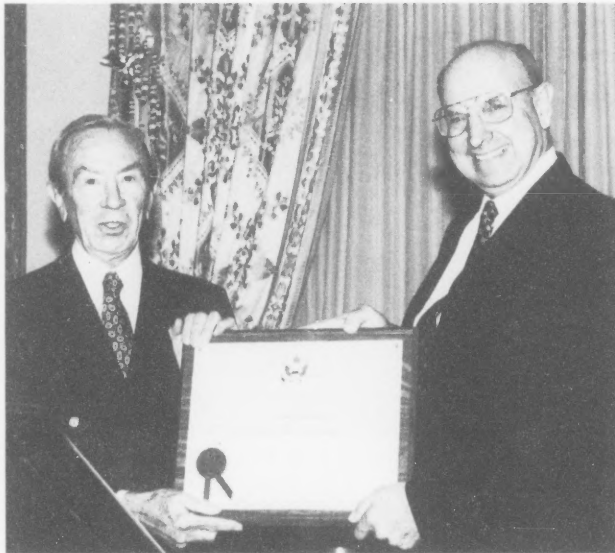
The State Department honored its "senior career diplomat," Thomas R. Pickering, with the rarely given Distinguished Honor Award for 40 years in the Foreign Service.

Secretary Christopher called Mr. Pickering, who holds the highest rank of career ambassador, "our senior career diplomat," for his seven terms as ambassador to many of the world's hot spots. Mr. Pickering attained the rank "with the universal respect, admiration and fondness of his colleagues," the Secretary said. The ambassador was hailed for his service in Jordan, Nigeria, El Salvador, Israel, India, Russia and the United Nations. His wife, Alice, earned a certificate of appreciation for her four decades of support to the Foreign Service community.

"Tom's name first became a byword for courage under fire during his stint in El Salvador from 1983-1985, at the height of that country's civil war," Secretary Christopher said. "Despite the subject of plots on his life in San Salvador, and intense political scrutiny in Congress, Tom never stopped trying to bring about a settlement of the war and the opening of Salvadoran society so necessary for a lasting peace," he added.

The Secretary noted that Mr. Pickering further honed his peace-making skills in Tel Aviv between 1985

pioneer of America's leadership on global environmental issues," the Secretary added.



Thomas R. Pickering, right, receives the Distinguished Honor Award from Secretary Warren Christopher.

and 1988, when few people imagined that Arab-Israeli talks were possible. "Tom was one of those who did. He never tired of making proposals for negotiations—and, though the Israeli government did not share his enthusiasm, was never known to be discouraged," the Secretary said.

"From Israel, Tom went on to the UN at a moment of great challenge for the United States. He skillfully supported President Bush and Secretary Baker in keeping together the broad coalition that fought the Gulf War. He also tapped his earlier experiences by helping to negotiate an end to the civil war in El Salvador. And he was a

Of Alice Pickering, the Secretary noted: "If it seems as if Tom's career has seen more highlights than any one Foreign Service officer could manage, perhaps that is because he is part of a truly great team. His wife was herself a Foreign Service officer before they married. We will never know what we lost when Alice resigned after their wedding, as was required at that time—but we do know that she has made major contributions in her career as a Foreign Service spouse. Alice has been a key partner and adviser to Tom and a mainstay in every embassy where they have served. It is no exaggeration to say that she is admired the world over for her judgment and her grace."

Of her husband, the Secretary concluded: "We cannot think of Tom Pickering without thinking of the Foreign Service, and we cannot think of the Foreign Service without thinking of Tom Pickering. Perhaps that is the greatest compliment an American diplomat can receive from his colleagues."

The ceremony was held Dec. 17 in the Benjamin Franklin Room at Main State. □

Honors & Awards

7 State teams receive Vice President's Hammer Award

Vice President Al Gore's National Performance Review Office has cited seven State teams for their innovations and efficiency. Thirty-six others earned honorable mention for their reengineering efforts. The winners are:

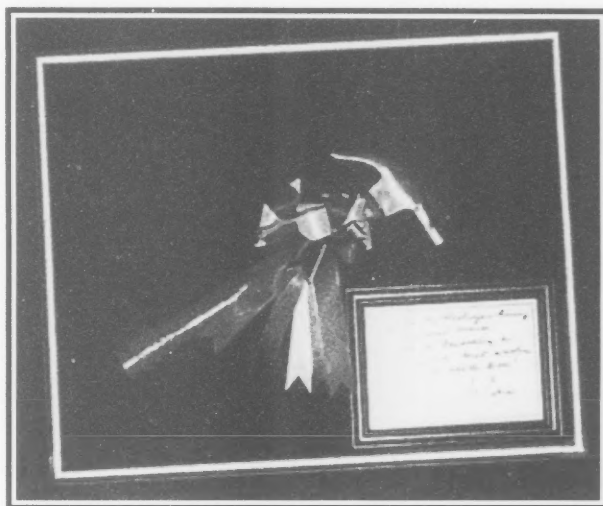
- International Cooperative Administrative Support Services (ICASS)—the interagency working group and four pilot posts—Riga, Rome, San Salvador, and Warsaw
- Foreign Service National reengineering team
- Office of Freedom of Information
- Embassy Seoul (information management systems and non-immigrant visa sections)
- National Passport Center
- Consular Affairs' public affairs staff
- Diplomatic Courier Service

Team leaders of the projects were honored at a ceremony attended by the Secretary and Patrick Kennedy, acting under secretary for management, in the Benjamin Franklin Room Dec. 18.

Of the innovators, the Secretary said: "Four of today's awards are honoring service to the public, making it faster and better. Our visa unit at the embassy in Seoul dramatically cut the response time for

issuing visas in Korea. The Freedom of Information Act team did the same for information requests

the Department but Congress and the other executive agencies watching them very closely as they



here in Washington. The National Passport Center streamlined passport issuances for Americans, and the consular affairs bureau has given people all over the world instant Internet access to travel advisories."

The Secretary stated further: "We are also recognizing today three teams for improving the way we do our jobs right here at Main State. The Diplomatic Security Service redesigned the pouch processing system. The Foreign Service National reengineering team is ensuring more streamlined management of FSN personnel issues. And the creators of a new interagency cost-sharing system, who not only had

worked. All of those deserve our warmest thanks."

"The diversity of these seven awards shows just how widely the goal of reinventing government has caught on here at State," the Secretary told the winners. "I'm gratified that you've helped us do more with less at a very difficult time."

Thirty-six other teams, comprising 511 State employees, received honorable mention. □

Honors & Awards

DS agents honored for daring rescue

Diplomatic Security agents Chris Reilly and Larry Salmon have earned honorable mention awards from *Parade* magazine's annual competition for the top "police officer of the year." The agents were hailed for their role in rescuing Robert Krueger, former ambassador to Burundi, and Burundi's foreign minister from an ambush on a remote mountain road last June (*State Magazine* August 1995).

The officials were traveling by convoy in northeastern Burundi when a grenade exploded and gunmen opened fire with AK-47s. Mr. Salmon, who suffered a



Former Burundi Ambassador Robert Krueger, center, with Chris Reilly, left, and Larry Salmon.

bullet wound to his shoulder, returned fire, allowing Mr. Reilly to

escape with the ambassador.

As bullets flew, Mr. Reilly reached over the driver, maneuvering the car in reverse and away from the line of fire, barely missing a 200-foot drop off the mountain road. He then shifted the car into drive and persuaded the Burundian chauffeur to move forward so that Mr. Salmon could trail closely behind in a second car with the foreign minister, completing the escape.

Mr. Krueger praised the agents for their "cool demeanor," adding: "Each performed bravely (and) proficiently. Both did exactly what they needed to do to provide safety for the passengers for whom they were responsible." □



State Magazine's staff receives the Meritorious Honor Award from Director General Anthony C.E. Quainton, right. They earned the award for improving the magazine's content and graphics while converting to desktop publishing. From left are Barbara Quirk, deputy editor; Kim Banks, staff assistant, and Rich Florence, designer.

The Department opens its own 'town hall'

By Glyn Davies

The author is deputy assistant secretary for public affairs.

Secretary Warren Christopher inaugurated an exhibition Dec. 17 in the Department's first-floor exhibit hall before an audience of eager onlookers. Entitled "A Celebration of American Diplomacy," the exhibit describes the work of U.S. foreign policy professionals from the earliest days of the republic to the present. It is part of a larger effort to provide the public with an appreciation of State's contributions to the nation.

Former diplomats and friends of the Department attending the event included representatives of DACOR, AFSA and AAFSW; Senator Mac Mathias, David Acheson, Sarah Frasure, Gail Kruzel, Mrs. Marvin Patterson and Stephen Low, president of the Association of Diplomatic Studies and Training, who donated panels for the exhibit.

The exhibit is the centerpiece of an effort to tell the American people who we are and what we do. We earlier described our growing web page (www.state.gov), our en-

hanced town meetings schedule, and our emphasis in the daily briefings on diplomatic history and accomplishments.



From left: Secretary Christopher; David Acheson, son of the late Secretary; and Stephen Low, president of the Association of Diplomatic Studies and Training.

Closer to home, we have "planted our flag" at the 23rd Street entrance. A sign now tells passersby about the Department and lists a telephone number to tour the building. The day after the exhibit opened we began public tours of the first floor as an adjunct to tours of the Diplomatic Reception Rooms. Dozens of employees have volunteered to lead those groups. We hope that more tourists will now include a tour of the Department in their visit to Washington.

A photo display along the corridor from the C Street lobby to the cafeteria is designed mainly for employees—to pique their interest in the history of the institution and build support for our outreach

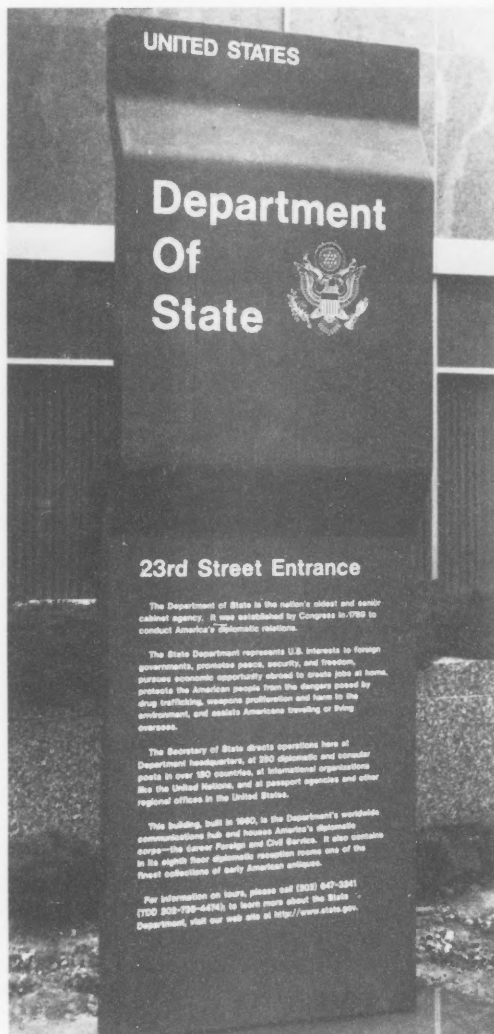
efforts. Pillars in the center of the hall are dedicated to those who contributed to peace in Bosnia and to the work of the Bureau of Consular Affairs and its overseas components. One of the exhibit's most visited displays contains artifacts from the Bureau of Diplomatic Security (the "bug-in-the-brick" is a favorite of many) and features a diplomatic courier bag with a cascade of airline tags spilling off the side. Secretary Christopher donated his briefcase as a memento of his record-breaking travels. Other artifacts include a diplomatic uniform from the 19th century, a portrait of Benjamin Franklin, the Great Seal, and a collec-

tion of medals conferred on Secretary Dean Acheson. Mr. Acheson's son, David, donated the medals.

We plan to build on the current display. In the long term, this will depend on securing funding—much of which may have to come from outside sources—but in the short term we can enhance what we have with ideas and artifacts from our friends and colleagues.

If you have something you want to offer—a suggestion, an object of historical interest, or even a correction to the exhibit as it stands—please contact Joanna Weinz at (202) 647-6180. □

Honors & Awards



A new sign on 23rd Street describes the State Department for passersby and lists a telephone number for tours.



Secretary Christopher greets Mrs. Jefferson Patterson, widow of the former U.S. ambassador to Uruguay. Department spokesman Nick Burns and Priscilla Becker, a Foreign Service spouse, look on.



A guest studies memorabilia accompanying portrait of Benjamin Franklin.

Appointments

Kozak is Secretary's choice for Cuba

Michael G. Kozak is now the designated chief of mission at the U.S. interests section in Havana. He served as the special negotiator for Haiti matters from 1993 until last year.



Mr. Kozak began his career at State in 1971 in the Office of the Legal Adviser for Inter-American Affairs. The following year, he was detailed to the Panama Canal Company and Canal Zone Government. He served as a member of the U.S. Panama Canal Treaty negotiating team until 1977.

Mr. Kozak was assistant legal adviser for inter-American affairs, 1978-81, then for Near East and East Asian affairs, 1981-82. Following stints as deputy legal adviser and principal deputy legal adviser of the Department, he was named principal DAS for inter-American affairs in 1988.

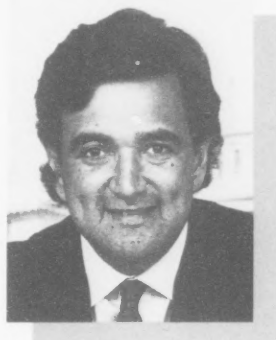
Mr. Kozak served as chief of staff to Ambassador Frank Loy in pursuing efforts to end the Mariel boatlift in 1980. He led the U.S. delegation that negotiated the 1984 agreement with Cuba to permit the orderly departure of political refugees and the return of serious criminals. Three years later he headed a

successful effort to restore the agreement that Castro suspended in retaliation against Radio Marti.

Mr. Kozak is a native of Pasadena, Calif., who holds bachelor's and law degrees from Berkeley. He twice received the Presidential Rank of distinguished executive, the Presidential Rank of Meritorious Executive, and the Superior Honor Award. He is married to the former Eileen Kerley; they have two sons.

Richardson named for U.N. post

Bill Richardson, a congressman from New Mexico who has negotiated the release of Americans and



others in captivity at trouble spots abroad, is President Clinton's choice for the new ambassador to the United Nations.

"All Americans have watched admiringly as he has undertaken the toughest and most delicate diplomatic efforts around the world, from North Korea to Iraq," the President said. He cited the congressman's most recent role in negotiating the freedom of three Red Cross workers in Sudan.

Mr. Richardson has served as a special envoy to the President on sensitive diplomatic missions since 1994. That year he negotiated a meeting with a military dictator in Haiti that led to restoration of democratic rule there and visited imprisoned Nobel laureate Aung San Suu Kyi in Burma.

In 1995 Mr. Richardson met Saddam Hussein, successfully negotiating the release of two Americans imprisoned in Iraq. He also secured the release of three political prisoners in Cuba and engineered a 50 percent reduction in visa fees. In addition, he has chaired U.S. observer teams in Guatemala, East Germany and Nicaragua.

Mr. Richardson has served in the House since 1982. He sits on the Commerce Committee, the Permanent Select Committee on Intelligence, the Helsinki Commission on Human Rights, the Resources Subcommittee on National Parks, and the Native American Affairs Subcommittee.

In addition to his congressional service, Mr. Richardson has worked as a staff member on the Senate Foreign Relations Committee, as executive director of New Mexico's Democratic Party and as vice chairman of the Democratic National Committee. The former chairman of the Congressional Hispanic Caucus holds a bachelor's from Tufts and a master's from the Fletcher School of Law and Diplomacy. His honors include a 1995 nomination for the Nobel Peace Prize and the Aztec Eagle Award, Mexico's highest award for a foreign citizen.

Appointments

Wiedemann tapped for Burma

Kent M. Wiedemann, most recently deputy assistant secretary for East Asian and Pacific affairs, has been named chief of mission in Rangoon.

Mr. Wiedemann joined the Foreign Service in 1974 and was posted to Poznan. After an assignment in the inter-America bureau, he went to Beijing as economic and commercial officer in 1981. He held a similar position in Shanghai before returning to the Chinese capital for a second tour in 1985.

In 1988 Mr. Wiedemann was named deputy chief of mission in Singapore. He headed the Office of Chinese and Mongolian Affairs

before becoming DCM in Tel Aviv in 1992. The following year he was appointed senior director for Asian



affairs at the National Security Council. In 1994 he became deputy assistant secretary for Asian and Pacific affairs at the Department of

Defense. He served as the DAS responsible for China, Taiwan, Hong Kong, Mongolia, Vietnam, Cambodia, Laos, Thailand and Burma until his current appointment.

Mr. Wiedemann is a native of California who holds a bachelor's from San Jose State and a master's from the University of Oregon. Before joining State, he served as a Peace Corps volunteer in Micronesia and worked in international operations with Hewlett-Packard. A former diplomat-in-residence at the East-West Center, he holds Superior and Meritorious Honor Awards and the Defense Department's Medal for Meritorious Civilian Service. He is married to the former Janice Lee Weddle; they have a son. □

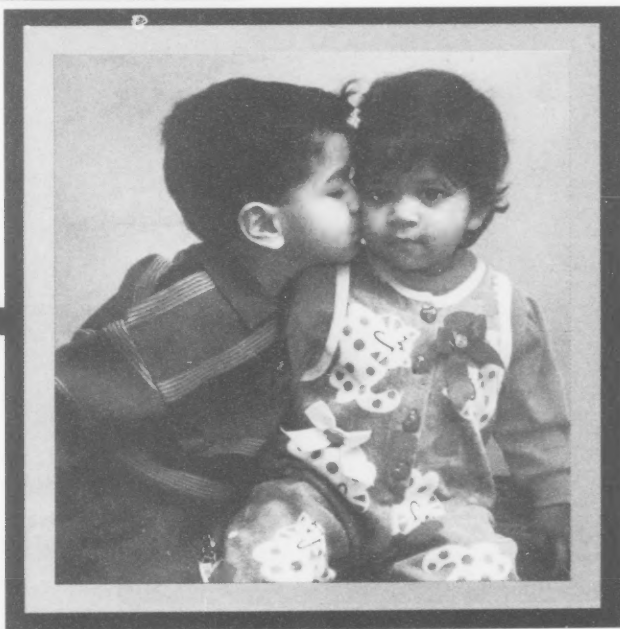


Commemorating National Disability Employment Awareness Month at State: Deidre Davis, deputy assistant secretary for EEO and civil rights, and John Lancaster, executive director of the President's Committee on Employment of People with Disabilities. Mr. Lancaster served as keynote speaker.

Best Photos of 1996



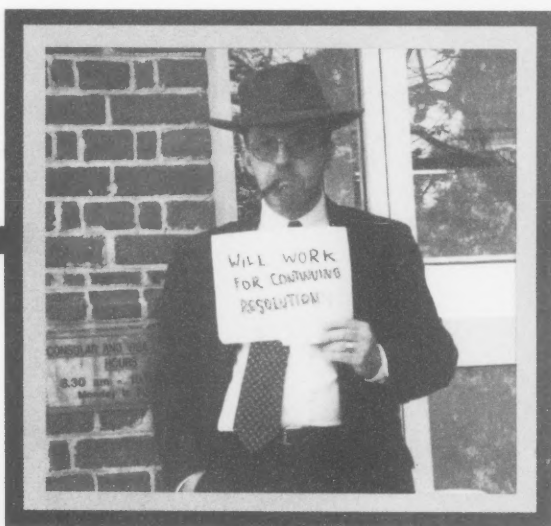
August—Secretary Christopher opens child care center at State.



February/March—Adopting overseas.

Best Photos of 1996

June/July—A member of the armed forces' color guard at the Foreign Service Day ceremony.

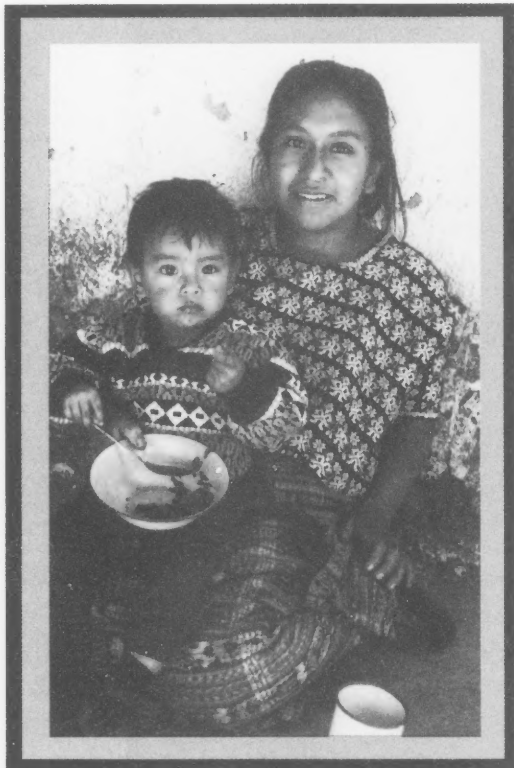


February/March—Michael Mates, vice consul in Canberra, during furlough.



