

State

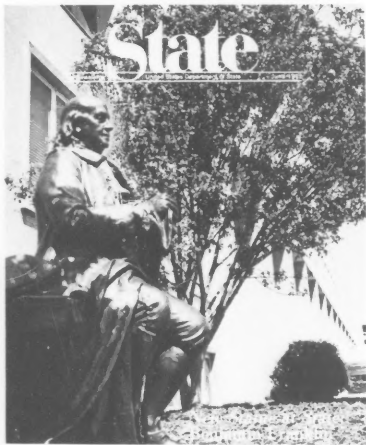
The Newsletter

United States Department of State

June 1982



*New Statue at State:
Benjamin Franklin*



THE COVER—Paul Bartlett's bronze statue of Benjamin Franklin was dedicated on Foreign Service Day, May 7. The statue is near the diplomatic entrance to State. Story on Page 2.
(Photo by Robert E. Kaiser, Visual Services)



Letters to the Editor

Aw, shucks!

MILAN, ITALY

DEAR SIR:

My compliments to Mr. Watzman and your staff on your article "The Foreign Service Wunderkind" (April issue). The article did all of us a real service explaining how an important part of the Department works. It was written in a way that made reading about C&R real fun. How about a few more articles, in the same vein, on B&F personnel assignments and OPR/ST, describing how they work on a day-to-day basis?

Sincerely,
ANTHONY C. PERKINS
Consul

New Office for STATE

STATE has moved its editorial office from Room 4515 to Room B-266 in the main State building. Its telephone numbers are unchanged—extensions 22019, 21648 and 21743. STATE welcomes visits to its office by persons with story ideas, photographs or other material for the magazine. Department bureaus and offices wishing to submit material for publication should have the copy (double-spaced, with all terms and titles spelled out: *no acronyms, please*) hand-carried to Room B-266. Take an elevator at the southeast corner of the building—near the juncture of Corridors 2 and 9—to the B level. STATE is a short distance from the elevator—to the left of it as you emerge. Cathy Lawson will greet you.

Looking for a sure thing? Let the Payroll Savings Plan be your ace in the hole. There's never a gamble with U.S. savings bonds. Just a good deal for you and your country.

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Your colleagues in Brazil, Central African Republic, Chile, Dominican Republic, Egypt, Finland, Japan, Kenya, Lebanon, Mozambique, New Zealand, Soviet Union, Upper Volta and Zaire tell what it's like.

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STATE magazine (formerly the Department of State NEWSLETTER) is published by the Department of State to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel.

There are 11 monthly issues, including a combined August-September issue. Deadline for submitting material for publication is the 15th of each month.

Black-and-white, glossy-print photos reproduce best. Each photo needs a caption, double-spaced, identifying all persons left to right.

Send contributions to STATE magazine, DGP/PA, Room B-266. The office telephone numbers are (202) 632-2019, -1648 and -1742.

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Foreign Service Day

'Alumni' return to Department for 17th annual event

Elbrick, Habib, Henderson are honored; Col. Ray is eulogized

MORE THAN 700 retired Foreign Service employees and their spouses returned to the Department for the 17th annual Foreign Service Day, May 7.

Highlights of the "homecoming" and reunion included awards to two retired ambassadors—C. Burke Elbrick and Philip C. Habib, dedication of a bronze statue of Benjamin Franklin, near the diplomatic entrance, and unveiling of a memorial plaque honoring the late Lieutenant Colonel Charles Robert Ray, of Embassy Paris, who was slain by terrorists last year.

The reunion was sponsored by the Department, the American Foreign Service Association (AFSA) and Diplomatic and Consular Officers, Retired (DACOR).

It featured a message from President Reagan, an address by Secretary Haig and remarks at a luncheon by Judge William P. Clark, assistant to the President for national security affairs. The program also included a salute to "Mr. Foreign Service," Ambassador Loy W. Henderson, who is to be 90 this month (on June 28); off-the-record presentations on current issues, by Department officials; a series of seminars and workshops; several question-and-answer sessions; and an evening reception in the Benjamin Franklin Room. Retirees had come to these events from all sections of the nation.

Awards to Elbrick, Habib

Mr. Elbrick received the Foreign Service Cup on behalf of DACOR, AFSA and the American Foreign Service Protective Association. Mr. Elbrick was lauded for "outstanding contributions to the conduct of foreign relations . . . over a span of 40 years"—as a Foreign Service officer, assistant secretary for European affairs and ambassador to Portugal, Yugoslavia and Brazil. He has attained the rank of career ambassador—highest in the Service. A past president of DACOR, he received the



Ambassador Elbrick with director general Clark. (Photo by Glenn E. Hall, Visual Services)



Ambassador Habib



"Mr. Foreign Service". (Photo by Richard F. Jimney, Visual Services)



Col. Ray. (U.S. Army photo)

silver Paul Revere bowl from Ambassador Maurice M. Bernbaum, the current president.