*September/October—A mother and her baby from
the Combined Federal Campaign/March of Dimes.*

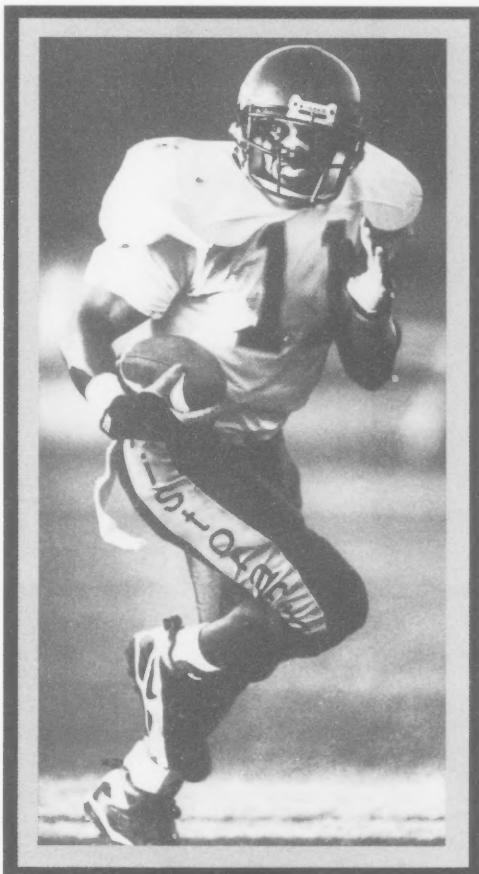
Best Photos of 1996



September/October—Guatemalan mother and her son enjoy a nutritious snack provided by Project Hope, as part of State's coverage of the Combined Federal Campaign.

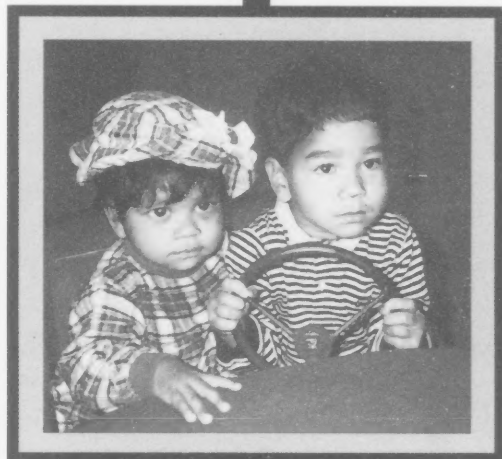


January—Shwedagon Pagoda in Burma.



April/May—Embassy marine Dwight Jones in action at the Swiss Superbowl.

February/March—Jasmyn and Adam, adopted children of Alan and Jane Roecks.



June/July—Special Agent Doug Lamb at the North American Police Ski Championship.

Best Photos of 1996



April/May—The fire that destroyed the queen's palace in Madagascar.



November/December—White-water rafting down the Rouge River near Ottawa.



April/May—Foreign Service officer Abelardo A. Arias outside St. Basil's Cathedral in Moscow.

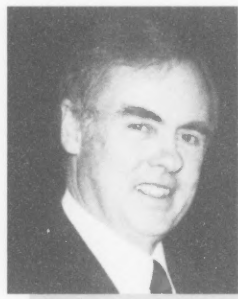
Direct from the D.G.

This column was written by Anthony C.E. Quainton, director general of the Foreign Service and director of personnel.

At a recent town meeting with FSNs at one of our largest overseas posts, a senior FSN aggressively challenged me in the following terms: "You are all 'Carpetbaggers.' You come here to get rich while our salaries are frozen. You can only think of luxury housing. You treat us like inferiors, not as professional colleagues." Needless to say, I was disconcerted at the vehemence of his remarks, which were followed by a round of applause from the audience. His comments, however, have provoked me to think about the larger issue of cross-cultural communications and sensitivity.

One of the things the Department has prided itself on over the years is its understanding of foreign cultures and its ability to interact with people of every race, creed and color. Unfortunately as I have traveled around the world in my first year as Director General, I have been surprised at how often FSNs assert a lack of sensitivity and respect on the part of the American employees of our embassies. But this is not just an overseas attitude. Here in Washington I have often heard our Civil Service colleagues referred to as domestic FSNs in a tone of voice that implies some sort of inferior status or ability.

Everyone, it seems, is seeking an excuse for looking down on someone else. A culture of disdain is not



“
...I have been surprised at how often FSNs assert a lack of sensitivity and respect on the part of the American employees of our embassies. But this is not just an overseas attitude....

The caste consciousness that goes with cone, specialty, grade, gender, race, sexual orientation, and nature of career service has created an atmosphere of recrimination, suspicion, and jealousy that is profoundly dysfunctional.

one that we should allow to continue. The disaggregation of our corporate identity as each element of our career services seeks to promote itself at the expense of another is an extremely unhealthy phenomenon. The caste consciousness that goes with cone, specialty, grade, gender, race, sexual orientation, and nature of career service has created an atmosphere of recrimination, suspicion, and jealousy that is profoundly dysfunctional.

As we begin a new year under the leadership of a new Secretary, I hope each one of us, wherever we are situated in the Department's personnel structure, will concentrate on the larger purposes of American foreign policy rather than on the individual complaints and grievances that we have against an admittedly imperfect system. This does not mean that we must set aside personal ambition and aspiration, or that we should not be concerned about the benefits that come from domestic and/or foreign service, but it does mean a more inclusive rather than exclusive view of our roles, and a greater respect for colleagues both here and overseas. We should neither be nor be seen to be carpetbaggers, out for self-enrichment or self-aggrandizement at the expense of colleagues. The work we do at every level is too important to be undermined by outsiders' perceptions of us as grasping, selfish, and self-centered. □

Ask Dr. Dumont

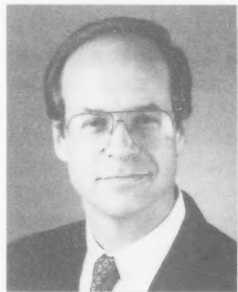
Q.

I am transferring to a new post this summer and need a clearance physical examination. In the past I've gone to my private physician in Washington, D.C., but I've learned that now I must have this examination at the Office of Medical Services examination clinic. I've been told if I lived outside of the Washington, D.C., area I could have it done at a private practice of my choosing. Isn't this inequitable?

AF

A.

You have the following choices of where to have your clearance physical examination: at Post by a local physician, the Foreign Service nurse practitioner or the regional medical officer physician, at your home leave address or in Washington, D.C. Since it would result in an undo financial burden on those who live outside the Washington area to remain here for the purpose of obtaining a clearance physical, we do authorize physicals to be performed at private practices. If, however, you reside within a 50-mile radius of Washington, D.C., we require that the physical be performed in our examination clinic. The Department operates a large facility for the expressed purpose of providing clearance physical examinations. We are experts in this procedure. In addition, we have on



This column by Cedric Dumont, M.D., chief of the Department's Office of Medical Services, appears monthly in State Magazine. 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. Dumont directly. In either case, your post will not be identified.

site many of the most frequently needed specialty consultants. If, during the physical performed in our clinic it is determined that additional medical investigation is required, we will authorize the necessary outside consultation. It would not be fiscally responsible to operate our expert examination clinic and also pay for private examinations in the Washington area. This program assures both the best possible clearance physicals for our employees and their families and that we spend the public's money prudently.

Q.

I have a cataract forming on my left eye. When I was a child my grandfather had this condition and it caused him to be nearly blind. Is blindness from cataracts preventable?

EUR

A.

Yes. In the past several years, there have been tremendous advances in the treatment of cataracts. Even so, cataracts are still the leading cause of vision loss in older adults. A cataract occurs when the lens of the eye becomes cloudy and discolored, usually causing vision to decline gradually. When vision loss cannot be corrected with glasses, special tinted lenses, or adjustment in lighting, and the loss interferes with daily activities, surgery to remove the lens may be recommended. The standard surgical treatment is to break up the cloudy lens and replace it with an artificial one. This procedure is usually performed in a surgical center in the morning and the patient is sent home by afternoon. The surgery is highly successful.

Q.

I'm stationed at a post without an on-site Foreign Service medical officer. Sometimes I have health questions that cannot be answered by the local health unit staff, not emergencies but general concerns. Is there a way for me to get answers to health questions without writing or calling the Regional Medical Officer, physician, or nurse practitioner?

NEA

Ask Dr. Dumont

A.

If you have access to the Internet, there are several sources for you.

1. Doctors Guide to the Internet-Patient Edition. The address is <http://www.psigroup.com/PTGUIDE.HTM>. This site is "under construction" but is full of information.

2. Wellness WEB. The address is <http://www.wellweb.com>

This site has a broad range of topics including some that are in the popular press like prostate cancer and smoking.

3. Go Ask Alice. The address is <http://www.cc.columbia.edu:80/cu/healthwise/alice.html>

This site is Columbia University's. It has a broad scope of health and medical topics. Information is passed in a personal, irreverent tone. One can leave questions and get answers both from Alice and other site users.

Q.

We seem to be bombarded by testimonials to the benefits derived from physical activity. It is my impression that these devotees perpetually overstate the health benefits and rewards of physical

activity. Isn't this just another one of those popular fads which will be replaced next year with something else? Does solid evidence exist that physical activity sustains life and improves overall well being?

ARA

A.

In 1996 the National Institutes of Health convened a Consensus Development Panel on Physical Activity and Cardiovascular Health. The panel developed its conclusions based on the scientific evidence presented in open forum and review of scientific literature. The panel reported that accumulating scientific evidence indicates that physical inactivity is a major risk factor for cardiovascular disease, the nation's number one cause of death. The panel concluded that all Americans should engage in regular physical activity at least appropriate to their capacity. Children and adults alike should set a goal of accumulating at least 30 minutes of moderate-intensity physical activity on most, and preferably all, days of the week. Most Americans have little or no physical activity in their daily lives. Even moderate levels of regular physical activity confer significant health benefits. A moderate-intensity activity performed by previously sedentary individuals results in significant health improvement. Moderate-intensity activities are more likely to be

continued than are high-intensity activities. The goal is to make physical activity an integral part of one's daily life. Intermittent or shorter bouts of activity, at least 10 minutes, including occupational, nonoccupational, or tasks of daily living, also have similar cardiovascular and health benefits if performed at a level of moderate intensity. Beneficial activities include brisk walking, cycling, swimming, home repair and yard work, preferably at least 30 minutes per day. People who are currently engaged in regular sustained physical activity may derive additional health and fitness benefits from becoming more physically active or including more vigorous activity. Current low rates of regular activity in Americans may be partially due to the misperception of many that vigorous, continuous exercise is necessary to reap health benefits. People who are currently sedentary or minimally active should gradually build up to the recommended goal of 30 minutes of moderate activity daily by adding a few minutes each day until reaching their personal goal. The message is clear. Increasing physical activity, even at low levels of intensity, has positive effects on health.

Post of the Month

Windhoek: shades of the American Southwest

This embassy is in the capital of Namibia, a desert nation in southwest Africa. About twice the size of California, Namibia is bordered to the north by Angola, to the east by Botswana, to the south by South Africa, and to the west by the Atlantic.

Windhoek, at an altitude of 5,600 feet, is surrounded by sparsely vegetated mountains, creating an atmosphere reminiscent of the American Southwest. The city boasts a thriving commercial section, good quality roads, and the remnants of German colonial architecture.

Namibia has over 1.4 million people, with an annual growth rate of about 3 percent. The Ovambos and other indigenous peoples comprise most of

the nation, with whites and mixed-race persons comprising another 15 percent. English is the official language, although ethnic languages predominate.

The country exports diamonds, uranium, copper, lead and fish, although a traditional subsistence sector supports most of the population. The nation's economy remains closely linked with South Africa, from whom Namibia gained independence in 1990. The goals of the current, multi-party government include strengthening the agricultural and industrial sectors, upgrading education and enhancing the rural infrastructure.

Namibia's natural environment has significant populations of endangered species, including the cheetah and the

black rhino, as well as the world's oldest desert, the Namib. Foreign Service staffers and their families there are featured as part of our continuing series.



A resident of Etosha National Game Park.



Sand and wind create the patterns of Namib Desert.

Post of the Month: Windhoek



Cooling it. Melissa and Matt Drouin, children of economic officer Phil Drouin, at Lake Otjikoto.

Shopping. A Herrero woman outside store in northern Namibia.



Hard rock art. John Bruton, son of consular officer Robert Bruton, with prehistoric rock engravings.



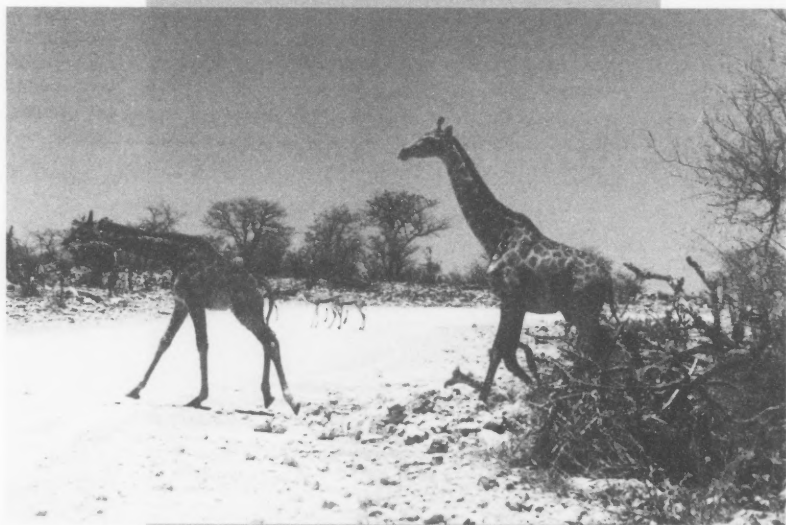
*Having a ball. At the Hash House Harriers Ball: economic officer **Phil Drouin** and wife **Nancy**, right, with rotational officer **Julie Adams**.*

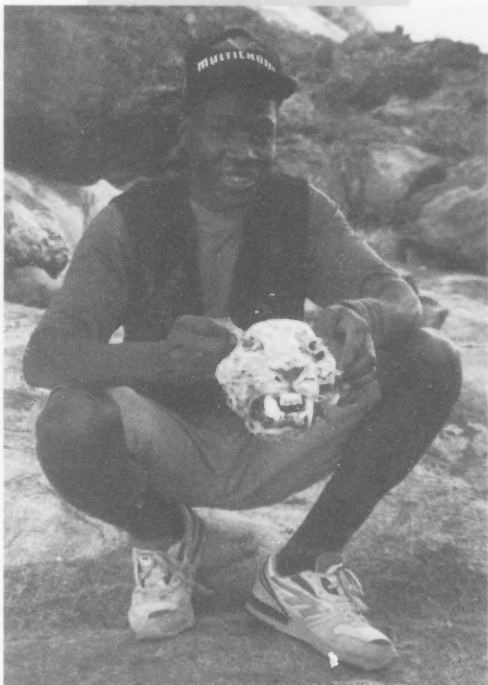
Post of the Month: Windhoek



Baskets, anyone? Communicator Amanda Gilke at a village in Purros.

*Ahead by several necks.
Residents of Etosha National
Game Park.*





*Handle with care. Mail clerk
Englehardt Kamuzeuao displays a
leopard skull found in the Khomas
Hochland Highlands.*

*Back to school. Ambassador
George Ward with a teacher at
Oupumako Combined School, a
joint AID/Peace Corps project in
basic education.*



Post of the Month: Windhoek

Mountains matter. Spitzkoppe the "Matterhorn of Namibia."



*Pedaling for a purpose. The embassy cycling team, from left: political officer **Louis Mazel**, DCM **Kathy Peterson**, Mr. Mazel's wife, **Kathy Peterson**, regional security officer **Larry Salmon**, consular officer **Robert Bruton**.*

Dunes Day. Playing in the dunes of Sossusvlei are Amanda Gilke and Lutz Gilke.



*All aboard.
Embassy families
on safari.*

Post of the Month: Windhoek



*Trooping the line. The embassy line dance troupe from left: **Wanda Kennicott, Julie Adams,** and officers from the South African and British Embassies, perform at Windhoek International School event.*



*Beauty and the best. The embassy staff with **Chelsi Smith,** center, Miss Universe.*

1996 Foreign Service promotion statistics

The Bureau of Personnel has prepared the following statistical summary of promotions granted on the basis of recommendations made by the 1996 selection boards. The data show the number of members who competed, the number promoted, and the percentage of those who competed and were promoted. Additionally, the data give the average time-in-class and length of

service of employees eligible to compete for promotion, and those promoted. Readers should note, the Bureau stressed, that the data have little significance for competition groups with relatively small numbers of promotion opportunities.

The data are organized by class and primary skill code (i.e., functional field for generalists and occupational

category for specialists). Multi-functional promotions of generalists in classes 01, 02, and 03, are shown in separate groups by cone. A summary explanation of the groups at each level is provided below; detailed information on this aspect may be obtained from the 1996 selection board precepts.

Competition Groups	Number Competed	Number Promoted	Percent Competed Promoted	Average Time-in-Class of Competed	Average Time-in-Class of Promotees	Average Length of Service Completed	Average Length of Service Promotees
FEMC TO FEMC (Classwide competition of all eligible officers)							
Administrative Generalist	36	0	0.0	6.2	0.0	24.8	0.0
Consular	19	0	0.0	5.2	0.0	27.7	0.0
Economic	61	0	0.0	5.8	0.0	28.4	0.0
Political	110	2	1.8	6.0	8.5	29.0	30.5
Labor Officers	2	0	0.0	5.0	0.0	34.5	0.0
Psychiatrist	3	0	0.0	8.3	0.0	16.0	0.0
Security officers	2	0	0.0	7.0	0.0	29.5	0.0
Medical Officers	3	0	0.0	5.7	0.0	13.7	0.0
EST Officers	1	0	0.0	7.0	0.0	30.0	0.0
Total	237	2	0.8	5.9	8.5	27.8	30.5

GENERALIST FEOC TO FEMC (Classwide competition of all eligible officers and competition by cone)							
Administrative Generalist	50	3	6.0	4.3	4.3	21.9	17.7
Consular	46	2	4.3	4.7	5.5	24.5	22.5
Economic	54	4	7.4	4.8	5.0	24.1	21.0
Political	106	8	7.5	4.5	4.6	24.0	21.1
Labor Officers	1	0	0.0	5.0	0.0	35.0	0.0
EST Officers	8	0	0.0	5.5	0.0	19.1	0.0
Total	265	17	6.4	4.6	4.9	23.6	20.8

Eastern Michigan University
Library

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1996 Foreign Service promotion statistics

Competition Groups	Number Completed	Number Promoted	Percent Completed Promoted	Average Time-in-Class of Completed	Average Time-in-Class of Promotees	Average Length of Service Completed	Average Length of Service Promotees
FS-1 to FEOC (Multi-functional competition of all eligible officers and competition by cone; eligibles include only those requesting threshold review)							
Functional Promotions							
Administrative Generalist	98	8	8.2	6.3	7.4	20.6	18.1
Consular	72	4	5.6	6.6	5.8	22.0	13.5
Economic	78	5	6.4	6.1	5.8	21.3	18.8
Political	152	5	3.3	6.3	6.4	20.9	15.6
Labor Officers	2	1	50.0	8.0	7.0	21.0	21.0
EST Officers	6	1	16.7	5.2	5.0	19.0	10.0
Multi-functional Promotions							
Administrative Generalist	19	1	5.3	5.7	4.0	19.4	17.0
Consular	39	3	7.7	6.9	4.7	20.2	15.3
Economic	31	3	9.7	6.3	5.3	21.1	18.3
Political	98	7	7.1	6.4	7.0	19.8	18.7
Labor Officers	1	0	0.0	7.0	0.0	21.0	0.0
EST Officers	3	0	0.0	5.7	0.0	21.0	0.0
Total	422	38	9.0	6.1	6.4	20.4	17.3

A number of officers were competed functionally and multi-functionally. Thus, they are included in both competition groups and the totals are greater than the actual membership of the competition group. If a member was promoted multi-functionally in the first session, he or she was not competed functionally in the second session.

FS-2 to FS-1 (Multi-functional competition of all eligible officers and competition by cone)

Functional Promotions							
Administrative Generalist	145	11	7.6	6.0	5.8	16.3	15.4
Consular	141	8	5.7	6.1	7.9	16.7	19.5
Economic	162	10	6.2	5.8	6.8	14.9	13.5
Political	219	11	5.0	5.8	5.9	16.0	13.8
EST Officers	5	1	20.0	5.4	3.0	13.2	14.0
Multi-functional Promotions							
Administrative Generalist	39	6	15.4	6.6	5.8	15.9	14.0
Consular	61	8	13.1	6.4	7.4	16.0	15.0
Economic	26	6	23.1	6.2	7.0	16.0	16.8
Political	70	17	24.3	6.5	7.2	15.8	16.1
EST Officers	1	0	0.0	7.0	0.0	13.0	0.0
Total	709	78	11.0	5.6	6.7	15.1	15.5

A number of officers were competed functionally and multi-functionally. Thus, they are included in both competition groups and the totals are greater than the actual membership of the competition group. If a member was promoted multi-functionally in the first session, he or she was not competed functionally in the second session.

Competition Groups	Number Completed	Number Promoted	Percent Competed Promoted	Average Time-in-Class of Completed	Average Time-in-Class of Promotees	Average Length of Service Completed	Average Length of Service Promotees
FS-3 to FS-2 (Multi-functional competition of all eligible officers and competition by cone)							
Functional Promotions							
Administrative Generalist	148	20	13.5	4.6	5.0	10.1	10.3
Consular	138	13	9.4	5.3	5.5	10.9	10.6
Economic	136	18	13.2	4.5	4.8	9.6	9.1
Political	177	22	12.4	5.6	6.2	10.8	10.6
EST Officers	2	0	0.0	2.5	0.0	5.5	0.0
Multi-functional Promotions							
Administrative Generalist	52	6	11.5	4.9	6.2	10.3	11.3
Consular	67	8	11.9	5.0	5.5	10.3	10.0
Economic	40	4	10.0	4.9	4.3	9.6	7.5
Political	84	15	17.9	5.2	5.0	9.8	9.9
EST Officers	1	0	0.0	2.0	0.0	10.0	0.0
Total	634	106	16.7	4.8	5.4	9.8	10.1

A number of officers were competed functionally and multi-functionally. Thus, they are included in both competition groups and the totals are greater than the actual membership of the competition group. If a member was promoted multi-functionally in the first session, he or she was not competed functionally in the second session.

FS-4 to FS-3 (Tenured junior officers competed classwide; FP generalists competed by cone or administrative subfunction)							
Administrative Generalist	86	24	27.9	3.9	4.6	5.7	6.8
Consular	115	38	33.0	4.1	4.5	6.0	6.7
Economic	73	26	35.6	3.5	4.0	5.4	5.7
Political	84	29	34.5	3.9	4.3	5.6	6.0
Unconed	120	8	6.7	2.4	3.3	4.2	4.9
Total	478	125	26.2	3.5	4.3	5.3	6.2

Want To Know Where You Stand? Check your Scorecard

The Department wants to make sure that all Foreign Service employees are aware of the existence of an important career management tool—the Foreign Service Scorecard. Your FS Scorecard contains a history of your selection board rankings and is useful in weighing the advantages/disadvantages of past assignments and in planning future career moves. Your FS Scorecard also contains valuable information

related to your tenure record, TIC (Time In Class) date, Selection Threshold Board request date (when FS-1s “open their window”), language proficiency scores, and dates of any LWOPs or separations from the Foreign Service.

Your FS Scorecard is a confidential record and can only be obtained from your Counseling and Assignments Officer in PER/CDA. When requesting your Scorecard, you must provide your

full name, grade, cone, and Social Security number. If you are assigned in the Department, please provide a telephone number where you can be contacted when the Scorecard is ready for pick-up. If you can't pick up your Scorecard in person, you must provide written delivery instructions. If you are assigned overseas, your Scorecard will

continued on page 44

1996 Foreign Service promotion statistics

Competition Groups	Number Completed	Number Promoted	Percent Completed Promoted	Average Time-in-Class of Completed	Average Time-in-Class of Promotees	Average Length of Service Completed	Average Length of Service Promotees
FS-1 to FEOC (Multi-functional competition of all eligible officers and competition by cone; eligibles include only those requesting threshold review)							
Functional Promotions							
Administrative Generalist	98	8	8.2	6.3	7.4	20.6	18.1
Consular	72	4	5.6	6.6	5.8	22.0	13.5
Economic	78	5	6.4	6.1	5.8	21.3	18.8
Political	152	5	3.3	6.3	6.4	20.9	15.6
Labor Officers	2	1	50.0	8.0	7.0	21.0	21.0
EST Officers	6	1	16.7	5.2	5.0	19.0	10.0
Multi-functional Promotions							
Administrative Generalist	19	1	5.3	5.7	4.0	19.4	17.0
Consular	39	3	7.7	6.9	4.7	20.2	15.3
Economic	31	3	9.7	6.3	5.3	21.1	18.3
Political	98	7	7.1	6.4	7.0	19.8	18.7
Labor Officers	1	0	0.0	7.0	0.0	21.0	0.0
EST Officers	3	0	0.0	5.7	0.0	21.0	0.0
Total	422	38	9.0	6.1	6.4	20.4	17.3

A number of officers were competed functionally and multi-functionally. Thus, they are included in both competition groups and the totals are greater than the actual membership of the competition group. If a member was promoted multi-functionally in the first session, he or she was not competed functionally in the second session.

FS-2 to FS-1 (Multi-functional competition of all eligible officers and competition by cone)

Functional Promotions							
Administrative Generalist	145	11	7.6	6.0	5.8	16.3	15.4
Consular	141	8	5.7	6.1	7.9	16.7	19.5
Economic	162	10	6.2	5.8	6.8	14.9	13.5
Political	219	11	5.0	5.8	5.9	16.0	13.8
EST Officers	5	1	20.0	5.4	3.0	13.2	14.0
Multi-functional Promotions							
Administrative Generalist	39	6	15.4	6.6	5.8	15.9	14.0
Consular	61	8	13.1	6.4	7.4	16.0	15.0
Economic	26	6	23.1	6.2	7.0	16.0	16.8
Political	70	17	24.3	6.5	7.2	15.8	16.1
EST Officers	1	0	0.0	7.0	0.0	13.0	0.0
Total	709	78	11.0	5.6	6.7	15.1	15.5

A number of officers were competed functionally and multi-functionally. Thus, they are included in both competition groups and the totals are greater than the actual membership of the competition group. If a member was promoted multi-functionally in the first session, he or she was not competed functionally in the second session.

Competition Groups	Number Completed	Number Promoted	Percent Competed Promoted	Average Time-in-Class of Completed	Average Time-in-Class of Promotees	Average Length of Service Completed	Average Length of Service Promotees
FS-3 to FS-2 (Multi-functional competition of all eligible officers and competition by cone)							
Functional Promotions							
Administrative Generalist	148	20	13.5	4.6	5.0	10.1	10.3
Consular	138	13	9.4	5.3	5.5	10.9	10.6
Economic	136	18	13.2	4.5	4.8	9.6	9.1
Political	177	22	12.4	5.6	6.2	10.8	10.6
EST Officers	2	0	0.0	2.5	0.0	5.5	0.0
Multi-functional Promotions							
Administrative Generalist	52	6	11.5	4.9	6.2	10.3	11.3
Consular	67	8	11.9	5.0	5.5	10.3	10.0
Economic	40	4	10.0	4.9	4.3	9.6	7.5
Political	84	15	17.9	5.2	5.0	9.8	9.9
EST Officers	1	0	0.0	2.0	0.0	10.0	0.0
Total	634	106	16.7	4.8	5.4	9.8	10.1

A number of officers were competed functionally and multi-functionally. Thus, they are included in both competition groups and the totals are greater than the actual membership of the competition group. If a member was promoted multi-functionally in the first session, he or she was not competed functionally in the second session.

FS-4 to FS-3 (Tenured junior officers competed classwide; FP generalists competed by cone or administrative subfunction)

Administrative Generalist	86	24	27.9	3.9	4.6	5.7	6.8
Consular	115	38	33.0	4.1	4.5	6.0	6.7
Economic	73	26	35.6	3.5	4.0	5.4	5.7
Political	84	29	34.5	3.9	4.3	5.6	6.0
Unconed	120	8	6.7	2.4	3.3	4.2	4.9
Total	478	125	26.2	3.5	4.3	5.3	6.2

Want To Know Where You Stand? Check your Scorecard

The Department wants to make sure that all Foreign Service employees are aware of the existence of an important career management tool—the Foreign Service Scorecard. Your FS Scorecard contains a history of your selection board rankings and is useful in weighing the advantages/disadvantages of past assignments and in planning future career moves. Your FS Scorecard also contains valuable information

related to your tenure record, TIC (Time In Class) date, Selection Threshold Board request date (when FS-Is “open their window”), language proficiency scores, and dates of any LWOPs or separations from the Foreign Service.

Your FS Scorecard is a confidential record and can only be obtained from your Counseling and Assignments Officer in PER/CDA. When requesting your Scorecard, you must provide your

full name, grade, cone, and Social Security number. If you are assigned in the Department, please provide a telephone number where you can be contacted when the Scorecard is ready for pick-up. If you can't pick up your Scorecard in person, you must provide written delivery instructions. If you are assigned overseas, your Scorecard will

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1996 Foreign Service promotion statistics

Competition Groups	Number Completed	Number Promoted	Percent Completed Promoted	Average Time-in-Class of Completed	Average Time-in-Class of Promotees	Average Length of Service Completed	Average Length of Service Promotees
Specialists FEOC to FEMC (completed by occupational category)							
Diplomatic Courier	1	0	0.0	2.0	0.0	33.0	0.0
Psychiatrist	1	0	0.0	2.0	0.0	7.0	0.0
Security officer	13	1	7.7	4.5	6.0	22.3	20.0
Information Management	3	0	0.0	3.3	0.0	30.0	0.0
Construction Engineer	3	0	0.0	5.3	0.0	16.3	0.0
Medical Officers	8	2	25.0	4.0	5.0	9.5	9.5
Narcotics	1	0	0.0	2.0	0.0	10.0	0.0
Total	30	3	10.0	4.2	5.7	18.5	13.3

FS-1 to FEOC (Eligibles include only those requesting threshold review)

Info Mgmt Technical	2	0	0.0	4.0	0.0	22.5	0.0
Information Management	17	1	5.9	4.9	3.0	25.4	28.0
Diplomatic Courier	2	0	0.0	4.0	0.0	30.5	0.0
Psychiatrist	2	1	50.0	4.0	3.0	4.0	3.0
Security officer	43	1	2.3	5.6	6.0	20.8	25.0
Security Engineer	9	2	22.2	7.4	8.0	19.7	21.0
Construction Engineer	5	1	20.0	5.2	4.0	10.6	9.0
Medical Officers	6	2	33.3	4.3	4.5	4.3	4.5
Narcotics	1	0	0.0	10.0	0.0	10.0	0.0
Total	87	8	9.2	5.5	5.5	19.7	14.9

FS-2 to FS-1

Finance	34	4	11.8	7.0	9.5	15.4	14.5
Personnel	9	2	22.2	4.7	8.5	16.6	19.5
General Services	15	1	6.7	5.7	6.0	19.9	16.0
Information Management	67	7	10.4	4.6	4.0	19.2	17.9
Info Mgmt Technical	12	1	8.3	5.0	6.0	18.7	22.0
Diplomatic Courier	5	0	0.0	4.0	0.0	30.2	0.0
Security officer	145	3	2.1	6.5	11.3	16.9	20.3
Facilities Maintenance	4	2	50.0	4.3	4.0	8.3	9.5
Security Engineer	42	1	2.4	5.5	4.0	11.4	9.0
Construction Engineer	8	3	37.5	5.0	6.0	9.3	9.3
Nursing	11	1	9.1	7.1	5.0	20.0	15.0
Narcotics	4	1	25.0	5.5	7.0	7.0	8.0
Total	356	26	7.3	5.9	6.8	16.7	15.5

Competition Groups	Number Completed	Number Promoted	Percent Completed Promoted	Average Time-in-Class of Completed	Average Time-in-Class of Promotees	Average Length of Service Completed	Average Length of Service Promotees
FS-3 to FS-2							
Finance	28	10	35.7	4.1	4.1	7.6	8.6
Personnel	9	5	55.6	3.8	3.2	17.0	12.0
General Services	30	5	16.7	4.5	5.8	12.3	14.0
Information Management	68	16	23.5	4.4	3.6	16.5	16.4
Info Mgmt Technical	49	2	4.1	6.6	6.0	14.4	14.5
Diplomatic Courier	11	1	9.1	4.6	3.0	26.7	9.0
Security officer	170	15	8.8	4.2	3.9	10.2	9.7
Security Engineer	22	10	45.5	4.0	3.8	8.0	7.9
Facilities Maintenance	9	3	33.3	3.7	3.3	4.0	4.3
Construction Engineer	4	3	75.0	3.5	4.0	4.5	5.3
Medical Technician	4	1	25.0	10.5	12.0	19.5	23.0
Nursing	14	1	7.1	7.1	11.0	12.4	16.0
Secretaries	13	0	0.0	5.1	0.0	27.8	0.0
Narcotics	1	1	100.0	6.0	6.0	6.0	6.0
Total	432	73	16.9	4.7	4.3	12.6	11.2

FS-4 to FS-3							
Finance	4	2	50.0	3.8	1.0	11.5	17.0
Personnel	5	3	60.0	4.0	4.3	20.2	15.0
General Services	31	12	38.7	4.7	5.4	7.4	8.9
Information Management	117	25	21.4	3.8	3.4	15.9	14.6
Info Mgmt Technical	62	5	8.1	4.4	4.0	7.0	6.4
Diplomatic Courier	29	2	6.9	3.7	3.5	10.4	9.0
Security officer	134	24	17.9	4.0	4.8	7.0	8.2
Security Engineer	6	3	50.0	3.7	3.7	6.2	8.3
Facilities Maintenance	13	9	69.2	2.5	2.9	2.7	3.0
Construction Engineer	2	2	100.0	1.5	1.5	1.5	1.5
Nursing	4	2	50.0	3.5	3.5	3.8	4.5
Secretaries	78	0	0.0	4.2	0.0	23.0	0.0
Total	485	89	18.4	4.0	4.0	12.0	9.7

1996 Foreign Service promotion statistics

Competition Groups	Number Completed	Number Promoted	Percent Completed Promoted	Average Time-in-Class of Completed	Average Time-in-Class of Promotees	Average Length of Service Completed	Average Length of Service Promotees
Specialists FEOC to FEMC (completed by occupational category)							
Diplomatic Courier	1	0	0.0	2.0	0.0	33.0	0.0
Psychiatrist	1	0	0.0	2.0	0.0	7.0	0.0
Security officer	13	1	7.7	4.5	6.0	22.3	20.0
Information Management	3	0	0.0	3.3	0.0	30.0	0.0
Construction Engineer	3	0	0.0	5.3	0.0	16.3	0.0
Medical Officers	8	2	25.0	4.0	5.0	9.5	9.5
Narcotics	1	0	0.0	2.0	0.0	10.0	0.0
Total	30	3	10.0	4.2	5.7	18.5	13.3

FS-1 to FEOC (Eligibles include only those requesting threshold review)

Info Mgmt Technical	2	0	0.0	4.0	0.0	22.5	0.0
Information Management	17	1	5.9	4.9	3.0	25.4	28.0
Diplomatic Courier	2	0	0.0	4.0	0.0	30.5	0.0
Psychiatrist	2	1	50.0	4.0	3.0	4.0	3.0
Security officer	43	1	2.3	5.6	6.0	20.8	25.0
Security Engineer	9	2	22.2	7.4	8.0	19.7	21.0
Construction Engineer	5	1	20.0	5.2	4.0	10.6	9.0
Medical Officers	6	2	33.3	4.3	4.5	4.3	4.5
Narcotics	1	0	0.0	10.0	0.0	10.0	0.0
Total	87	8	9.2	5.5	5.5	19.7	14.9

FS-2 to FS-1

Finance	34	4	11.8	7.0	9.5	15.4	14.5
Personnel	9	2	22.2	4.7	8.5	16.6	19.5
General Services	15	1	6.7	5.7	6.0	19.9	16.0
Information Management	67	7	10.4	4.6	4.0	19.2	17.9
Info Mgmt Technical	12	1	8.3	5.0	6.0	18.7	22.0
Diplomatic Courier	5	0	0.0	4.0	0.0	30.2	0.0
Security officer	145	3	2.1	6.5	11.3	16.9	20.3
Facilities Maintenance	4	2	50.0	4.3	4.0	8.3	9.5
Security Engineer	42	1	2.4	5.5	4.0	11.4	9.0
Construction Engineer	8	3	37.5	5.0	6.0	9.3	9.3
Nursing	11	1	9.1	7.1	5.0	20.0	15.0
Narcotics	4	1	25.0	5.5	7.0	7.0	8.0
Total	356	26	7.3	5.9	6.8	16.7	15.5

Competition Groups	Number Completed	Number Promoted	Percent Completed Promoted	Average Time-in-Class of Completed	Average Time-in-Class of Promotees	Average Length of Service Completed	Average Length of Service Promotees
FS-3 to FS-2							
Finance	28	10	35.7	4.1	4.1	7.6	8.6
Personnel	9	5	55.6	3.8	3.2	17.0	12.0
General Services	30	5	16.7	4.5	5.8	12.3	14.0
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Security officer	170	15	8.8	4.2	3.9	10.2	9.7
Security Engineer	22	10	45.5	4.0	3.8	8.0	7.9
Facilities Maintenance	9	3	33.3	3.7	3.3	4.0	4.3
Construction Engineer	4	3	75.0	3.5	4.0	4.5	5.3
Medical Technician	4	1	25.0	10.5	12.0	19.5	23.0
Nursing	14	1	7.1	7.1	11.0	12.4	16.0
Secretaries	13	0	0.0	5.1	0.0	27.8	0.0
Narcotics	1	1	100.0	6.0	6.0	6.0	6.0
Total	432	73	16.9	4.7	4.3	12.6	11.2

FS-4 to FS-3							
Finance	4	2	50.0	3.8	1.0	11.5	17.0
Personnel	5	3	60.0	4.0	4.3	20.2	15.0
General Services	31	12	38.7	4.7	5.4	7.4	8.9
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Security officer	134	24	17.9	4.0	4.8	7.0	8.2
Security Engineer	6	3	50.0	3.7	3.7	6.2	8.3
Facilities Maintenance	13	9	69.2	2.5	2.9	2.7	3.0
Construction Engineer	2	2	100.0	1.5	1.5	1.5	1.5
Nursing	4	2	50.0	3.5	3.5	3.8	4.5
Secretaries	78	0	0.0	4.2	0.0	23.0	0.0
Total	485	89	18.4	4.0	4.0	12.0	9.7

1996 Foreign Service promotion statistics

Competition Groups	Number Completed	Number Promoted	Percent Completed Promoted	Average Time-in-Class of Completed	Average Time-in-Class of Promotees	Average Length of Service Completed	Average Length of Service Promotees
FS-5 to FS-4							
Information Management Secretaries	267	39	14.6	3.3	4.2	8.3	9.0
	150	14	9.3	4.7	5.3	17.1	16.3
Total	417	53	12.7	3.8	4.5	11.0	10.9
FS-6 to FS-5							
Secretaries	207	26	12.6	4.7	5.4	10.8	10.9
Total	207	26	12.6	4.6	5.4	10.8	10.9
FS-7 to FS-6							
Secretaries	213	33	15.5	3.9	3.9	5.5	5.8
Total	213	33	15.5	3.9	3.9	5.5	5.8

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the total number of conal or multi-functional promotions for the year. That information can be found by consulting

the promotion statistics in this issue of *State Magazine*. □

Promotion Codes

- P Promoted
- R Recommended for promotion but not promoted
- S Mid-ranked (eligible but not recommended for promotion)
- L Low-ranked
- O Low-ranked and identified for referral to the Performance Standards Board
- X Ineligible for consideration for promotion (less than three years in grade)
- Y Non-rate (Boards unable to judge performance due to insufficient material in file)
- Z Ineligible, has not requested STB review—FS-1s only)

Education & Training

Courses: National Foreign Affairs Training Center

Program	Mar	Apr	May	Length
Intensive Area Studies				
Africa, Sub-Saharan (AR 210)	31	—	—	2 Weeks
China (AR 250)	31	—	—	2 Weeks
Europe (AR 291)	31	—	—	2 Weeks
Inter-American Studies (AR 239)	31	—	—	2 Weeks
Near East/North Africa (AR 240)	31	—	—	2 Weeks
South Asia (AR 260)	31	—	—	2 Weeks
Southeast Asia (AR 270)	31	—	—	2 Weeks
Successor States-Soviet Union (AR 281)	31	—	—	2 Weeks

Advanced Area Studies

Andean Republics (AR 533)				
Benelux/European Union/NATO (AR 568)				
Brazil (AR 535)				
Central America (AR 539)				
France (AR 567)				
Francophone Africa (AR 513)				
German-speaking Europe (AR 593)				
Haiti (AR 536)				
Iberia (AR 591)				
Italy (AR 594)				
Lusophone Africa (AR 514)				
Mexico (AR 531)				
Nordic Countries (AR 596)				
Northern Africa (AR 515)				
Southern Cone (AR 534)				
The Caribbean (AR 538)				

These courses are integrated with the corresponding languages and are scheduled weekly for 3 hours. Starting dates correspond to language starting dates.

SLS, Early Morning Courses

Arabic (Modern Standard) (LAD300)	-3	—	—	17 Weeks
Chinese (Standard)	-3	—	—	17 Weeks
French (LFR300)	-3	—	—	17 Weeks
German (LGM300)	-3	—	—	17 Weeks
Italian (LJT300)	-3	—	—	17 Weeks
Portuguese (Brazilian) (LPY300)	-3	—	—	17 Weeks
Russian (LRU300)	-3	—	—	17 Weeks
Spanish (LQB300)	-3	—	—	17 Weeks

* Early morning classes must have a minimum six students to form a class.

SLS, Basic Language Courses (Full-Time Training)

French (LFR100)	—	14	27	24 Weeks
German (LGM100)	—	14	27	24 Weeks
Italian (LJT100)	—	14	27	24 Weeks
Portuguese (BRAZILIAN) (LPY100)	—	14	27	24 Weeks
Spanish (LQB100)	—	14	27	24 Weeks

Resource Center welcomes users

State employees and Foreign Service family members are always welcome at the Career Development Resource Center (CDRC).

CDRC provides free, professional assistance to help individuals identify and implement sound career moves. Two experienced career counselors are available to provide coaching by appointment.

At the CDRC, participants

- learn successful job-hunt strategies, including preparing resumes and federal applications, interviewing skills, and networking.
- gather information to facilitate job-search explorations.
- explore and evaluate job skills, interests, and preferred work situations.

At the CDRC individuals will find a multi-media career-resource center—books, pamphlets, newspapers and catalogues; video and audio tapes; and computer resources, including access to the Internet.

CDRC is located in SA-1 (Columbia Plaza) in Room L 321. The street address is 2401 E St., N.W. Individuals without State badges must use the entrance off E Street, in the block west of 23rd Street.

For information or an appointment, call (202) 663-3042.

1996 Foreign Service promotion statistics

Competition Groups	Number Competed	Number Promoted	Percent Competed Promoted	Average Time-in-Class of Competed	Average Time-in-Class of Promotees	Average Length of Service Completed	Average Length of Service Promotees
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Total	213	33	15.5	3.9	3.9	5.5	5.8

continued from page 41

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Southeast Asia (AR 270)	31	—	—	2 Weeks
Successor States-Soviet Union (AR 281)	31	—	—	2 Weeks

Advanced Area Studies

Andean Republics (AR 533)				
Benelux/European Union/NATO (AR 568)				
Brazil (AR 535)				
Central America (AR 539)				
France (AR 567)				
Francophone Africa (AR 513)				
German-speaking Europe (AR 593)				
Haiti (AR 536)				
Iberia (AR 591)				
Italy (AR 594)				
Lusophone Africa (AR 514)				
Mexico (AR 531)				
Nordic Countries (AR 596)				
Northern Africa (AR 515)				
Southern Cone (AR 534)				
The Caribbean (AR 538)				

These courses are integrated with the corresponding languages and are scheduled weekly for 3 hours. Starting dates correspond to language starting dates.