Mr. Habib, who was not present, was honored with the Director General's Cup. He won praise for being an "uncanny observer and a forthright reporter" and for his role in minority recruitment. Since his retirement, Mr. Habib was recalled to active service by Presidents Carter and Reagan for special missions to the Caribbean and the Middle East. The citation termed his efforts in the Mideast as a significant factor "in keeping that volatile region from exploding into war." Mr. Habib was traveling abroad. The cup was accepted for him by Morris Draper, deputy assistant secretary for Near Eastern and South Asian affairs, from director general Joan M. Clark.

'Mr. Foreign Service'

Ambassador Henderson was a guest at the head table. In proposing a toast to him, Miss Clark said: "Loy served in the Foreign Service for 39 years. He entered in 1922, prior to the Rogers Act . . . After a stunning career serving under 10 secretaries of state in

such posts as Queenstown, Riga, Moscow, Iraq, India and Nepal, he ended in Washington eventually as deputy under secretary for administration. In that position, he left his mark on the Foreign Service—so deeply, in fact, that our major conference room is named in his honor."

Col. Ray

Following the awards, the retirees went to the Diplomatic Lobby to hear Secretary Haig and AFSA president Charles Whitehouse eulogize Col. Ray. An Army honor guard stood at attention as Mr. Haig read President Reagan's tribute, adding one of his own. [The texts of the President's and Secretary's remarks are on Page 4.]

Ambassador Whitehouse asserted: "The ever-increasing number of our colleagues who have sacrificed their lives while on assignment abroad bears mute testimony to the perils of the Foreign Service in today's dangerous and uncertain world . . . I know we can all be confident our country will continue to be well served by the Foreign Service."

The Franklin statue

At the morning session, Under Secretary for Management Richard T. Kennedy dedicated the Franklin statue. It had been brought here only two days earlier as a sequel to the bicentennial of the Department, which was marked last year. Mr. Kennedy recalled the Founding Father's career, noting that he was America's first professional diplomat, and the first U.S. minister to be received by a foreign government (France, in 1779). The statue is a copy of the original by American sculptor Paul Bartlett, which is in the garden at the U.S. embassy in Paris. Funds for the statue were donated by private citizens (see list on adjoining page). Mr. Kennedy hosted a reception for the donors, in the Benjamin Franklin Room,

on the evening before Foreign Service Day. Another speaker was Ambassador Francis Terry McNamara, U.S. envoy to Gabon and to Sao Tome and Principe, who, as the Department's bicentennial coordinator, helped obtain the statue for the Department.

Speakers at the morning sessions in the Dean Acheson Auditorium included Under Secretary for Political Affairs Lawrence S. Eagleburger, who discussed foreign policy issues, and Mr. Kennedy, who spoke on resources for the conduct of foreign affairs and also on nuclear nonproliferation. (In addition to his management post, Mr. Kennedy is U.S. representative to the International Atomic Energy Agency, with the rank of ambassador.)

Panel members

The panels at the afternoon seminars and workshops consisted of the following:

SOUTHERN AFRICA—*Frank G. Wisner II*, deputy assistant secretary for African affairs, principal presenter; *James K. Bishop*, deputy assistant secretary for African affairs; *Michael G. Wygant*, director, Office of Public Affairs, Bureau of African Affairs.

INTER-AMERICAN AFFAIRS—*Everett E. Briggs*, deputy assistant secretary for inter-American affairs, principal presenter; *Robert J. Ryan Jr.*, director, Office of Economic Policy; *Lowell C. Kilday*, director, Office of Brazilian Affairs; *L. Craig Johnstone*, director, Office of Central American Affairs.

NEAR EASTERN AND SOUTH ASIAN AFFAIRS—*Nicholas A. Veliotis*, assistant secretary for Near Eastern and South Asian affairs, principal presenter; *David T. Schneider*, deputy assistant secretary; Ambassador *Wat T. Cluverius IV*.

UNITED STATES AND EAST ASIA—*Thomas P. Shoesmith*, acting assistant secretary for East Asian and Pacific Affairs, principal presenter; *Daniel A. O'Donohue*, deputy assistant secretary for East Asian and Pacific af-



On the eve of Foreign Service Day, the statue of Benjamin Franklin is delivered near the diplomatic entrance of the main State building and hoisted into place. (Photos by Phyllis A. Young)

fairs; *Anthony C. Albrecht*, deputy assistant secretary for economic affairs.

EUROPEAN AFFAIRS—*H. Allen Holmes*, acting assistant secretary for European affairs, principal presenter; *Thomas M. T. Niles*, deputy assistant secretary for European affairs; *Richard E. Combs*, deputy assistant secretary for Soviet affairs.

Because space was limited to 230 at the luncheon, a lottery was held to determine who would attend. Drawing names from a silver bowl were Miss Clark; Alan Moreland, executive director of DACOR; and Robert Beers, executive director of AFSA.

DACOR and AFSA scheduled separate events to mark the "homecoming." DACOR sponsored an evening cocktail-buffet and reception on May 6, at the organization's headquarters, 1718 H Street N.W.