SLS, Early Morning Courses

Arabic (Modern Standard) (LAD300)	-3	—	—	17 Weeks
Chinese (Standard)	-3	—	—	17 Weeks
French (LFR300)	-3	—	—	17 Weeks
German (LGM300)	-3	—	—	17 Weeks
Italian (LJT300)	-3	—	—	17 Weeks
Portuguese (Brazilian) (LPY300)	-3	—	—	17 Weeks
Russian (LRU300)	-3	—	—	17 Weeks
Spanish (LQB300)	-3	—	—	17 Weeks

* Early morning classes must have a minimum six students to form a class.

SLS, Basic Language Courses (Full-Time Training)

French (LFR100)	—	14	27	24 Weeks
German (LGM100)	—	14	27	24 Weeks
Italian (LJT100)	—	14	27	24 Weeks
Portuguese (BRAZILIAN) (LPY100)	—	14	27	24 Weeks
Spanish (LQB100)	—	14	27	24 Weeks

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At the CDRC, participants

- learn successful job-hunt strategies, including preparing resumes and federal applications, interviewing skills, and networking.
- gather information to facilitate job-search explorations.
- explore and evaluate job skills, interests, and preferred work situations.

At the CDRC individuals will find a multi-media career-resource center—books, pamphlets, newspapers and catalogues; video and audio tapes; and computer resources, including access to the Internet.

CDRC is located in SA-1 (Columbia Plaza) in Room L 321. The street address is 2401 E St., N.W. Individuals without State badges must use the entrance off E Street, in the block west of 23rd Street.

For information or an appointment, call (202) 663-3042.

Education & Training

Courses: National Foreign Affairs Training Center

Program	Mar	Apr	May	Length
SLS, Familiarization & Short Term (FAST) Language Courses				
French (Fast) (LFR200)	17	—	27	8 Weeks
German (LGM200)	17	—	27	8 Weeks
Italian (LJT200)	17	—	27	8 Weeks
Portuguese (Brazilian) (LPY200)	17	—	27	8 Weeks
Russian (LRU200)	17	—	27	8 Weeks
Spanish (LQB200)	17	—	27	8 Weeks
Administrative Training				
Budget & Financial Management (PA 211)	—	—	12	6 Weeks
CFMS-Misc Obligations (PA154)	—	—	19	2 Days
CFMS-Requisition Documents (PA153)	—	—	15	2 Days
CFMS-System Overview & Orientation (PA150)	—	—	13	1 Day
Contracting Officer's Rep. (COR) Update (PA 173)	—	29	—	1 Day
Contracting Officer's Rep. (COR) Trng/Construction (PA 125)	24	—	—	3 Days
FSN Classification and Compensation (PA 232)	—	—	19	2 Weeks
General Services Operation (PA 221)	17	14	12	12 Weeks
How to Be a Certifying Officer (PA 291)				Correspondence Course
How to Be a Contracting Officer Rep. (PA 130)				Correspondence Course
How to Write a Statement of Work (PA 166)				Correspondence Course
ICASS Seminar (Internat. Cooperative Admin. Support Services) (PA245)	12 26	-9 30	14 28	1 Day
Introduction to Simplified Acquisitions & Req. Overseas (PA 222)				Correspondence Course
Management Control Workbook (PA 164)				Correspondence Course
NEPA Trng Domestic Operation (PA 129)	24	—	—	1 Week
Overseas Contracting Officer's Warrant Trng (PA 223)	31	—	—	4 Weeks
Personnel Course (PA 231)	—	28	—	7 Weeks
Property Management for Custodial Officers (PA 135)	13	—	—	2 Days
Training for Overseas Cashier Superior (PA 294)				Correspondence Course
Training for Overseas Cashier (PA 293)				Correspondence Course
Training for Overseas Voucher Examiners (PA 200)				Correspondence Course
Working with ICASS (PA 214) (Internat. Cooperative Admin. Support Services)	18	22	—	4 Days
Consular Training				
Automation-Consular Managers (PC 116)	10	-7	-5	8 Days
Congen Rosslyn Consular (PC 530)				Continuous Enrollment
Consular Orientation (PC 105) (6 Days)				Continuous Enrollment
Immigration Law and Visa Operation (PC 102)				Correspondence Course
Nationality Law and Consular Procedures (PC 103)				Correspondence Course
Overseas Citizens' Services (PC 104) (6 Days)				Correspondence Course
Passport Examiner' Correspondence Course (PC 110)				Correspondence Course

Schell scholarship honors officer

The University of Kentucky's Patterson School of Diplomacy and International Commerce is creating a scholarship honoring the memory of Barbara Schell, a Foreign Service officer killed during the accidental downing of a U.N. helicopter in northern Iraq in 1994.

Beginning with a gift from Ms. Schell's husband, John Laylin, and two anonymous donors, the school seeks to raise enough money to allow a student to complete a three-semester international relations program annually. The school's director, former Foreign Service officer John Stempel, was a colleague of Ms. Schell in Iran and Washington.

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Basic Facilitation & Delivery Workshop (PD 513)	—	-2	—	3 Days
Training and Design Workshop (PD 512)	—	—	-7	3 days
Visual Aid Basics (PD 520)	—	18	—	1 Day
Strategic Planning & Performance Measurement (PD 529)	—	-9	—	2 Days
Leadership & Management Development				
EEO/Diversity Awareness for Managers and Supervisors (PT 107)	-4 10 13 27	10 16 24 28	12 15 21 28	2 Days
Effective Public Speaking/Speech Dynamics (PT 113)	—	-4	—	1 Day
Foreign Affairs Leadership Seminar (PT 119)	—	—	-4	2.2 Weeks
How to Develop Job Aids (PA 166)	—	—	-5	3 Days
Introduction to Management Skills (PT 207)	17	—	12	1 Week
Introduction to Business Process Re-Engineering (PT 128)	-4	—	—	0.5 Days
Managing Change (PT 206)	—	—	21	1 Day
Managing People Problems (PT 121)	—	—	28	3.5 Days
Performance Management Seminar (PP 205)	-3	—	—	3 Days
Teambuilding (PT 129)	11	—	20	1 Day
Information Management Training				
Access 2.0 Intermediate (PS 151)	—	*	—	2 Days
Access 2.0 Introduction (PS 150)	*	*	*	2 Days
Banyan Vines Administration (PS 260)	—	—	23	1 Week
C-Lan End User Training (PS 223)	—	—	-6 27	1 Day
Corporate Systems & Administration (PS 654)	—	—	30	4 Weeks
Excel 5.0 for Windows (PS 170)	*	*	-5	2 Days
	24	*	19	
Excel 5.0 for Windows Intermediate (PS 171)	*	—	*	2 Days
Information Management Seminar (PS 217)	31	—	—	
PowerPoint 4.0 for Windows, Introduction (PS 140)	*	*	*	2 Days
Internet, Concepts (PS 218)	*	-4 18	-2 16	1 Day
	—	—	30	
Introduction to Windows (PS 123)	-4 11 21 25	-1 -8 15 22	-6 13 20 27	1 Day
	—	29	—	
Managing Information Programs (PS 213)	—	—	—	3 Weeks
Microsoft Project (PS 180)	—	28	—	2 Days
MS Mail 3.5 Administration (PS 267)	—	28	—	1 Week
NT Server 3.5 Administration (PS 265)	10	14	19	1 Week

have a grade point average of at least 2.5 and submit official transcripts.

Applications will be available at all five credit union branches beginning Feb.1. Students overseas should contact their post credit union liaisons. To request an application, fax (703) 684-1613. For more information, call (703) 706-5000.

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ACA invites American clubs, schools, chambers of commerce and individual citizens to nominate State staffers who have bolstered U.S. morale. Nominations should include at least one letter of recommendation, citing anecdotes and examples of service to the community, along with the candidate's resume and a recent photo. Nominators should include their names, organizations, e-mail addresses, telephone and fax numbers.

Send nominations to the Thomas Jefferson Award Committee, American Citizens Abroad, P.O. Box 321, 1211 Geneva 12, Switzerland. For more information, contact the association at telephone/fax: (41-22) 347-6847; e-mail: acage@aca.ch/.

Education & Training

Courses: National Foreign Affairs Training Center

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How to Be a Certifying Officer (PA 291)				Correspondence Course
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ICASS Seminar (Internat. Cooperative Admin. Support Services) (PA245)	12 26	-9 30	14 28	1 Day
Introduction to Simplified Acquisitions & Req. Overseas (PA 222)				Correspondence Course
Management Control Workbook (PA 164)				Correspondence Course
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Working with ICASS (PA 214) (Internat. Cooperative Admin. Support Services)	18	22	—	4 Days
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Foreign Affairs Leadership Seminar (PT 119)	—	—	-4	2.2 Weeks
How to Develop Job Aids (PA 166)	—	—	-5	3 Days
Introduction to Management Skills (PT 207)	17	—	12	1 Week
Introduction to Business Process Re-Engineering (PT 128)	-4	—	—	0.5 Days
Managing Change (PT 206)	—	—	21	1 Day
Managing People Problems (PT 121)	—	—	28	3.5 Days
Performance Management Seminar (PP 205)	-3	—	—	3 Days
Teambuilding (PT 129)	11	—	20	1 Day
Information Management Training				
Access 2.0 Intermediate (PS 151)	—	*	—	2 Days
Access 2.0 Introduction (PS 150)	*	*	*	2 Days
Banyan Vines Administration (PS 260)	—	—	23	1 Week
C-Lan End User Training (PS 223)	—	—	-6 27	1 Day
Corporate Systems & Administration (PS 654)	—	—	30	4 Weeks
Excel 5.0 for Windows (PS 170)	*	*	-5 19	2 Days
Excel 5.0 for Windows Intermediate (PS 171)	*	—	*	2 Days
Information Management Seminar (PS 217)	31	—	—	
PowerPoint 4.0 for Windows, Introduction (PS 140)	*	*	*	2 Days
Internet, Concepts (PS 218)	*	-4 18	-2 16	1 Day
	—	—	30	
Introduction to Windows (PS 123)	-4 11 21 25	-1 -8 15 22	-6 13 20 27	1 Day
	—	29	—	
Managing Information Programs (PS 213)	—	—	—	3 Weeks
Microsoft Project (PS 180)	—	28	—	2 Days
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Education & Training

Courses: National Foreign Affairs Training Center

Program	Mar	Apr	May	Length
PC Survival Skills (PS 112)	10 24	-7 21	-5 19	1 Day
PowerPoint 4.0 for Windows, Intermediate (PS 141)	—	28	—	1 Day
Windows for Workgroup User Skill (PS 162)	14	-7	-9	1 Day
Windows NT 3.5 Administration (PS 264)	*	-7	12	1 Week
Workgroups for Windows Administration (PS 262)	18	—	-6	3 Days
Word 6.0 for Windows (PS 132)	-5 12 19 26	-2 -9 16 23	-7 14 21 28	2 Days
Word 6.0 for Windows Intermediate (PS 133)	—	30	—	2 Days
Word 6.0 for Windows, Advanced (PS 146)	*	*	*	2 Weeks

* These classes are full and since all computer classes fill quickly, please contact the Office of the Registrar, (703) 302-7147, to find out about the enrollment status.

Junior Officer Training and Orientation Training

Orientation for Foreign Service Officers (PG 101)	13	—	—	11 Weeks
Orientation for Designated Posts (PN 112)	11	—	20	4 Days
Orientation for Civil Service Employees (PN 105)	—	-1	—	3 Days
Orientation for Foreign Service Specialist (PN 106)	31	—	—	3 Weeks
Introduction to Working in an Embassy (PN 113)	—	12	—	2 Days

Washington Tradecraft (PT 203)	—	—	12	2 Weeks
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Office Management Training

Better Office English: Written (PK 225)	-3	—	—	1 Week
Better Office English: Oral (PK 226)	31	—	—	1 Week
Civil Service Training for Entering Personnel (PK 104)	—	-4	—	2 Weeks
Drafting Correspondence (PK 159)	24	—	19	1 Week
Effective Speaking & Listening Skills (PK 240)	—	14	—	2 Weeks
Employee Relations (PK 246)	—	15	—	2 Days
Senior Secretarial Seminar (PK 111)	—	—	21	3 Days
Files Management and Retirement (PK 207)	26	23	30	1 Day
Proofreading (PK 143)	12	—	—	1 Day
Supervisor Studies Seminar (PK 245)	24	—	19	1 Week
Travel Regulations and Travel Voucher for Secretaries (PK 205)	—	28	—	1 Day
Writing Effective Letters and Memorandums (PK 241)	17	—	—	1 Week

Political Training

Current Policy Focus (PP 514)	—	16	—	3 Days
Foreign Affairs Interdepartmental Seminar (PP101)	—	—	-5	2 Weeks
Global Issues (PP 510)	-3	—	—	3 Days
Executive Congressional Relations (PP 204)	—	21	—	3 Days
Negotiation Art & Skills (PP 501)	10	—	-5	1 Week

DACOR announces 1997-98 scholarships

The DACOR Bacon House Foundation is offering scholarships for studies at Yale and The Hotchkiss School in the 1997-98 academic year. The awards, open to the children of active and retired Foreign Service officers, are a bequest of the late Ambassador Louis G. Dreyfus Jr.

Hotchkiss will select two students enrolled at the school for \$5,000 scholarships. Applicants should contact the director of admissions, The Hotchkiss School, Lakeville, Conn. 06039-0800, providing evidence of their parent's Foreign Service status.

Awards to Yale students, based on merit, will be made by DACOR in consultation with the university. Undergraduates may receive up to \$5,000; graduate students as much as \$10,000. Preference will be given to students studying foreign affairs.

Fellowships are coordinated by the Yale Center for International and Area Studies, Henry R. Luce Hall, 34 Hillhouse Avenue, New Haven, Conn. 06520.

Aspirants may apply for Dreyfus awards, applicable to university-billed expenses only, at the time of their application for admission to the university. Applicants should send DACOR a copy of their parents' most recent Foreign Service promotion or appointment; a resume, transcripts, letter of interest, including address, telephone and fax numbers; their most

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Security Overseas Seminar				
Advanced Security Overseas Seminar (MQ 912)	25	-8	-6	1 Day
SOS: Security Overseas Seminar (MQ 911)	10	28	19	2 Days
Overseas Briefing Center (non SOS)				
American Studies (MQ 115)	13	—	29	2 Days
Employment Planning (MQ 700)	17	—	—	1 Week
Encouraging Resiliency in Foreign Service Children (MQ 500)	—	19	—	1 Day
English Teaching Seminar (MQ 107)	—	—	13	3 Days
Go Logistics for Adults (MQ 220)	22	—	17	0.5 Days
Go With Kids (MQ 210)	22	—	17	0.5 Days
Go Without Kids (MQ 200)	22	—	17	0.5 Days
Go Logistics for Children (MQ 230)	22	—	17	0.5 Days
Introduction to Foreign Service Life (MQ 100)	-3	—	19	1 Week
Introduction & Effective Training Skills (MQ 111)	—	—	-5	1 Week
Legal Consideration for Foreign Service (MQ 854)	—	—	28	0.2 Days
Life After the Foreign Service (MQ 600)	—	-8	—	2 Days
Personal Finances and Investments (MQ 852)	12	—	—	0.2 Days
Post Options for Employment and Training Overseas (POET) (MQ 703)	21	—	—	1 Day
Regulations, Allowances, and Finances (MQ 104)	—	23	—	3 Days
Targeting the Job Search (MQ 704)	18	—	—	2 Days
Tax Seminar (MQ 117)	11	-2	—	0.5 Days
Traveling With Pets (MQ 855)	—	30	—	0.2 Days
Career Transition Center				
Job Search Program (RV 102)	31	—	—	13 Weeks
Retirement Planning Seminar (RV 101)	24	—	—	1 Week

recent transcripts and a one-page statement of their academic goals, work experience, awards, and non-academic achievements. Applicants for graduate fellowships should add a second page outlining their career goals.

Send applications to DACOR Bacon House Foundation, 1801 F St., N.W., Washington, DC 20006. The deadline is April 1. For more information, call William Hamilton: (202) 682-0500 or (800) 344-9127; fax: (202) 842-3295.



Recipients of DACOR's scholarships, with DACOR's William and Jeanne Hamilton, from left: Amelie Van Den Bos, Erin Tadie, Timothy Clew, David Kurtzer, Megan Tiedt. (Photo by Michael Marsland, Yale)

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Safety Scene

This column is written by Stephen Urman, director of the Office of Safety/Health and Environmental Management. You may send questions to Mr. Urman, A/FBO/OPS/SAF, SA-6, Room L-300, Washington, D.C. 20522, or write to the editor. (Your privacy will be respected.) Department policy prohibits reprisal actions on employees who express concerns regarding unsafe or unhealthful working conditions.



Q.

We have heard and seen many news reports that air bags have killed infants. Is this really true? How can I protect my baby?

Europe

A.

Although airbags are credited with saving many lives, they have been involved in the deaths of six infants (less than 1 year old) to date in the United States. The fatalities were due to a number of interacting factors. Most babies are protected by rear-facing safety seats. When placed on the front seat, the infant's seat is located close to the dashboard which houses the passenger side air bag. The air bag is designed to inflate in any frontal collision over about 12 miles per hour. The bag opens at a rate of about 140-200 miles per hour and is fully inflated in several thousandths of a second. This force is necessary to protect passengers from striking the windshield or dash. When an air bag inflates it strikes the infant seat and the baby with overwhelming force and drives the baby into the passenger seat, potentially causing a fatal

head injury. The severe trauma is complicated by the fact that infants are extremely delicate. A very common contributing factor is the parents' failure to read the instructions for installing and using the infant seat.

The safest place for a passenger, and especially infants, is in the middle of the back seat. Even though the U.S. Department of Transportation and the automobile industry are working on other means of protecting infants, most depend upon an adult switching off the air bag. Because reliance on human action is not the best method of control, an infant must always be placed out of the range of a deploying air bag.

Q.

I reside in an apartment compound where the landlord provides pest control treatments. From time to time the landlord has someone spray chemical pesticides in my apartment and common areas on the compound. My question is how can I be sure that these chemicals are appropriate and pose no health risks to me and my family. I have two small toddlers.

Middle East

A.

The scenario you described is one that has given us a great deal of concern. For government-owned and long-term leased properties the post provides pest control measures. In properties such as yours, however, this may not be the case. We recently had an incident at a post where the landlord used a local contractor to spray an insecticide mixture in some common areas in an apartment building to control crawling insects. The resulting odors caused a number of occupants to report medical symptoms such as headaches and nausea. Our advice to posts is to work with their landlords to agree to have proposed pesticides and application measures reviewed by post officials for suitability before any treatment is initiated. This requires the cooperation of the landlord which may not always be obtainable. You also could ask the landlord to advise you of any pesticide treatments in advance of the application date, especially in your apartment, and you could then ask your Post occupational safety health officer to review the application before it commences. SHEM provides technical assistance on matters of this type to Post occupational safety health officers.

The Department's policy on pest control is to use chemical pesticides only after self-help, do-it-yourself measures have proven ineffective. For example, in your apartment you should use flyswatters, snap traps (for mice), aerosol sprays for

knocking down flying insects, and disposable bait stations for ants and cockroaches. These are the types of products you would use in your U.S. residence. These products, coupled with good sanitation practices, should minimize the need for using chemical pesticides. In the event pesticide treatments are necessary, you and your family (including pets) should not be present during spraying and re-entry should be only after the treated areas are well ventilated and all surfaces are dry. Food and food-preparing surfaces should always be covered.

Q.

My last post had an active SHEM Committee, and it was a good source of information as well as a forum to bring SHEM concerns to management's attention. My new post doesn't have one. Aren't posts required to establish SHEM Committees?

Africa

A.

As you discovered, a Safety/Health and Environmental Management Committee can be a valuable tool to assist posts in emphasizing and promoting a SHEM program. It is a convenient means of getting the word out and receiving feedback on employees' concerns. The Committee, chaired by the deputy principal

officer, addresses concerns that cross functional lines and provides a mechanism for establishing and accomplishing program goals and objectives. Its membership, requirements, and functions are detailed in 6 FAM 614. To assist those posts without these Committees, we are in the process of publishing an implementation module. It provides basic guidelines on Committee membership, functions and responsibilities and offers sample agendas and topics for consideration. You may wish to discuss the benefits of a Committee with your post occupational safety health officer and request that one be established at post.

Q.

I learned recently from a colleague about a U.S. lawsuit resulting in a multi-million dollar judgment against a keyboard manufacturer for repetitive stress injuries suffered by some of their customers. What is a repetitive stress injury, and how does using a keyboard cause it?

Asia

A.

A repetitive stress injury is one that affects the musculoskeletal system. Injuries to the musculoskeletal system occur through long-term repeated movement of limbs. The injury occurs in the connective tissue between the muscles and bones because of overuse. A

commonly known condition called tennis elbow is a repetitive stress injury. The repetitive stress injury affecting keyboard users is referred to as carpal tunnel syndrome. Symptoms of this injury are pain, tingling and numbness in the hands and fingers of typists. The number of repetitive stress injuries is growing rapidly, costing employers \$20 billion in workers' compensation each year.

Keyboards do not cause repetitive stress injuries per se. Improper positioning of keyboards, however can lead to repetitive stress injuries for the user. Users can avoid injury by keeping their wrists extended straight out from the hand and by not resting their hands on the desk or keyboard. This can be accomplished by using an adjustable keyboard tray that can be raised and lowered as needed or by raising or lowering the keyboard user's chair to a height that places them in the appropriate position. Typists should also incorporate short breaks in their work schedule (alternative activity) to give muscles and joints a chance to rest, further reducing the chance of injury.

By the way, the keyboard manufacturer lost the law suit for failing to put a warning label on the keyboard advising users that injuries could result from improperly using the keyboard.

Civil Service Personnel

Promotions (December)

GG-9

Simek, Zoltan, Paris

GS-5

Kaslick, Wilbur, Boston Passport Agency
Massie, Brian D., Economic and Business Affairs
Murray, Velonda M., Consular Affairs
Robinson, Michelle Dennise, Language Services

GS-6

Couch Jr., Thomas M., Executive Secretariat
King, Angela M., Washington Passport Agency
Love, Denise Renee, Consular Affairs

GS-7

Bannister, La Tricia A., Near Eastern Affairs
Blake, Regina, Language Services
Coyle, William R., Office of Information Management
Estes, Marlene C., Diplomatic Security
Holmes, Juanita Beatrice, Diplomatic Security
Jones, Darius D., Bureau of Personnel
Kern, Jeffrey R., Operations Center
Robinson, Maura Nicole, Bureau of Public Affairs
Romagnoli, Nicole M., Diplomatic Security
Ross, Michelle H., Stamford Passport Agency
Thompson, Curtis Bernard, Office of the Inspector General
Williams, Eric R., Office of Information Management

GS-8

Devlin, Beverly J., Administration
Hatchett, Patrick O., Administration
O'Neill, Josephine G., Administration
Williams, Mamie Y., Office of Information Management

GS-9

Allen, Tami Tha, Bureau of Personnel
Bazemore, Lisa C., Office of the Chief Financial Officer
Brown, Eric C., Administration
Foster, Jane H., New Orleans Passport Agency
Hadrick, Dennis Franklin, Administration
Herbert, Michael Darrell, Diplomatic Security
Ma, Michael J., Office of the Legal Adviser
Messner, Patricia Boyd, Office of Allowances
Murphy, Christina Y., Population, Refugees, and Migration

Naylor Jr., Marshall A., Language Services
Nelson, Teresa A., Office of Information Management

Porter, Stacey B., New Orleans Passport Agency

Price, Penny L., Administration
Riabouchinsky, Jo Anne S., Office of Inspector General

Robinson, James Lewis, New York Passport Agency

Williams, Britany D., New Orleans Passport Agency

Williams, Kevin Fairfax, Intelligence and Research

GS-11

Botse, Paul R., Administration
Burns, Patty M., Diplomatic Security
Canton, Jacqueline A., Office of the Secretary

Cato, Derek, Oceans Bureau
Comegys, Lisa R., Administration
Hartranft, Christopher R., Oceans Bureau
Hawkins, Denitra Thorne, Administration

Jackson, Carolyn, Diplomatic Security
Litschauer, Virginia L., Inter-American Affairs

Mackall, Carolyn E., Office of the Chief Financial Officer

Malone, W. David, Office of the Chief Financial Officer

Martin, Timothy P., Consular Affairs

McCree-Green, Carol E., Office of Information Management

Miller, Janette, Office of Information Management

Pryor, Carlene, B., Intelligence and Research

Waldo, Jeffrey Scott, European Affairs
Watson, Sabrina M., International Organization Affairs

GS-12

Bassle, Michel K., Office of the Legal Adviser

Bell, Anthony R., Office of Information Management

Hogan, Ann Elizabeth, Office of the Inspector General

Houston Jr., George C., Office of Information Management

James, Wanda M., Bureau of Personnel
Parker, Yvonne Leola, Diplomatic Security

GS-13

Brenton, Patrick M., Office of Information Management

Gee, Carl I., Diplomatic Security

Knee, Lori G., Foreign Buildings Office
Larkin, Ana Victoria, Bureau of Personnel
Morgan, Rod, Office of Information Management

Ohta, Sharon E., Executive Secretariat
Tufo Jr., Joseph A., Boston Passport Agency

GS-14

Finn, Nancy Kay, Honolulu Passport Agency

Lears, Michael F., Foreign Buildings Office
Zielyk, Marta Natalia, Language Services

GS-15

Garcia, Paul, Office of the Secretary
Monte-White, Kay J., Office of the Secretary
Urban, John D., Office of the Inspector General

Appointments (December)

Barnes, Harry R., Office of the Legal Adviser

Esser, Barbara Elisabeth, Economic and Business Affairs

Fine, William, Language Services

Goodman, Carl, State Magazine

Harley-Bell, Jacqueline M., Chicago Passport Agency

Kaplan, Samuel I., Consular Affairs
Kieswetter, Elisa M., Foreign Service Institute

Martin, Lawrence C., Office of Information Management

Munoz, Jolene A., Foreign Service Institute
Murdock, Stephanie M., Consular Affairs

Nordstrom, Susan D., Foreign Service Institute

Weinschenk, Andrew J., Economic and Business Affairs

Reassignments (December)

Bryant, Sheila M., Pre-Assignment Training to Office of Information Management

Henson-Bell, Monica Noreen, Office of the Under Secretary for Management to Oceans Bureau

Hunter, Jo-Ann L., International Organization Affairs to Consular Affairs

Payne, Wendy E. C., Political-Military Affairs to Office of Allowances

Silva, John Christian, Administration to Office of Information Management

Yuan-Winter, Christine Bo, Foreign Buildings Office to International Organization Affairs

Resignations (December)

Addison, Eugenia T., Office of Information Management
Amaral, Pamela Ann, Office of the Under Secretary for Management
Bradley, Wanda Faye, International Narcotics and Law Enforcement Affairs
Brown, Angela Marie, Office of the Legal Adviser
Cirino, Edwin, International Organization Affairs
Clendenen, Boyd Dale, Medical Services
Coppage, Gail M., Office of Legislative Affairs
Cousin, Ertharin, Office of the Under Secretary for Management
Dougherty, Michelle S., Office of the Inspector General
Giampietro, Adam, Diplomatic Security
Goldbeck, Michelle, Foreign Service Institute
Hagler, Zembrallynn, Houston Passport Agency
Hourigan, Brendan P., Office of the Chief Financial Officer
King Whitmire, Cynthia D., Office of the Under Secretary for Management
Massaro, Linda P., Bureau of Personnel
McGuire, Laura N., Office of Language Services
Meads, Tere' Niche', Consular Affairs
Miller, Gaile G., Foreign Buildings Office
Moon, Seung-Dae, Foreign Buildings Office
Morrison, Kimberly Lynn, European Affairs
Nicklas, John M., Office of Overseas Schools
O'Sullivan, Judith R., Office of the Legal Adviser
Pedry, Margery F., Population, Refugees, and Migration
Peters, Forrest A., Office of the Inspector General
Randall, Eric Leon, Consular Affairs
Springmeier, Kathi Ann, Administration
Valenzuela, Arturo Arms, Inter-American Affairs
Vanderloo, Peter L., Office of the Legal Adviser
Washington, Anthony D., Office of Information Management
Wesley, Tiajuana Denise, Miami Passport Agency
Wood, Valerie Ann, Foreign Buildings Office

Retirements (December)

Adler, Maureen Flynn, Office of the Chief Financial Officer
Anderson, Barbara T., Bureau of Personnel
Brown, Kenneth Columbus, Language Services
Chapman, Daniel O., Office of Information Management
Chuang, Yvonne B., Office of Information Management
Chung, Andrew H., Office of Information Management
Dear Jr., Douglas S., Bureau of Personnel
Eakin, Anne G., Office of the Under Secretary for Management
Finlayson, Patricia Glenn, Foreign Buildings Office
Harris, Anne C., European Affairs
Hughes Jr., Charles, Executive Secretariat
Johnson, Mattye L., Near Eastern Affairs
Kendrew, Claudia D., East Asian and Pacific Affairs
Maddux, Annie Ruth, Administration
Procter, Mary E., Office of the Under Secretary for Management
Robinson, Lawanna E., East Asian and Pacific Affairs
Small, David H., Office of the Legal Adviser
Snuggs, M. Ann, Office of Information Management
Staggs Jr., Carl D., Foreign Buildings Office
Taylor, Curtis H., Executive Secretariat
Todorov, Aneta B., Foreign Service Institute
Ward, Emily G., Bureau of Personnel
Wilds, Billie A., Office of the Secretary

Promotions (January)

GM 15

Buckley, Thomas, Office of the Secretary

GS-3

Alvarez, Russell T., New York Passport Agency

GS-4

Murphy, Brian D., New Orleans Passport Agency
Watson, Lisa M., New Orleans Passport Agency
Weaver, Terry H., New Orleans Passport Agency
Williams, Lorene K., New Orleans Passport Agency

GS-5

Alvarez, Livier, San Francisco Passport Agency
Ballard, Lisa B., Boston Passport Agency
Benavides, Eduardo, Chicago Passport Agency
Coleman, Kevin T., Boston Passport Agency
Easley, Caroline, Chicago Passport Agency
Egan, Daniel R., Boston Passport Agency
Ehimwenman, Victoria M., Chicago Passport Agency
Escobar, Philomena, San Francisco Passport Agency
Flores, Lilian C., Los Angeles Passport Agency
Gerrald, Blanchie V., Consular Affairs
Gleckner, Carolanne, Philadelphia Passport Agency
Griffith, Kim L., Los Angeles Passport Agency
Gunter, Fannie L., New Orleans Passport Agency
Healey, Judith K., Consular Affairs
Johnson, Uron T., Consular Affairs
Lai, Alice, Boston Passport Agency
Lee, Bang Ja, Seattle Passport Agency
McAdams, James C., Philadelphia Passport Agency
McKinnies, Urselanda, New Orleans Passport Agency
Miller, Cathy Denise, Chicago Passport Agency
Murphy, Kathleen A., Seattle Passport Agency
Nelson, Rosa M., Philadelphia Passport Agency
O'Connor, Valerie, New Orleans Passport Agency
Pepin, Gerard D., Boston Passport Agency
Sellers, Mary E., Philadelphia Passport Agency
Tatum, Karen D., Chicago Passport Agency
Taylor, David A., Philadelphia Passport Agency
Thompson, Wanda V., New York Passport Agency
Turano, Catherine M., New York Passport Agency
Winchester, Ernestine, Consular Affairs

GS-6

Carter, Paula M., Consular Affairs
Jenkins, Tyra D., Foreign Buildings Office

GS-7

Artis, Annie M., Office of Information Management
Coley III, William L., Philadelphia Passport Agency

Civil Service Personnel

Promotions (December)

GG-9

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Williams, Britany D., New Orleans Passport Agency

Williams, Kevin Fairfax, Intelligence and Research

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McCree-Green, Carol E., Office of Information Management

Miller, Janette, Office of Information Management

Pryor, Carlene, B., Intelligence and Research

Waldo, Jeffrey Scott, European Affairs
Watson, Sabrina M., International

Organization Affairs

GS-12

Bassle, Michel K., Office of the Legal Adviser

Bell, Anthony R., Office of Information Management

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Houston Jr., George C., Office of Information Management

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Zielyk, Marta Natalia, Language Services

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Monte-White, Kay J., Office of the Secretary
Urban, John D., Office of the Inspector General

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Weinschenk, Andrew J., Economic and Business Affairs

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Silva, John Christian, Administration to Office of Information Management

Yuan-Winter, Christine Bo, Foreign Buildings Office to International Organization Affairs

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Addison, Eugenia T., Office of Information Management
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Cirino, Edwin, International Organization Affairs
Clendenen, Boyd Dale, Medical Services
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Cousin, Ertharin, Office of the Under Secretary for Management
Dougherty, Michelle S., Office of the Inspector General
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Meads, Tere' Niche', Consular Affairs
Miller, Gaile G., Foreign Buildings Office
Moon, Seung-Dae, Foreign Buildings Office
Morrison, Kimberly Lynn, European Affairs
Nicklas, John M., Office of Overseas Schools
O'Sullivan, Judith R., Office of the Legal Adviser
Pedry, Margery F., Population, Refugees, and Migration
Peters, Forrest A., Office of the Inspector General
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Springmeier, Kathi Ann, Administration
Valenzuela, Arturo Arms, Inter-American Affairs
Vanderloo, Peter L., Office of the Legal Adviser
Washington, Anthony D., Office of Information Management
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Wood, Valerie Ann, Foreign Buildings Office

Retirements (December)

Adler, Maureen Flynn, Office of the Chief Financial Officer
Anderson, Barbara T., Bureau of Personnel
Brown, Kenneth Columbus, Language Services
Chapman, Daniel O., Office of Information Management
Chuang, Yvonne B., Office of Information Management
Chung, Andrew H., Office of Information Management
Dear Jr., Douglas S., Bureau of Personnel
Eakin, Anne G., Office of the Under Secretary for Management
Finlayson, Patricia Glenn, Foreign Buildings Office
Harris, Anne C., European Affairs
Hughes Jr., Charles, Executive Secretariat
Johnson, Mattye L., Near Eastern Affairs
Kendrew, Claudia D., East Asian and Pacific Affairs
Maddux, Annie Ruth, Administration
Procter, Mary E., Office of the Under Secretary for Management
Robinson, Lawanna E., East Asian and Pacific Affairs
Small, David H., Office of the Legal Adviser
Snuggs, M. Ann, Office of Information Management
Staggs Jr., Carl D., Foreign Buildings Office
Taylor, Curtis H., Executive Secretariat
Todorov, Aneta B., Foreign Service Institute
Ward, Emily G., Bureau of Personnel
Wilds, Billie A., Office of the Secretary

Promotions (January)

GM-15

Buckley, Thomas, Office of the Secretary

GS-3

Alvarez, Russell T., New York Passport Agency

GS-4

Murphy, Brian D., New Orleans Passport Agency
Watson, Lisa M., New Orleans Passport Agency
Weaver, Terry H., New Orleans Passport Agency
Williams, Lorene K., New Orleans Passport Agency

GS-5

Alvarez, Livier, San Francisco Passport Agency
Ballard, Lisa B., Boston Passport Agency
Benavides, Eduardo, Chicago Passport Agency
Coleman, Kevin T., Boston Passport Agency
Easley, Caroline, Chicago Passport Agency
Egan, Daniel R., Boston Passport Agency
Ehimwenman, Victoria M., Chicago Passport Agency
Escobar, Philomena, San Francisco Passport Agency
Flores, Lilian C., Los Angeles Passport Agency
Gerrald, Blanchie V., Consular Affairs
Gleckner, Carolanne, Philadelphia Passport Agency
Griffith, Kim L., Los Angeles Passport Agency
Gunter, Fannie L., New Orleans Passport Agency
Healey, Judith K., Consular Affairs
Johnson, Uron T., Consular Affairs
Lai, Alice, Boston Passport Agency
Lee, Bang Ja, Seattle Passport Agency
McAdams, James C., Philadelphia Passport Agency
McKinnies, Urselanda, New Orleans Passport Agency
Miller, Cathy Denice, Chicago Passport Agency
Murphy, Kathleen A., Seattle Passport Agency
Nelson, Rosa M., Philadelphia Passport Agency
O'Connor, Valerie, New Orleans Passport Agency
Pepin, Gerard D., Boston Passport Agency
Sellers, Mary E., Philadelphia Passport Agency
Tatum, Karen D., Chicago Passport Agency
Taylor, David A., Philadelphia Passport Agency
Thompson, Wanda V., New York Passport Agency
Turano, Catherine M., New York Passport Agency
Winchester, Ernestine, Consular Affairs

GS-6

Carter, Paula M., Consular Affairs
Jenkins, Tyra D., Foreign Buildings Office

GS-7

Artis, Annie M., Office of Information Management
Coley III, William L., Philadelphia Passport Agency

Civil Service Personnel



*Acting Under Secretary for Management **Patrick Kennedy** presents the Small Business Contractor of the Year Award to **Lota Mushaw**, president and chief executive officer of LAM Associates.*

*OFFICE OF THE INSPECTOR GENERAL—**Diane Eickman**, center, receives an award from **Eric Holder**, U.S. Attorney for the District of Columbia, for aiding in the investigation of the murder of a U.S. citizen and the abduction and torture of another by Guatemalan security forces. With them is Inspector General **Jacquelyn Williams-Bridgers**.*



Feldman, Marsha, Foreign Buildings Office
Kates, Vicki C., New Orleans Passport Agency
Medley, Keacha Dwan, Philadelphia Passport Agency
Mitchell III, Samuel C., Office of Information Management
Peterson, Willia Mae, Languages Services
Quijano, Antonio Asombrado, Los Angeles Passport Agency
Seeley, Douglas A., Miami Passport Agency
Sheldon, Nickolai W., Inter-American Affairs
Taylor, Regina, Office of Information Management

GS-8

Wilson, Cynthia, Foreign Service Institute

GS-9

Burrell, Kay Arey, Office of the Secretary
Dobbs, Michael, Consular Affairs
Greene, Lee F., Philadelphia Passport Agency
Marshall, Sheila E., Bureau of Personnel
Ossi, Gregory J., Office of the Legal Adviser
Simpkins, Donald Edward, National Passport Center Portsmouth
Waldo, Robin Elizabeth, Office of the Inspector General

GS-11

Albro, Denise A., Boston Passport Agency
Bollinger, Carolyn Finas, New Orleans Passport Agency
Bracken, Karen Ann, Philadelphia Passport Agency
Brown, Russell Kent, New Orleans Passport Agency
Butler, Laurie K., Seattle Passport Agency
Cahill, Alice M., Los Angeles Passport Agency
Carter, Joyce Y., Philadelphia Passport Agency
Catanese, Jane E., New Orleans Passport Agency
Chavez, Maria Guadalupe, San Francisco Passport Agency
Choy, Alexander, New York Passport Agency
Crosby, Kimberly E., Office of Information Management
Cross, Gloria J., Consular Affairs
Doty, James B., Office of the Inspector General
Fernandez, Maria Antonieta, Inter-American Affairs
Gilbert, Kathryn A., Chicago Passport Agency
Graff, Tracy H., San Francisco Passport Agency

Helm, Kathleen A., International Organization Affairs
Horita, Gail N., Honolulu Passport Agency
Inamasu, Carol S., Honolulu Passport Agency
Lane, Michael John, Seattle Passport Agency
Lebaron, Jean F., Near Eastern Affairs
Lewis, Gilbert W., New York Passport Agency
Llorens-Persons, Nina M., Philadelphia Passport Agency
Maisano, Anthony George, Philadelphia Passport Agency
Mandler, Peter Coit, San Francisco Passport Agency
McGeachy, Joan Ellen, Los Angeles Passport Agency
Nguyen, Maily Luong, Seattle Passport Agency
O'Connor, Carol A., Boston Passport Agency
Olson, Poonsin D., Consular Affairs
Person, Karl R., Consular Affairs
Ramos, Joselito Pelina, Los Angeles Passport Agency
Raynes, Sandra, Inter-American Affairs
Riddle, Timothy S., Languages Services
Rios, Rosario, Inter-American Affairs
Rourke, Patricia M., Boston Passport Agency
Russea-Williams, Carol P., New York Passport Agency
Schaidt, Linda, Philadelphia Passport Agency
Shiro, Evelyn E., New Orleans Passport Agency
Shelton, Tyrone K., Consular Affairs
Snyder, Edward T., Inter-American Affairs
Wadium, Elizabeth Mary, Consular Affairs
Wanderer, Richard, Seattle Passport Agency
Welch, Patrice M., Boston Passport Agency
Winins, Vanessa Etheridge, New Orleans Passport Agency
Wood, William Randolph, Consular Affairs
Woods, Ivory, Boston Passport Agency
Yepez Soberanis, Angelina, Inter-American Affairs
Yuan, Margarida Maria, San Francisco Passport Agency

GS-12

Capelli Jr, Stephen L., Diplomatic Security
Dermaut, Jacque M., Bureau of Personnel
Jacobik, Elizabeth Ann, Administration
Porter, Charles C., Administration, Building Management
Powell, Shera F., Office of Information Management
Presley, Curtis E., Administration
Shkeyrov, Yuri, Languages Services

GS-13

Bevins, Randall James, Consular Affairs
Botts, Eric Christopher, Houston Passport Agency
Brophy, Barbara Joyce, Los Angeles Passport Agency
Christian, Steven A., Stamford Passport Agency
Cornaby, John Gwyther, Seattle Passport Agency
Douglas, Minda Harvey, San Francisco Passport Agency
Doyle, Elizabeth, Los Angeles Passport Agency
Eisele, Sylvia S., Houston Passport Agency
Hoffman, Michael Alan, New York Passport Agency
Holobaugh, Gregory, Office of the Legal Adviser
Houston, Linda Anne, Houston Passport Agency
Ikels, Judy L., Bureau of Personnel
King, Susan M., Foreign Buildings Office
Lamplugh, Marianne E., Philadelphia Passport Agency
Larson, Linda A. Tetsutani, Seattle Passport Agency
Lewis, Edward P., Office of Information Management
Linares, Luis A., New York Passport Agency
McHale, Ellen-Marie, European Affairs
Money, Brenda M., Philadelphia Passport Agency
Persons, Michael H., Philadelphia Passport Agency
Pitterle, Elissa Guitron, Intelligence and Research
Pusateri Jr, Philip J., New Orleans Passport Agency
Silva, Michael A., San Francisco Passport Agency
Simmons, Donna M., Diplomatic Security

GS-14

Borak, Bretislav K., Foreign Buildings Office
Chesman, Barbara M., Consular Affairs
Lewis, Celeste T., Washington Passport Agency
Meehan, Sheila M., Philadelphia Passport Agency
Stater, Timothy M., Economic and Business Affairs

Civil Service Personnel

GS-15

Barrett, Ann Mary, National Passport Center
Portsmouth
Blake, Donald E., Diplomatic Security
Collins Jr., William, New York Passport
Agency
Gunn, Joyce, New Orleans Passport Agency
Hansen, Hans, San Francisco Passport
Agency
Liu, Christine H., Office of Information
Management
Malcomson, William G., Houston Passport
Agency
Middleton, Maria Di Sante, Philadelphia
Passport Agency

Appointments (January)

Atkins, John B., Consular Affairs
Bellocchi, Luke Peter, Consular Affairs
Bowab, Joseph W., Political-Military Affairs
Brown, Nicola Dawn, Foreign Service
Institute
Burney, Robert G., Medical Services
Ferguson, James M., Boston Passport Agency
Gilbert, Stacy Ann, Population, Refugees,
and Migration
Griffith, Gladis C., Office of the Inspector
General
Hill, Natalie A., Foreign Service Institute
Miller, Laverne, Foreign Service Institute

Pitt, Joyce R., Foreign Service Institute
Schlaeppli, Janice E., Foreign Service Institute

Reassignments (January)

Bannister, Michael B., Consular Affairs to
Executive Secretariat
Jones, Marilyn D., Pre-Assignment Training
to Office of Information Management
Kent, Deborah S., Foreign Buildings Office to
Bureau of Personnel
McDonald, Angela R., Policy, Planning and
Management to Office of the Inspector
General
West, Mary B., Office of the Legal Adviser to
Oceans Bureau

Resignations (January)

Adame, Elvia I., Inter-American Affairs
Donilon, Thomas E., Public Affairs
Ervin II, Roger M., African Affairs
Gaston, Charlene Jeanette, Diplomatic
Security
Grant, Twila L., Consular Affairs
Hill, Janette, European Affairs
Horowitz, Mark Bruce, Executive Secretariat
Huling, Richard W., Seattle Passport Agency
Justice, Maria M., Foreign Buildings Office
Kiefel, Erik Dale, Political-Military Affairs
Lloyd, Angela Rochell, Diplomatic Security

McDermott, Catherine M., Public Affairs
Midgett, Patricia A., Population, Refugees,
and Migration
Moran, Travis A., Office of the Inspector
General
Pellet, Robert, Foreign Service Institute
Ramirez, Paul A., Houston Passport Agency
Scheer, Dagnija, Office of Information
Management
Soukup, Jeffrey Allen, Public Affairs
Speer, Patricia Monica, Foreign Service
Institute
Tacorda, Joslyn M., Los Angeles Passport
Agency
Tavaglione, Anne M., Medical Services
Tillett, Anita M., Executive Secretariat
Williams, Mary M., Office of the Under
Secretary for Management

Retirements (January)

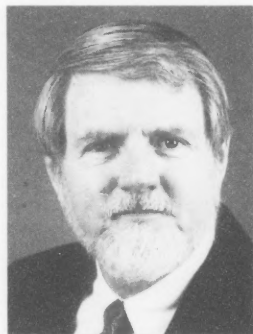
Berger, Kay Ellen, Office of Information
Management
Jones, John A., Office of Information
Management
Mantel, Robert Bruce, Political-Military
Affairs
Noaks, Shirley N., Office of Information
Management
Sanders, Harry L., Office of Information
Management
Shahin, Charlotte F., Office of Information
Management

Goodman assumes editorship

Carl Goodman is the new editor of *State Magazine*. He comes to State from the National Imagery and Mapping Agency (NIMA) where he was managing editor of that agency's monthly employee magazine.

Mr. Goodman began his public affairs career in government in 1978 with the Architectural and Transportation Barriers Compliance Board. He left the board in 1986 to direct regional public affairs activities for the Defense

Logistics Agency's Boston office. He returned to Washington in 1989 as a public affairs officer for



the Defense Mapping Agency. The agency became part of NIMA in October 1996.

A former public information officer with the U.S. Army Europe, Mr. Goodman was an information officer at Virginia Tech and reporter for the Atlanta Constitution. He also taught English in the public and private schools of Georgia.

Mr. Goodman earned a master's in communications from the University of Tennessee at Knoxville and a bachelor's in English from Berry College at Rome, Ga. An adjunct faculty member at Northern Virginia Community College, he is president of the National Capital Chapter of the National Association of Government Communicators.



ADMINISTRATION—Joseph Lake, deputy assistant secretary for information management, left, and Robert Bubniak, chief of the Digital Systems Program Division, display awards from the International Definity Users Group for innovations to the Department's telephone system.



Three retiring Foreign Service nurse practitioners were honored for their "century of distinguished service." They are, from left, second row, **Arlyne Heerlein**, **Anne Murray** and **Mickey McGuire**. Honoring the three retirees are, front row, **Anne Saloom**, **Becky Miller**, **Kumi Cross**, and, standing, **Susan Houck**, **B.J. Harrick** and **Susan Smith**. (The photo appeared with incorrect identification in the November/December 1996 issue.)



MANILA—Foreign Service national **Alejandro Lopez**, center, receives a retirement certificate for 30 years of service from Ambassador **Thomas Hubbard**. With them is Mr. Lopez' sister, **Lourdes del Rio**.

Foreign Service Personnel

Appointments (December)

Goodwin, Gayle E., Tunis
Holmstrom, Todd C., Pre-Assignment
Training
Neely, Timothy D., Foreign Service Institute
Schwartz, David, Harare

Transfers (December)

Adams, Michael W., Office of Information
Management to Nairobi
Aldridge, George W., African Affairs to
Addis Ababa
Allison III, Henry J., Financial Service
Center to Tegucigalpa
Allison, Kristin Labarre, Medical Services to
Cairo
Alvarez, Mirta, Democracy, Human Rights
and Labor to Tijuana
Anderson, Constance A., Vancouver to
Consular Affairs
Angell, Wanda K., Madrid to San Salvador
Anshe, Ralph Dhelo, Karachi to Near
Eastern Affairs
Arnold, Mary Emma, Pre-Assignment
Training to Lahore
Aronhime, Joseph E., Manama to Islamabad
Ashley, Charlie H., Warsaw to Singapore
Audroue, Kenneth R., Foreign Service
Institute to Beijing
Baird, Whitney Young, Lome to Dakar
Baker II, Darryll P., Bogota to Inter-
American Affairs
Baker, Christopher A., Milan to Diplomatic
Security
Baker, Tamara L., Bogota to Inter-American
Affairs
Balek Jr., Arthur J., Guatemala to Beirut
Barks-Ruggles, Erica Jean, African Affairs to
Executive Secretariat
Barnes, Dorothy E., Managua to San Jose
Barnicle, Mary Monica, Mexico City to
Foreign Service Institute
Barry, Kevin Michael, Diplomatic Security to
Madrid
Baum, Patricia Bailey, Consular Affairs to
Foreign Service Institute
Becelia, Joseph E., San Jose to Bureau of
Personnel
Beecroft, Robert M., Amman to European
Affairs
Benedicto, Lincoln V., Bogota to Mexico City
Bergeron, Jennifer K., Islamabad to Tunis
Berry, Nancy, Vienna to Bureau of Personnel
Bill, Frank L., Near Eastern Affairs to Beirut
Bjork, Michael J., Office of Information
Management to Beijing
Blanton Jr., John E., Medical Services to La
Paz

Boone, Rudolph Frederick, Georgetown to
Accra
Bordie, Helena R., East Asian and Pacific
Affairs to Foreign Service Institute
Boulware, Mark M., Bamako to Yaounde
Brandt, Mark R., Lusaka to Dakar
Brazeal, Aurelia E., Nairobi to East Asian
and Pacific Affairs
Brenner, Jeremy Beckley, Brasilia to
Intelligence and Research
Brindle, John C., Bonn to European Affairs
Brizze, David Noel, Seoul to London
Brogden, Pamela D., Career Mobility
Program to Bureau of Personnel
Brokenshire, Kent C., Executive Secretariat
to Yaounde
Brucker, Katherine Ann, Port-au-Prince to
Bonn
Bruning, Paul V., Kiev to European Affairs
Bryan, Katharine C., European Affairs to
Moscow
Bryla, Mary K., European Affairs to Zagreb
Buck, Ralph M., International Narcotics and
Law Enforcement Affairs to Hanoi
Buentello, David, Manila to Bogota
Bunch, Phillip L., Minsk to Reykjavik
Burger, David John, Lahore to Singapore
Burns, Brendan Robert, Bangkok to
Freetown
Byers, Steven M., Valletta to European
Affairs
Cadwell, Dan L., Ankara to European Affairs
Campbell, Therman C., Foreign Service
Specialist Intake to Belgrade
Carey, Glenn William, Riyadh to Kingston
Carrig, Stephen J., Foreign Service Institute
to Karachi
Carson, Anne, Foreign Service Institute to
Minsk
Carty, Lisa A., International Narcotics and
Law Enforcement Affairs to Population,
Refugees, and Migration
Chaplin, Bruce R., Yaounde to Havana
Chapoteau, Jean-Rene, Addis Ababa to San
Salvador
Cheng, Mark D., Hong Kong to East Asian
and Pacific Affairs
Cheshes, Martin L., Djibouti to Diplomat-
in-Residence
Chesky, Julianne M., Inter-American Affairs
to Bogota
Clapp, Priscilla, Pretoria to Bureau of
Personnel
Clark, Sherryl Ann, Paris to Port-au-Prince
Clayton, Donald P., Office of Information
Management to Santo Domingo
Cobbs, Bart D., Pre-Assignment Training to
Bangkok
Cohn, Irene P., African Affairs to Bureau of
Personnel
Colin, Thomas J., Foreign Service Institute to
Diplomatic Security
Collins, Scott F., Amman to Diplomatic
Security

Combs, John E., Paramaribo to Freetown
Connell, Michele L. O., Pre-Assignment
Training to Warsaw
Connolly, Susan T., Tallinn to European
Affairs
Cooper, Bruce A., Vienna to Bureau of
Personnel
Creamer, John S., Port-au-Prince to Buenos
Aires
Danzig, Mark, Diplomatic Security to Bureau
of Personnel
Demay, Theresa M., Bangkok to East Asian
and Pacific Affairs
Deroche, Joseph L., Monrovia to Lima
Dever, Matthew Bedford, Abidjan to Brasilia
Dieterich, Mariko E., European Affairs to
Foreign Service Institute
Dixon, Michael Scott, Ashgabat to Warsaw
Dolce, Robert Anthony, London to London
Dollar, Carolyn J., Bureau of Personnel to
Inter-American Affairs
Donahue, Kathleen E., Paris to Kinshasa
Donnelly, Martin T., Guatemala to Diplomatic
Security
Dougherty, Marcia W., Cairo to Geneva
Dubrow, Jeannette P., Brussels to Foreign
Service Institute
Ebe, Jean-Paul S., Manila to Beijing
Ehrman, James J., Manila to Democracy,
Human Rights and Labor
Ellrich, Douglas, Intelligence and Research
to Abu Dhabi
Fierstine, David L., Abidjan to Frankfurt
Finegan, Michael H., Beijing to East Asian
and Pacific Affairs
Flood, Sharon M., Ottawa to Shanghai
Fortney, Edward E., Stockholm to Diplomatic
Security
Fotheringham, Marialuisa N., Addis Ababa
to Tel Aviv
Frank, Frederic W., Bangkok to East Asian
and Pacific Affairs
Frank, Ralph, Office of the Under Secretary
for Management to Bureau of Personnel
Fugate, Alice Kim, New Delhi to London
Gafney, Kerry L., European Affairs to Athens
Gaghen, Rebecca Luana, Caracas Venezuela
to International Organization Affairs
Garcia, Rudolph R., Berlin to Managua
Gard, Ronald M., Office of Information
Management to Foreign Service Institute
Gamer, Joan E., Moscow to Office of
Information Management
George, Michael, Kinshasa to Pretoria
Germain, Ellen J., Pre-Assignment Training
to Tel Aviv
Gilmore, Michael J., Frankfurt
Gilsdorf, Warren Lee, Bonn to Rangoon
Godfrey, Anthony, Minsk to Dublin
Grainger, Charles R., Nairobi to Bangkok
Gregory, Lisa B., Bombay to Tokyo
Griesmer, Laura Ann, Mexico City to
Political-Military Affairs

Foreign Service Personnel

- Griffiths, Barbara J.**, Seoul to Economic and Business Affairs
- Gunn, Lois E.**, Niamey to Bogota
- Haase, Robin L.**, Tallinn to Accra
- Hamann, Kathleen**, Frankfurt to Port-of-Spain
- Harral, Gary Lee**, African Affairs to Bern
- Hart, Paula J.**, Bangkok to Tel Aviv
- Harvey, Robert J.**, Office of Information Management to Phnom Penh
- Hatchell, Preston E.**, Accra to Ankara
- Haviland, Andrew Bauer**, London to Foreign Service Institute
- Hazzard, Carol Lynn**, European Affairs to Rome
- Heckman, Scott Randall**, Doha to Foreign Service Institute
- Heineke, Carol C.**, Bureau of Personnel to Office of the Under Secretary for Management
- Hendry, James J.**, Budapest to European Affairs
- Hennessey, Kathleen M.**, Population, Refugees, and Migration to Caracas Venezuela
- Heskin, Carolyn I.**, Foreign Buildings Office to Kuala Lumpur
- Hevia, Debra L.**, Amsterdam to Executive Secretariat
- Hill-Herndon, Catherine M.**, Helsinki to Economic and Business Affairs
- Hippy, Mark Jeffrey**, Rome to Diplomatic Security
- Hirn, Clyde M.**, Inter-American Affairs to Nairobi
- Hogard, Stephen B.**, Karachi to Sao Paulo
- Holbrook III, Morton J.**, Tokyo to Beijing
- Holloman, Ann Elizabeth**, Ouagadougou to Inter-American Affairs
- Hood, Walter J.**, Bissau to Monrovia
- Horan, Hume A.**, Diplomats-in-Residence to Foreign Service Institute
- Howard, Ross E.**, Paris to Office of Information Management
- Hudson, Bernard K.**, African Affairs to Jeddah
- Humbert, William G.**, Office of Information Management to Beijing
- Hume, Willis Paley**, Office of the Chief Financial Officer to Office of the Under Secretary for Management
- Hunt, Bryan D.**, Pre-Assignment Training to Bissau
- Hurley, Paul F.**, Paris to Vienna
- Huska, Kevin J.**, Rabat to Diplomatic Security
- Hylton, William D.**, Office of Information Management to Frankfurt
- Janssen, John C.**, Office of Information Management to Hanoi
- Jenkins, Henry M.**, Diplomatic Security to Caracas Venezuela
- Jennings, Monika Dietrich**, Kathmandu to Brasilia
- Jensen, David E. T.**, Near Eastern Affairs to Jerusalem
- Johnson, Carolyn R.**, Executive Secretariat to European Affairs
- Johnson, Michael L.**, Beirut to Caracas
- Johnson, Patricia White**, Islamabad to Cairo
- Johnston, Nancy C.**, Manila to Beijing
- Jones Jr., Frank R.**, Lagos to Dakar
- Jones, Douglas David**, Dublin to Executive Secretariat
- Jones, Laurence K.**, International Organization Affairs to Foreign Service Institute
- Justesen II, Benjamin R.**, Political-Military Affairs to International Organization Affairs
- Kaczmarek, Michalene F.**, Foreign Service Institute to Ashgabat
- Karika, Audrey J.**, Sanaa to Budapest
- Kay, Gregory W.**, Tel Aviv to Minsk
- Keil, Charles F.**, Guatemala to Tijuana
- Kelley, Martha Novick**, European Affairs to Paris
- Kelly, Eileen M.**, Diplomatic Security to La Paz
- Kepler, Jean M.**, Bureau of Personnel to Near Eastern Affairs
- Kettner, Eric Randall**, Jakarta to European Affairs
- Kincer, Linda Kay**, Diplomatic Security to Colombo
- King, Thomas M.**, East Asian and Pacific Affairs to Intelligence and Research
- Klein, Esther**, Inter-American Affairs to La Paz
- Klingenmaier, Patricia**, Near Eastern Affairs to Pretoria
- Kmetz, John C.**, Dakar to Intelligence and Research
- Kopp, Evan Andrew**, Mexico City to Bogota
- Kotis, Samuel David**, Singapore to Population, Refugees, and Migration
- Kraft, Steven Herbert**, Melbourne to Colombo
- Krug Jr., William A.**, Kiev to Nato, Brussels
- Laas, Timothy E.**, Mexico City to Conakry
- Lahey, Patrick Leonard**, Democracy, Human Rights and Labor to Guayaquil
- Lampkins, Kenneth J.**, Ankara to Bangui
- Lane, Robert L.**, Nouakchott to Lagos
- Lange, Mary J.**, Office of Information Management to Bureau of Personnel
- Leach, Steven G.**, Wellington to Foreign Buildings Office
- Levine, Jessica**, Santo Domingo to Islamabad
- Limprecht, Joseph A.**, Foreign Service Institute to Tashkent
- Liriano, Mercedes L.**, Inter-American Affairs to Brasilia
- Lofstrom, William L.**, Bogota to Foreign Service Institute
- Loi, James L.**, Pre-Assignment Training to Bucharest
- Long, Kim Michelle**, Almaty to Nassau
- Lucas, Thomas Lawman**, Kathmandu to Moscow
- Lyman, Thomas A.**, Bogota to Financial Service Center
- Macabio, Nemesia J.**, Belgrade to Rio de Janeiro
- Mactaggart, Lee**, Santo Domingo to Manama
- Malott, Frank Stephen**, Bureau of Personnel to Foreign Service Institute
- Manegan, Michael T.**, Diplomatic Security to Manama
- Mango, Diane E.**, African Affairs to Inter-American Affairs
- Maples, Ronald Edward**, Frankfurt to Diplomatic Security
- Marlowe, David R.**, Riyadh to Nicosia
- Martini, Lorenzo A.**, African Affairs to Dakar
- Marwitz, Antoinette S.**, Consular Affairs to Toronto
- Mathews, Linda Marie**, Bureau of Personnel to Foreign Buildings Office
- Mayberry, Alberta**, Dakar to Nouakchott
- Mayer Jr., Vincent**, Office of the Under Secretary for Management to Inter-American Affairs
- McCarthy, Daniel R.**, Diplomatic Security to Lagos
- McCarthy, Michael**, Colombo to Montevideo
- McCray, Jimmie L.**, Bern to Jerusalem
- Meer, S. Ahmed**, Mexico City to Seoul
- Mermon, Carolyn Mary**, Beijing to New Delhi
- Merritt, David V.**, Canberra to Nato, Brussels
- Micheli, Marcus Robert**, Warsaw to Kiev
- Miles, Richard G.**, Bridgetown to Berlin
- Miles, Richard M.**, Moscow to Belgrade
- Miller, Chris R.**, Seoul to East Asian and Pacific Affairs
- Millikan, Desiree A.**, Vladivostok to Milan
- Mills Jr., Ramsey Zack**, Addis Ababa to Canberra
- Monahan, Katherine E.**, Pre-Assignment Training to Warsaw
- Monogue, Sally S.**, Port-au-Prince to Lagos
- Moore, Ralph W.**, Abidjan to Mexico City
- Moos, John Francis**, Kampala to Belgrade
- Moreno, Edgar P.**, Diplomatic Security to Bridgetown
- Moyer, Shelia K.**, Manila to Inter-American Affairs
- Murphy, Patricia A.**, Brasilia to Bureau of Personnel
- Nakasone, Wayne K.**, Tokyo to East Asian and Pacific Affairs
- Neary, Charles**, Hanoi to London
- Noble, David B.**, Diplomatic Security to Paris
- Nowlan, Daniel A.**, Reykjavik to Accra
- O'Brien, Evelyn M.**, Foreign Service Institute to Zagreb



*RIO DE JANEIRO—Junior officer **David Schlaefer**, left, receives the Meritorious Honor Award from Ambassador **Melvyn Levitsky** for his assistance in a case involving an American citizen.*



*GUATEMALA CITY—Ambassador **Donald Planty**, left, receives a 25-year length-of-service certificate from deputy chief of mission **Geraldine Chester**.*

Foreign Service Personnel

- O'Connor, Ann Michelle, Montevideo to Nairobi
- O'Donnell Jr., Edward B., Economic and Business Affairs to Panama
- Olfus, Maurice, Manila to Abidjan
- Olson, Karl Gunnar, Rio de Janeiro to Political-Military Affairs
- Park, Maureen E., Moscow to Baku
- Patterson, Elise Thayer, Guatemala to Nassau
- Payne, Robert David, Foreign Service Specialist Intake to Conakry
- Peterson, Lisa J., Intelligence and Research to Kinshasa
- Pillsbury, Steven Parker, Frankfurt to Bangkok
- Plant, Geoffrey W., Bonn to Valletta
- Poehlitz, Michael William, Bonn to Maputo
- Polcaro, James P., Bangkok to Yaounde
- Pomotto II, Paul P., Conakry to African Affairs
- Price, Linda Kay, Moscow to Belgrade
- Price, Lois A., Intelligence and Research to Near Eastern Affairs
- Recht, Linda Susan, Ottawa to European Affairs
- Rhoades, Patricia Ann, Madrid to Monterrey
- Rizzo, Joanne T., Lima to Kathmandu
- Roberts Jr., Larry D., Lima to Kuala Lumpur
- Roberts, Alison Catherine, Lima to Kuala Lumpur
- Rogers, Penelope A., London to Rio de Janeiro
- Rood, Elizabeth, Moscow to Vienna
- Rooney, John F., Conakry to Diplomatic Security
- Rouzier, Colette M., Prague to Port-au-Prince
- Ruby, Cynthia Marie, Rome to San Jose
- Ruterbories, Julie Ann, Baku to Executive Secretariat
- Salisbury, Wayne Steven, Toronto to Tashkent
- Salmon, Sandra J., Havana to Hermosillo
- Scanlon, Michael H., Vladivostok to Johannesburg
- Scarlett, Earle St. Aubin, European Affairs to Foreign Service Institute
- Schall, Mark D., Phnom Penh to Shenyang
- Schneider, James S., Pre-Assignment Training to Bureau of Personnel
- Schrock, Albert E., Pretoria to Financial Service Center
- Schurman, Christian J., Accra to Diplomatic Security
- Shaffer Jr., Dale L., Bridgetown to Guadalajara
- Sherman, Richard Morey, Political-Military Affairs to Consular Affairs
- Shinske, Ira Andrew, Caracas Venezuela to Diplomatic Security
- Shoemaker, Lori A., Pre-Assignment Training to Seoul
- Shub, Adam M., St. Petersburg to Brasilia
- Siders, Michele M., Pre-Assignment Training to Warsaw
- Silliman, Douglas A., Islamabad to Office of the Secretary
- Silverman, Lawrence Robert, Damascus to Near Eastern Affairs
- Simons, Paul E., Quito to Near Eastern Affairs
- Sims, Marco A., Buenos Aires to Mexico City
- Singer, Theodore J., Damascus to Dhahran
- Slaughter, Sandra K., Lagos to African Affairs
- Smith, Joan V., Montreal to Port-au-Prince
- Smith, John D., Frankfurt to Diplomatic Security
- Smith, Leroy Othello, Paris to Yaounde
- Solberg, Sarah A., Bucharest to Reykjavik
- Solis, Amparito T., Bern to Sao Paulo
- Spence, Melvin T., Near Eastern Affairs to Lagos
- Spiers, Victoria Q., San Salvador to Nairobi
- Starnes, Robert Wayne, Diplomatic Security to Asuncion
- Stein, Sean B., Lagos to Jakarta
- Stevens, Lynn E., Bridgetown to Diplomatic Security
- Stevens, Sandra A., African Affairs to Monrovia
- Stewart, David C., Foreign Service Institute to Ciudad Juarez
- Stewart, Teresa Faye, Yaounde to Maseru
- Stockdale, Anita B., Cape Town to London
- Stofko, James August, Bangkok to Tokyo
- Stone, James W., Niarobi to Caracas Venezuela
- Stonecipher, Charles A., International Organization Affairs to National Democratic Institute for International Affairs
- Straw, Leilani Lee, Rio de Janeiro to Consular Affairs
- Suarez, Jaime, Bangkok to Pretoria
- Suvari, Agu, Lusaka to Brasilia
- Swart, Susan H., Administration to Office of Information Management
- Sykes, Jill Ahearn, Madrid to Guatemala
- Tarrant, James R., Economic and Business Affairs to Secretary of Defense
- Taube, Constance E., Beijing to East Asian and Pacific Affairs
- Taylor, Mark Blair, Rangoon to Intelligence and Research
- Tilton, Juliane D., Rio de Janeiro to Moscow
- Trickel, Janice L., Naha to Manila
- Trimble, Carol, Almaty to Foreign Service Institute
- Triplett, John Chester, La Paz to Pretoria
- Tubaya, Denise G., Office of Information Management to Jakarta
- Tucker, John C., Baku to Bureau of Personnel
- Ullman, Carrie A., Karachi to Wellington
- Varner, John W., Foreign Service Specialist Intake to Tunis
- Verdun, Aubrey V., Yaounde to African Affairs
- Walsh, Patrick William, Port Moresby to Economic and Business Affairs
- Walsh, Thomas J., Toronto to Dusseldorf
- Wanagel Jr., Michael, Diplomatic Security to Lisbon
- Warren, Bruce F., Antananarivo to Diplomatic Security
- Wasilewski, Roman Hugh, European Affairs to Intelligence and Research
- Watson, Eunice K., Nicosia to Bureau of Personnel
- Webster, Christopher White, Khartoum to Economic and Business Affairs
- Weiller, Matthew Alan, Bonn to Tallinn
- Weiner, Janice G., Ankara to European Affairs
- Welker, Robin Jay, Bamako to African Affairs
- Wheeler, Janet Ann, Hong Kong to Rome
- White, Craig Michael, Reykjavik to Kinshasa
- Williams, James Alan, European Affairs to Bureau of Personnel
- Williams, Morris L., Niamey to Havana
- Williams, Phylliss D., Belgrade to Buenos Aires
- Williams, Stephanie Turco, Islamabad to Kuwait
- Williams, Timothy Scott, Libreville to Asmara
- Wilson, Pierre M., Mexico City to Diplomatic Security
- Wohlers, Paul Dashner, Executive Secretariat to Foreign Service Institute
- Wohlman, Merrill C., Ankara to Diplomatic Security
- Wolfe II, James Andrew, Bonn to Berlin
- Wolff, David J., Pre-Assignment Training to Seoul
- Worthington, Sherie R., Islamabad to Manama
- Wurzel, Christopher F., East Asian and Pacific Affairs to International Organization Affairs
- Yameogo, Guadalupe T., Tegucigalpa to Lima
- Yeutter, David M., Bureau of Personnel to Panama
- Yoder, Michael L., Political-Military Affairs to Mexico City
- Young, John Burton, Lima to Jerusalem
- Zangari, Carolyn A., Lusaka to African Affairs
- Zappia, Harold, Manila to Paris
- Zickafoose, David W., Nicosia to Bureau of Personnel
- Zumwalt, James P., Economic and Business Affairs to Foreign Service Institute



AMMAN—Ambassador Wesley Egan Jr. displays a 25-year length-of-service certificate presented to him by his wife, Virginia.



SANTIAGO—FSNs Carolina Pepper, left, and Patricia Jaramillo receive cash awards from deputy chief of mission Charles Shapiro.

Foreign Service Personnel

Resignations (December)

Anthony, Robert M., Auckland
Crenshaw, Carole, Minsk
Gwynn, John Patrick, New Delhi
Himes, Thomas E., Diplomatic Security
Hunt, Susan J., Inter-American Affairs
Manetti, Christina, Leave-Without-Pay
O'Hearne, Brian, Rome, Vatican
Pope, Edward Carol, London
Reinhardt, George N., Abidjan
Ries, Richard R., Bonn
Spivey, Lisa A., Moscow

Retirements (December)

Adams Jr., Alvin P., Peru
Adesso, Elena G., Bureau of Personnel
Allan, L. Stuart, East Asian and Pacific Affairs
Anderson, Laurence Desaix, Hanoi
Aubert, Jack, Office of Information Management
Austin Jr., Robert D., Brasilia
Barquist, Walter E., Pretoria
Barr, Alan Whittier, Vientiane
Barrera, Manuel, Foreign Service Institute
Bergold, Karlene Knieps, Paris
Biddick, Thomas V., Kaohsiung
Bock, J. Richard, East Asian and Pacific Affairs
Bogsonian, Richard W., African Affairs
Brown, David G., East Asian and Pacific Affairs
Brown, Gordon S., Office of the Inspector General
Brown, Kent N., Bureau of Personnel
Burke, J. Grant, Intelligence and Research
Casey Jr., Edward A., Inter-American Affairs
Clunan, James L., Ankara
Connell, James K., Political-Military Affairs
Couch, Thomas M., Office of Information Management
Crosher, Frederick K., Seoul
Crowfoot, Arthur P., Office of Information Management
Daris, Charles L., Jeddah
Dion, Jerrold Mark, Istanbul
Dorris, C. Eugene, Ankara
Dougherty, Martin C., Secretary of Defense
Ensmann, Marion, Dhaka
Falkner, William Robert, Geneva
Farley, Thomas M., Foreign Buildings-Kuwait
Gamble, Roger R., Intransit-Surinam
George, Lloyd R., Stockholm

Hagopian, Floyd H., Asmara
Haines III, George H., Bureau of Administration
Hester, Donald Vance, Political-Military Affairs
Hinson, Sherman N., Lima
Hoffman, William, San Salvador
Hooper, Paul M., Manila
Houdek, Robert G., Ethiopia
Johnson, Joseph H., Office of Information Management
Johnston, Tess, Shanghai
Kennedy, G. Alfred, Toronto
Kessinger Jr., James Joseph, Beirut
Kleinsmith, Alexander, Kuala Lumpur
Kosheleff, Mary J., Bamako
Lijek, Mark Joseph, Near Eastern Affairs
Lowe Jr., George M., Bureau of Personnel
Marcott, Edward J., Economic and Business Affairs
Marcus, Randolph I., Buenos Aires
Marshall, David Bruce, Diplomatic Security
Martin, Thomas G., Secretary of Defense
McAteer, John Egan, Rome, Mission
Meinheit, Harold E., Oslo
Melton, Richard H., Office of the Inspector General
Metrinko, Michael J., Population, Refugees, and Migration
Miles, Afton O., Political-Military Affairs
Millan, William W., Inter-American Affairs
Milligan, Michael L., Milan
Moffitt, William A., Office of the Under Secretary for Management
Mohr, Mark Elliott, Political-Military Affairs
Moore, Ralph R., Canberra
Myers Jr., Robert P., Diplomats-in-Residence
Neal Jr., Alfred H., Guatemala
Nix, John U., International Narcotics and Law Enforcement Affairs
Oleary, David E., Consular Affairs
Olson, V. Edward, Inter-American Affairs
Pelletreau, Nancy Leslie, Consular Affairs
Pelto, John A., Office of Information Management
Penick, Barbara V., Vienna
Perkins, Anthony Carson, Democracy, Human Rights and Labor
Perkins, Edward Joseph, Australia
Pitts, John L., Economic and Business Affairs
Pozorski, David R., European Affairs
Purnell, John A., Political-Military Affairs
Rains, Virginia S., Abu Dhabi
Reuther, David E., Office of Information Management
Rigamer, Elmore F., Medical Services
Salmon Jr., Charles B., Political-Military Affairs
Sandberg, Dennis A., Dublin
Scarlis, Basil George, Athens

Schlamm, Paul I., Economic and Business Affairs
Schmiel, Eugene David, Bureau of Personnel
Smith Jr., Charles B., Political-Military Affairs
Snyder, Robert E., East Asian and Pacific Affairs
Sprick, Karl H., Office of Information Management
Thurman, J. Richard, Office of Information Management
Tomseth, Victor L., Laos
Tua, Benjamin, European Affairs
Tyson, Donald Royal, Bureau of Personnel
Wallen, Richard H., Zurich
Warren Jr., Louis B., Bombay
Widenhouse, Thomas M., Bureau of Personnel
Wilkinson III, Theodore S., Brasilia
Williams, Edward L., Kinshasa
Wilson, Jerry Preston, Office of the Inspector General
Winn, David M., Dhahran
Woodruff, Larry L., Manila
Zeman, Joseph E., Panama

Appointments (January)

Coffman, Steven P., Guangzhou

Transfers (January)

Aber, Richard J., London to Nairobi
Aguayo, Daniel E., Shenyang to Port-au-Prince
Aguilera, Anne M., Bridgetown to Santo Domingo
Ahern, William John, Diplomatic Security to Foreign Buildings Office
Allison, Lynn Alice, Inter-American Affairs to Port-au-Prince
Anania, Jay N., Abu Dhabi to Berlin
Anderson, Gerald C., Warsaw to Foreign Service Institute
Angulo, Michele Renee, Tegucigalpa to Managua
Armstrong, Kyle D., Kuala Lumpur to Diplomatic Security
Ash, E. Charles, Bureau of Personnel to East Asian and Pacific Affairs
Atkinson, Beverly J., Muscat to St. Petersburg
Barrosse, Colombia A., Buenos Aires to Consular Affairs
Bauer, Kevin W., Diplomatic Security to



SEOUL—Consular officer **Thomas Vadja**, left, receives the Superior Honor Award from Ambassador **James Laney** for his role in solving an immigration corruption case.



MONROVIA—Acting public affairs officer **Sultana Varvarousis** displays the "catch of the day"—a 74-pound sailfish, the second-largest on record there.

Foreign Service Personnel

- Tunis
Begin, Alfred Francis, Office of Information Management to Caracas
Berlew, Christopher, Bucharest to Nairobi
Beroud, Marc A., Melbourne to Riga
Bezner, Mark Jeffrey, Istanbul to Vientiane
Block, David A., European Affairs to Warsaw
Booth, Edward D., Foreign Service Institute to Vladivostok
Bridgewater, Pamela E., Durban to Nassau
Brogden, Pamela D., Bureau of Personnel to Office of Information Management
Broksas, Arthur H., Manila to Kuwait
Brougham, Kerry L., Pre-Assignment Training to Jeddah
Brouillette-Rodriguez, A., Pre-Assignment Training to Buenos Aires
Brown, David K., Ndjamena to Inter-American Affairs
Brown, Diana E., European Affairs to Athens
Brown, Karen, Economic and Business Affairs to Foreign Service Institute
Brown, Linda Marie, Consular Affairs to Inter-American Affairs
Byron, Kevin M., Managua to Lagos
Cardona, Herminio F., Office of Information Management to Intelligence and Research
Caskey, Priscilla C., Pre-Assignment Training to Madras
Chicola, Phillip T., Santiago to Inter-American Affairs
Cohen, Lawrence Ellis, Oceans Bureau to Office of the Secretary
Connelly, Maura, Jerusalem to Near Eastern Affairs
Connors, Marilyn Wigle, Paris to European Affairs
Conroy, Carmela A., Pre-Assignment Training to Auckland
Cubbison, Edwin P., New Delhi to Bureau of Personnel
Danzig, Mark, Bureau of Personnel to Diplomatic Security
David, Floraida C., Office of the Secretary to European Affairs
Deramus, Philippa L., Maputo to African Affairs
Dixon, Timothy J., Athens to Diplomatic Security
Dwyer, Stuart A., Office of the Secretary to Paris
Eicher, Stephanie, Bureau of Personnel to Public Affairs
Finer, Karen A., Bern to Islamabad
Fonteneau, Alfred F., Kinshasa to Sarajevo
Haley, William F., Bonn to Brussels
Hamilton, Andrew M., Zagreb to European Affairs
Harding, Jamie, European Affairs to International Organization Affairs
Hawley-Young, Margaret, Economic and Business Affairs to Mumbai
Henke, Marcia K., Brasilia to Dakar
Herring, Michael A., Foreign Service Specialist Intake to Monrovia
Higgins, John Peter, Bogota to Panama
Hill, Camille Diane, Lagos to Yaounde
Hill, Jeffrey R., Office of the Chief Financial Officer to Nato, Brussels
Hoefl, Kenneth J., Bonn to Office of Information Management
Hoff, Michael W., Seoul to Bonn
Hogeman, George H., Dar-es-Salaam to Population, Refugees, and Migration
Hopkins, Alexander M., Diplomatic Security to Abu Dhabi
Hopper, Dianne W., Bureau of Personnel to European Affairs
Huhtala, Marie T., Foreign Service Institute to East Asian and Pacific Affairs
Johnson, Sarah Ann, Office of Information Management to Port-au-Prince
Jones, Scott E., Pakistan to Geneva
Kalla, Richard L., New Delhi to Caracas
Kam, Geraldine L., Office of the Under Secretary for Management to Office of the Chief Financial Officer
Kane, Marian Ann, Bangkok to Sarajevo
Kerper, Sarah E., Bonn to Nicosia
Ketchem, Frederick J., Lima to Diplomatic Security
Kidd, Leigh Ann, Office of Information Management to Foreign Service Institute
Kolb, Melvin Thomas, Maputo to Berlin
Levan, Steven J., European Affairs to Moscow
Licht III, Louis F., Chisinau to Yerevan
Lindsey, Roscoe Howard, Bonn Bax to Maputo
Lucey, Mary Ann, Nicosia to Kiev
Luertzing, Kurt Frederick, Office of Information Management to Political-Military Affairs
Luna, Anne Elizabeth, Nairobi to London
Madden, James H., ACDA to European Affairs
Mancini, Robert C., Jakarta to Nairobi
Mangum, Jacqueline C., Panama to Seoul
Martinek, Maureen A., East Asian and Pacific Affairs to Bureau of Personnel
McGeehan, Mary Grace, Phnom Penh to Port-au-Prince
McRoberts, Kathleen L., Bureau of Personnel to Brazzaville
Mendoza, Eliel J., Buenos Aires to Inter-American Affairs
Merry, E. Wayne, Secretary of Defense to Political-Military Affairs
Metzger, Janice Del, Lagos to Moscow
Michaels, Donna, Vladivostok to Kingston
Michalak, Michael W., East Asian and Pacific Affairs to European Affairs
Miller, Clifton L., African Affairs to Cape Town
Mixson, Christina Irene, Havana to Mexico City
Mooney, William F., Foreign Service Institute to Intelligence and Research
Murphy, Patricia Ann, Inter-American Affairs to Foreign Service Institute
Myers, Sue Ann, San Jose to Vilnius
Nahas, Albert Gabriel, Brussels to Department of Commerce
Nelbach, Keith E., Office of Information Management to Shanghai
O'Hare, Michael W., Dar-es-Salaam to Pretoria
O'Reilly, Kevin M., Buenos Aires to Foreign Service Institute
Olivo Jr., Arnold, Tijuana to Quito
Payne, Suzanne P., Office of the Under Secretary for Management to Foreign Service Institute
Pellet, Maura Vaughan, Office of the Secretary to Mexico City
Pepper, Kathy E., East Asian and Pacific Affairs to Beijing
Perez, James Martin, Monterrey to Valletta
Perreault, Barbara A., International Organization Affairs to European Affairs
Petersen, Wendy McConnell, Nairobi to International Organization Affairs
Philpott, George K., Foreign Service Specialist Intake to Moscow
Plymale, Dwight L., Beijing to Office of Information Management
Polnick, Stephen D., Frankfurt to Diplomatic Security
Polson, Russel Dal, Diplomatic Security to Kinshasa
Praster, Thomas A., Kuwait to Zagreb
Pregano, Virginia C., European Affairs to Valletta
Principe, Amanda C., Damascus to Office of Information Management
Principe, Michael V., Damascus to Office of Information Management
Rapoport, Sheldon J., Ankara to Amman
Reed, Worley Lee, Frankfurt to Diplomatic Security
Reich, Thomas G., Political-Military Affairs to Tokyo
Reno, Douglas A., Cairo to Office of Information Management
Rinn, Jacqueline A., East Asian and Pacific Affairs to Phnom Penh
Rix, Sonja Kay, Johannesburg to Maputo
Ross, Judith Ann, European Affairs to Inter-

American Affairs
Rubin, Eric Seth, Kiev to European Affairs
Ruth, Josef Karl, Paris to European Affairs
Seeds, Kristin M., Brussels to Yaounde
Smith, Joellis, Brasilia to Ndjamena
Smith, Keenan J., Pre-Assignment Training to Kingston
Snell, Terry R., European Affairs to Foreign Service Institute
Spake II, Harold E., Nairobi to Pretoria
Stewart, Curtis M., Monrovia to Canberra
Taube, Constance E., East Asian and Pacific Affairs to Department of Commerce
Tracy, Marlin, Ulaanbaatar to Bureau of Personnel
Trites, William S., Bureau of Personnel to Foreign Buildings-Canada
Truhn, J. Patrick, Foreign Service Institute to Leipzig
Tymorek, John L., Bogota to Diplomatic Security
Vajda, Thomas Laszlo, Seoul to East Asian and Pacific Affairs
Walters, Kelly A., Prague to Office of Information Management
Weber, Janet M., Consular Affairs to Foreign Service Institute
Wells, Sharon S., Geneva to Port-au-Prince
Whitehead, N. Peter, Casablanca to Brussels
Wiedemann, Kent M., East Asian and Pacific Affairs to Rangoon
Willems, John Leonard, Manila to Islamabad
Willis, Ramona, Inter-American Affairs to Lome
Woodley, Jon D., Lome to Office of

Information Management
Yamate, Robert T., Apia to Bureau of Personnel
Zabetakis, Kathryn, European Affairs to Bureau of Personnel

Resignations (January)

Abels, Shirley D., Rio de Janeiro
Alford, Sylena L., Nairobi
Anderson, Bonnie B., Leave-Without-Pay
Brock, Carol L., Leave-Without-Pay
Brown, Cathy Sue, Moscow
Brown, Constance J., Dhaka
Burger, Carmel Gay, Lahore
Carbajal, Noe, Bissau
Carroll, Thomas P., Pre-Assignment Training
Chase, Vivian M., Moscow
Chicola, Victoria, Santiago
Christy, Rebecca S., Leave-Without-Pay
Culp, Edwin Lee, Mexico City
Deitrick Jr., William E., Bratislava
Deroche, Shirley A., Leave-Without-Pay
Eagan, Vincent A., Vienna
Felten, Sally Ann, Leave-Without-Pay
Hirsch, Rolanda Spencer, Tashkent
Johnson, Darryl N., Office of the Secretary
Jones, Paul E., Copenhagen
Katz, David A., Pre-Assignment Training
Kelly, Margaret L., Havana
Lawrence, Jacqueline A., Leave-Without-Pay Faculty Adviser
Lindsay, Joseph Robert, Port-au-Prince
Mathewson, Samantha D., Tel Aviv

Noe, Michele Ann, Suva
Reioux, Barbara J., Managua
Roberto, Ricardo Antonio, Ankara
Samuel, Tekeste Zere, Asmara
Skeba, Mirna Cecilia, Kuala Lumpur
Stapchuk, John F., Frankfurt
Szanc-Smarsh, Zenovia, Toronto
Talapatra, Brigitte, Montreal
Tenorio, Roweena D., Sanaa
Tiernan, Sarah C., Bogota
Tipton, Peggy L., Rio de Janeiro
Valdivieso, Maria Del C., St. Petersburg
Wasserman, Dana Jill, Mexico City
Westfall, Mark C., Islamabad
Wylie, Janet L., Paris
Zary, Michelle L., Tunis
Zgainer, Rachel E., Seoul

Retirements (January)

Dally, Daryl Rae, Manila
Eaton, Mark Craig, Surabaya
Graham, Virginia L., International Organization Affairs
Kepler, Jean M., Near Eastern Affairs
Lange, Leonard J., Economic and Business Affairs
Meyers, Marilyn Ann, Rangoon
Pryce, William T., Honduras
Singer, Norman A., Tijuana
Summers, George Louis, Tijuana
Talcott, Gregory M., Office of the Secretary
Trigg, Ronald A., Bangkok



MARSEILLE—Administrative assistant Theo Maunier, center, receives a retirement plaque after 50 years of service from Consul General Jackson McDonald. With them is Mr. Maunier's wife, Helene.

Letters

Bell: a tribute

Dear Editor:

Larry N. Bell, diplomatic courier, died several months ago, ending over 30 years in the Courier Service.

I worked with Larry for over 20 years. He was one of those couriers who seemed born to the job. He enjoyed the constant movement, seeing new places, studying new cultures and languages. Even on home leave, a time when most couriers prefer to leave their suitcases in the closet, Larry would take off across the United States by car, moving at his usual steady pace, grinding out the miles.

Never particularly comfortable in a group, the big redhead from Georgia went his own way, at his own speed—a private person. He was quiet and soft-spoken, but held firm views. When he felt he was right, he dug in his heels, defying all attempts to move him. He read constantly, mostly on substantive issues and history, and in discussions more than held his own. If he couldn't overcome his opponents with facts and figures, he nailed them with his tinder-dry sense of humor.

Larry loved sports. Over the years, he and I spent countless hours playing racquetball, basketball and jungle-rules volleyball. In team sports we occasionally played together, but more often we were opponents. His sportsmanship was outstanding. He always played a hard, clean game.

Our racquetball games were a challenge I seldom successfully met. Larry was neither quick nor fast. He had no sudden moves, no

spectacular shots, just determination and an unnerving consistency of play. You had to beat Larry. He never beat himself. Endurance was another of his assets. I've seen the sweat roll off his body in rivers, but I've never seen him tire. He was like the Energizer Bunny, capable of going, going and going. Or so we thought.

There are, of course, tennis and racquetball courts where Larry's gone. If there weren't, he would have refused to go. Prospective opponents have probably already sized him up and figure he's a pushover. They're in for a surprise.

Sincerely,
J. Wayne Hanks
Camp Sherman, Ore.

Traten Fisher 'deserves praise and recognition'

Dear Editor:

"The best things in life are free." You know the phrase. Since 1990 Caryl Traten Fisher has brought the best of performing artists to the Department with her State of the Arts Cultural Program. Singlehandedly, she has gathered a cadre of both national and international artists, including talented employees and family members of the Department, to share their talent with us. Their artistic performances have spanned the entire spectrum—ragtime, gospel, opera, concert soloists and duets, dance,

piano, violin, ballet, film, Broadway show tunes, as well as the Armenian children instrumentalists and the Bolivian Wind Performers (both groups performed in native costume and on native instruments)—just to name a few.

For the past 7 years, Ms. Fisher has brought culture to the cultured, brought relief to a stressful workplace, and brought smiles and joy to those of us who have taken the opportunity to attend these marvelous programs. And all for free! Her efforts deserve praise and recognition, and a really big "thank you" from the Department. Anyone who has missed these bimonthly, half-hour programs has missed a truly wonderful experience. Why not treat yourself to the next performance and see what a difference it makes in your day!

Sincerely,
Terry M. Patin
Legislative Affairs

Kudos for Angell and for Dupuis...

Dear Editor:

I'm absolutely thrilled to see the story "The Edge" (September/October) by courier James Angell. Few people understand the courier lifestyle, and we're certainly never around to explain it. You might find us on Christmas Day traveling to Helsinki to complete the trunk line to the Department. Perhaps you

might greet us on one of our precious days off resting by the hotel pool in Brazzaville or Addis Ababa as we ponder the vagaries of the courier existence, with mosquitoes (rather than airline attendants) as our only companions. So kudos to you, Jim, for an insight into our little-known but ever-challenging world.

While I'm praising unknown but deserving writers, let me give another pat on the back to Kelley Dupuis, long-time poet/communicator. I've known him since at least 1985, and even before then he was toiling away, documenting the many insanities and inanities of the Foreign Service lifestyle. I note that recently he's tackled transfers and

airplane accidents; what could be more evocative of the FS life?

Thank you, *State Magazine*, for your support of **all** our fine writers, who so courageously delineate the pleasures and perils of our unique milieu.

Sincerely,
Michele Lynn Kaminski
Bangkok

Message from the Council on Equality in the Workplace to All Employees

In his May 22, 1996, message, Under Secretary Richard Moose announced the establishment of the Council for Equality in the Workplace. The council, chaired by the under secretary for management, is to act as an executive coordinating committee for the purpose of advancing the department's equal employment opportunity (EEO) and civil rights goals. The council will also support the efforts of the Office of Equal Employment Opportunity and Civil Rights (EEOCR), which will continue to have the central role in the EEO process.

Council members include Patrick F. Kennedy, acting under secretary for management; Anthony C.E. Quainton, director general; William J. Burns, executive secretary; William D. Clarke, DAS for Diplomatic Security; Deidre A. Davis, DAS for EEOCR; Ruth A. Davis, DAS for Consular Affairs; Alex de la Garza, DAS for Personnel; Fern O. Finley, AFGE representative; N. Joyce Payne, public member; Alphonse F. La Porta, AFSA representative; Teresita C. Schaffer, FSI director; and the legal adviser.

The council takes this opportunity to notify department employees that any employee who believes that a barrier to advancement or imbalances in opportunity exist in the department on the basis of gender or race may report, anonymously if preferred, that perceived barrier or imbalance to

the council. Reports should be addressed to the Council for Equality in the Workplace and forwarded to the Office of the Director General (Room 6218 M.S.) or to the Office of Equal Employment Opportunity and Civil Rights (Room 4216 M.S.). Reports submitted by cable should be slugged for the Council for Equality in the Workplace and sent in the "DIRGEN CHANNEL."

A report to the council is not a substitute for filing an EEO complaint pursuant to 29 C.F.R. 1614 or for raising EEO concerns through the Foreign Service Grievance System or any negotiated grievance procedures. Employees must meet any prescribed filing time limitations under those procedures and their reports to the council shall not serve to suspend or toll those time limitations.

State of the Arts

By John Bentel

The author is a computer specialist in the Executive Secretariat.

Greanias returns

Popular resident vocalist Nick Greanias was the year's Christmas treat for State employees. This was his third performance with the State of the Arts series—back by popular demand. A Foreign Service Officer, Greanias currently works on the Ukraine Desk. He studied voice in Romania with baritone Dan Iordachescu. His accompanist, Arlene Manger, a doctoral candidate in music at Catholic University, teaches piano and directs church and youth choirs.

Exhibiting a warm stage presence, he introduced the East Auditorium audience Dec. 18 to each of his varied selections, providing historical background for music from a multitude of traditions and faiths. This was especially evident in four of his superb *acappella* renderings of a Hanukkah song, Byzantine chant, Gregorian chant, and a 14th century plainsong. The State Department is a most appropriate setting for this eclectic collection of music, the artist noted.

He began and ended his concert with a Byzantine chant, "E Parthenos Simeron." The audience then joined in singing the fourth verse of "O Little Town of Bethelhem." In Handel's *Messiah* the audience witnessed Greanias' full bass-baritone vocal range. "The People That Walked in Darkness" was my favorite. It's so familiar.



The audience then joined in singing "White Christmas" and "Hark, the Herald Angels Sing." He closed with "Let There Be Peace on Earth."

Greanias' Christmas program reflected his holiday feelings and, in particular, the impact of this music in his life. "In all this, our guiding thought has been the great hope of Christmas: peace and goodwill for all," the singer said.

Barbershop on Broadway

Shifting dramatically from the Byzantine, the concert series presented barbershop music in the East Auditorium Nov. 20. The barbershop troupe consisted of 14 senior-aged men. Sponsored by Arlington County, they have appeared at numerous local events for more than 20 years. Their voices and smiles mirrored their camaraderie.

The troupe's conductor/director maintained a carefree style in his vocal arrangements while maintaining necessary control. Their introductory song entitled "Hello-Hello-Hello"... (what a wonderful word hello) set the lighthearted tone of this musical group.

A chorus member introduced each of the 12 selections, adding humorous little touches that prompted laughs from the audience. The selections varied—from religious and patriotic to old-fashioned fun.

One of the more humorous selections was "You 'll Never Know the Good Fellow I've Been...till I've gone away...You'll be yearning for my return." Their harmony was greatly in evidence in "Give My Regards to Broadway"—you could witness the ensemble's simple enjoyment that these songs provided.

Two of their closing numbers, "I Believe" and "May the Good Lord Bless and Keep You," left the audience with a heartfelt spirit of fondness for these energized senior men.

Classical pianist James Litzelman performs

Litzelman began his Nov. 6 concert with Liszt's *Trois Etudes de Concert II lamento*. This offering set the emotional and mostly dark tones of his concert. Once accustomed to the heavy touch of the Young Chang piano, Litzelman displayed technical prowess. The artist skillfully controlled this firm touch—just right for the lighter and more serene movements.

He next played *Zwei Konzertetuden Waldesrauschen*, also by Liszt, with a strong flourish, culminating in a fitting finish. He rendered his last offering, *Prelude, Choral et Fugue*, by Franck, with great bravado. The

entrances of his voices (similar to a round such as Row, Row, Row Your Boat) were clear and defined.

The artist's left-handed octaves were extraordinarily executed with a wide range of action. Once again,

Litzelman's touch and dynamics reflected a wonderful contrast in his control over the keyboard. The tremendous velocity and sensitivity of his playing provided the perfect blend for these minor key selections.

The audience approved the concert with a warm round of applause for Litzelman who was recovering from the flu.



The Ballet Arts Ensemble performs the Nutcracker at the State of the Arts Cultural Series in the Dean Acheson Auditorium Dec. 4.

Members of the musical group, Raymi, who performed for Hispanic Heritage Month at State. The event, commemorated jointly by the EEO offices of State, AID, and ACDA, featured the Smithsonian's Miguel Bretos as keynote speaker.





Foreign Service Day

May 9, 1997

All retirees who wish to receive invitations to Foreign Service Day are asked to submit the information requested below.

The Thirty-Second Foreign Service Day will be celebrated on May 9, 1997, as a part of Public Service Recognition Week, which will be held from May 5 through May 11. More information on Public Service Recognition Week will be made available in the next few months. This will be an exciting event, and we hope you will participate with us.

The Thirty-Second Foreign Service Day will feature sessions on current foreign affairs issues. Lunch will be held on Friday in the Benjamin Franklin Room. The American Foreign Service Association will again host an evening reception on Friday and a brunch on Saturday.

Please send requests for invitations to the following address by March 1, 1997. If you have questions, please telephone (202) 647-8118 and ask to speak to one of the Foreign Service Day coordinators.

Foreign Service Day
PER/EX, Department of State, Room 3811
Washington, D.C. 20520

Name: _____

Address: _____

Telephone: _____

_____ Persons planning to attend

_____ Persons planning to purchase lunch tickets

This year a registration fee will be charged to help defray the cost of materials. The charge will be \$5 per participant if paid in advance or \$10 if paid at the door. The fee should not be submitted at this time but will be requested when registration information is returned.

Obituaries

Frances T. Bourne, 78, a retired records specialist, died of breast cancer in Sarasota, Fla., Sept. 13.

Ms. Bourne began her career at State in 1951 as a management analyst. She was named chief of the Department's records management staff in 1960, a position she held until her retirement in 1968. She was recalled from retirement to work on a number of special records projects until 1976, when she moved to Sarasota, where she was active in efforts to strengthen libraries and education. Florida's Frances T. Bourne/Jacaranda Public Library carries her name because of her campaign to enlarge the facility before it was built.

Ms. Bourne was born in Cleveland Heights, Ohio, Oct. 16, 1917. She earned a bachelor's from Bryn Mawr and a master's from Case Western University. Before State, she worked for the Works Progress Administration and the National Archives. Her survivors include two brothers and six nieces and nephews. They suggest contributions in her name to the library, P. O. Box 49857, Sarasota, Fla. 34230; her endowment at Bryn Mawr, Resources Office, Bryn Mawr, Pa. 19010; or the Laurel School Archives Project, One Lyman Circle, Shaker Heights, Ohio 44122.

Wymberley D. Coerr, 83, former ambassador to Ecuador and Uruguay, died from complications of Parkinson's disease in Ajijic, Mexico, Oct. 5.



Mr. Coerr joined the Service in 1939 and became vice consul in Montreal. He held similar positions in La Ceiba, Honduras, and Mexico City before leaving the Department in 1943 to serve as manager and education director of the Consumer Cooperation Corporations in the United States. Four years later he returned to State and became principal officer in Fiji.

After assignments in Java and Jakarta, Mr. Coerr became officer in charge of Indonesian affairs in 1951. He then served as deputy chief of mission in Tegucigalpa, Guatemala City, and La Paz. After a stint as an office director in the inter-America bureau, he was named principal deputy assistant secretary there in 1960. He served as acting assistant secretary the following year.

Mr. Coerr was appointed ambassador to Montevideo in 1962. Three years later he was named to head the mission in Quito. After leaving Ecuador, he became diplomat in residence at Cornell in 1968. He held assignments in the intelligence bureau and as an adviser on environmental matters before retiring in 1974.

Mr. Coerr was a native of New York who graduated from Yale and the National War College. After his tenure at State, he served as director of international programs at the Smithsonian. His survivors include his wife of 32 years, Eleanor; a daughter; a son; two stepsons; and two grandchildren.

Marillyn Lanphere Flanegin, 69, former clerk at State and wife of retired Foreign Service officer Robert Flanegin, died of cancer in Silver Spring, Md., Oct. 15.

Ms. Flanegin joined the Service in 1949 and was posted to Pusan. She then went to Seoul, where she was evacuated to Japan as the North Koreans reached the Han River across from the capital. She eventually reached Manila, where she married her husband in 1951. For the next 32 years she accompanied him on overseas postings to Mexico, Spain, the Philippines, Hong Kong, Malaysia, Fiji, and Indonesia.

Ms. Flanegin was a native of South Bend, Ind., who attended Indiana University before beginning her career at State. In addition to her husband, of Chevy Chase, Md., she leaves two sons and a granddaughter.

Philip T. Lincoln Jr., 54, consul general in China's Guangzhou Zhuang Autonomous Region, died in an auto accident Dec. 2 while on official business. Also killed were Mr. Lincoln's driver and a Chinese government official. Mr. Lincoln, who held the personal rank of minister counselor, had served in Guangzhou since August.

Mr. Lincoln joined the Foreign Service in 1966 after graduating from the Fletcher School of Law and Diplomacy at Tufts University. His first overseas assignment was Naples, followed by Seoul, where he served as economic and commercial officer. He returned to Washington to work in the Bureau of East Asian and Pacific Affairs.

Mr. Lincoln began his first China tour in 1977 as economic officer in Beijing. Before reporting to Taipei in

Obituaries

1984, he served in the Office of International Finance and Development. He was principal officer in Sydney from 1988 to 1992 before returning to Washington as director of the East Asian bureau's Office of Economic Affairs. Prior to returning to China last August, he served on the faculty of the National War College at Ft. McNair.

James R. Sasser, U.S. ambassador to China, praised Mr. Lincoln as a "warm and wonderful man, an exemplary Foreign Service officer and a friend to all of us who knew him." He added: "Our sympathy and prayers are with his family as they cope with the loss of a beloved father and husband."

The Jackson, Mich., native earned bachelor's and master's degrees from the University of Michigan. He received many honors at State, including three Superior Honor Awards and the Meritorious Honor Award. Survivors include his wife Jane, daughters Pamela and Diane, his son David, mother, and a sister.

William J. Linger, 52, a retired Foreign Service communications officer, died of cancer Oct. 12 at the Methodist Hospital in San Antonio, Tex.

Mr. Linger retired in 1994 after 30 years with State. He served in Algeria, Denmark, Argentina, Belgium, the Dominican Republic, Mexico, the Congo, Jerusalem and the Netherlands. The Navy veteran received several Meritorious and Superior Honor Awards. A native of

Clifton, N.J., he is survived by his wife Maria, of San Antonio; a sister and two nieces.

E. Kathryn Mallow, 78, retirement specialist at State, died of liver failure at a hospital in Harrisonburg, Va., Nov. 20.

Ms. Mallow began her service at the Department as a secretary in 1942. She spent her 34-year career in the Retirement Division, first as a specialist, and later as division chief, a position she held for many years before retiring in 1976.

Ms. Mallow was born in Pendleton County, W. Va., Aug. 18, 1918. She attended business school and worked as a secretary in Charleston before beginning her career at State. After State, she returned to the family farm in West Virginia. She leaves a niece, Susan Sherwood; three brothers; four nephews; and five other nieces.

Clement J. Sobotka, 88, retired acting special assistant to the secretary for refugee and migration affairs, died Dec. 29 at Goodwin House in Alexandria, Va., after a series of strokes. Mr. Sobotka was born in Washington, D.C. He graduated from McKinley Tech and George Washington University.

Before joining State, Mr. Sobotka worked for the Government Printing Office, War Department, Tennessee Valley Authority, and Office of Price Administration. He came to State in 1946 as associate director of Foreign Service personnel. He was stationed later in London as an attache and also

served on the U.S. delegation to the North Atlantic Treaty Organization. For over 18 years Mr. Sobotka was engaged in refugee and migration work, serving with the United States Escapee Program and as deputy director and director of the Office of Refugee and Migration Affairs. He retired in 1971.

After retirement he served as the U.S. delegate to meetings of the Intergovernmental Committee for European Migration and the United Nations High Commissioner for Refugees.

While at State, Mr. Sobotka aided refugees fleeing Hungary in 1956, Tibetans who fled with the Dalai Lama into India in 1959, and Czechoslovaks when the Soviets invaded their country in 1968. He also was active in federal legislation on refugees. Mr. Sobotka's awards included a Meritorious Service Award and Superior Honor Award.

He is survived by his wife Pauline and daughter Alice S. Adkins, of Alexandria, Va., and son C. John Sobotka of Oxford, Miss., and seven grandchildren.

Erwin Strauss, 91, retired Foreign Service officer, died in New York City June 10, *State* has learned.

Mr. Strauss began his career in the Department as a civil servant in the 1940s. He worked as an economist, specializing in Western European issues, before joining the Foreign Service in 1955. The following year he became consul in Bangkok. In 1958 he returned to Washington, where he became an

intelligence research specialist. He served as a financial officer in Paris before retiring in 1962.

Mr. Strauss was a native of Frankfurt who immigrated to the United States in 1936. He earned a bachelor's and a master's in economics at Columbia. Before State, he served with the Rural Electrification Administration. His survivors include a daughter, Ann, of New York, and a son, Erwin, of Fairfax, Va.

Ben H. Thibodeaux, 92, retired Foreign Service officer, died in Opelousas, La., Aug. 21.

Mr. Thibodeaux joined the Service in 1946 and was assigned to Paris. After two years there, he was detailed to the Marshall Plan's European headquarters, where he had responsibilities for 16 missions participating in the plan. In 1950 he was posted to Vienna, where he served as economic counselor and deputy director of the Marshall Plan mission in Austria. He went to Ottawa as counselor for economic affairs in 1954. After an assignment as director of the Office of International Trade and Resources, he was posted to Tokyo in 1957. He served as economic counselor, consul general, and director of the U.S. operations mission there before retiring in 1960.

Mr. Thibodeaux was born in Breaux Bridge, La., on Dec. 13, 1903. He earned a bachelor's from Louisiana State, a master's from the University of Iowa, and a doctorate from Harvard. During World War II, he served as a colonel in Europe and North Africa. Before joining State, he worked as an economist in

eight countries with the Department of Agriculture. His survivors include his wife, Clare, of Breaux Bridge, and two nieces.

Simon Uhrman, 78, retired personnel officer at State, died in Clearwater, Fla., Sept. 21. Mr. Uhrman began his career in the Department in 1962 as a supervisory position classification specialist. Three years later he became a personnelist at AID. In 1971 he returned to State, where he worked as a personnel management specialist until his retirement in 1974.

Before his tenure at State, Mr. Uhrman had worked at several other government agencies, including the Department of Labor, the Veterans Administration, and the Civil Service Commission. He was a native of New London, Conn., who earned a bachelor's from Brooklyn College. He served in the Army during World War II. His survivors include his wife, Gladys; a daughter; a son; two sisters; and a grandchild.

Leonard Weiss, 78, a retired Foreign Service officer, died after suffering several strokes in Mitchellville, Md., on Sept. 30.

Mr. Weiss began his career at State as a Civil Service employee in 1946. After serving as chief of the Trade Agreements and Treaties Division, he joined the Foreign Service in 1956, becoming counselor for economic affairs in Belgrade. He later served as deputy director of the U.S. operations there before returning to Washington as deputy

director of the Office of International Trade in 1960. Next, he was economic, then political counselor, in New Delhi, 1963-65. After an assignment in Washington, he went to Bonn as economic and commercial officer in 1968. He served as deputy director for functional research in the intelligence bureau before retiring in 1973.

Mr. Weiss was a native of Chicago who earned a bachelor's from the University of Chicago and a master's from Tufts. He served in the Navy in the Pacific during World War II. After his career at State, he worked for the World Bank in Dhaka and as a consultant on trade to the Atlantic Council. His survivors include his wife of 50 years, Mary Louise, of Arlington, Va., a daughter, a son, two sisters and two grandchildren.

Dudley G. Williams, 68, retired Foreign Service agricultural officer, died of a heart attack at his home in Horse Shoe, N.C., Oct. 7. Beginning in

1957 he had overseas postings in France, Liberia, Morocco, and Japan. Mr. Williams was a native of Mississippi who earned bachelor's and master's degrees from the University of Mississippi and served in the Korean War before joining the Foreign Service. His survivors include his wife of 42 years, Nina, and a daughter. □



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Bristow, Desmond. *A game of moles: the deceptions of an M16 officer*. London, Little, Brown, 1993. 292 p. UB271.G72B75

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