AFSA gave a buffet-brunch at the Foreign Service Club, 2101 E Street N.W., on May 8.

—BARNETT B. LESTER □

Statue donors

Erection of the Benjamin Franklin statue was made possible by donations from:

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Texts of Reagan, Haig messages on Foreign Service Day

Following is a transcript of what Secretary Haig said at the memorial ceremony in the Department's diplomatic lobby:

ITHOUGHT at the outset of this ceremony that it would be appropriate if I read a letter from President Reagan to the members of the Foreign Service, and I quote:

Message from the President

"On this Foreign Service Day, I extend our nation's thanks and admiration for the painstaking, sophisticated and often brilliant efforts contributed by Foreign Service men and women both here and overseas.

"The effective implementation of our foreign policy is critical to our efforts to build a world hospitable to our ideals and safe for all mankind. The efforts of those of you in the Foreign Service come at the front line in this struggle. You are our eyes, our ears, our interpreters; more than that, you are the representatives to the world.

"Recent efforts have made us especially mindful of the Foreign Service's contributions—the historic Sinai withdrawal could not have been achieved without the diligence and perseverance of our Foreign Service, so too with progress toward peace and stability in southern Africa. These are but two examples of your direct and distinctive contributions to peace.

"Diplomacy has always been a risky business. From the days of Benjamin Franklin and the Committees of Correspondence, our diplomats have quite literally risked their lives in the service of their country. Today as never before we are aware of the difficulties and dangers that confront Foreign Service officers and their families in so many posts overseas. Our diplomats, long considered sacred by international law, are now considered targets for international outlaws who arrogantly claim the right to take innocent human lives in furtherance of goals held by a

radical few. The attack on chargé Christian Chapman and the senseless, cowardly murder of Lt. Col. Charles Ray, who while not technically a member of the Foreign Service was serving with our diplomatic mission in Paris, reflect the risks that increasingly face the men and women in our diplomatic corps.

"Thus, it is with great pride and honor on behalf of our nation that I publicly salute and commend the members of the American Foreign Service and reaffirm our nation's commitment to the vitality and strength of that service.

"Sincerely, Ronald Reagan."

Secretary Haig's remarks

Today, Foreign Service Day is a tribute to those men and women whose excellence has been put at the service of our country's foreign policy. It has long been my conviction that the Foreign Service is the custodian of the historical memory of our relations abroad. Only through their knowledge and experience can we hope to achieve the balance, the consistency, the reliability essential to our success.

But the Foreign Service is more than the custodian of the past. It is indeed the key to the future.

As we confront the complex uncertainties of the late 20th century, we can afford nothing less than the guiding wisdom of the foreign policy professionals. We need this in reckoning our strengths as a nation. The Foreign Service has been, although very few in number, that force that tips the scales on our behalf. The Foreign Service has long been known as a byword for professionalism. A free society that extols individualism must not neglect the individuals who have cho-

sen to devote themselves to the protection of our interests abroad. Our liberty and our prosperity are due in some great measure to the professionals who so often know neither settled hours nor personal comfort. Their dedication, their impartiality and their determination of purpose gives substance and direction to our relations with the rest of the world.

It is indicative of the President's high esteem for the Foreign Service that for the first time in many years an outstanding career professional holds the second highest appointment in this Department. On this day, we also honor the memories of the Foreign Service who gave their lives for their country. The memorial plaque before us is eloquent in its simplicity. The name, the place and the date give us only the barest facts. Yet we know that some have sacrificed themselves to save the lives of others. Many were the casualties of war, and all met the supreme test with courage and with conviction.

It is indeed, as the President noted, a sad commentary on our times that the heroic and tragic circumstances commemorated by this plaque are too often the common hazards of today's diplomatic service. The Foreign Service has always been the front line of the defense of America's interest, indispensable to our country. They have not hesitated to put their lives—their own lives—at risk. Today, we mourn in particular Charles Ray, fallen in struggle against international terrorism. Over 200 years separate him from the very first man honored in this hall, but the chasm of centuries is bridged by the sanctity of their purpose, and time cannot dim the nobility of their cause. These patriots died for human liberty, not for sordid interests; for shining ideals, not for individual glory; for the safety of our country, not for personal motives. Let their memory find its living testament in our own striving today for peace and for freedom.

Thank you. ■

Onward!



WITH the invention of the running shoe, American diplomats are making some giant strides forward. The pace is unbelievable. It's dress that is doing it—the men and women of the Foreign Service, like Jimmy Durante, are learning how to dress for the occasion.

Of course, our embassy staff people stubbornly remain too dignified to go all the way with Durante, who used to sing: "I'm doing a strut-away . . . in my cut-away." The Schnozz strutted on to fame as a song-and-dance man but, lacking running shoes, he did not in his time directly influence Foreign Service fashions or manners. For example, nowhere is it recorded that even a single ambassador ever soft-shoed over to the palace in his striped pants to pres-

ent his credentials.

The running shoe, even today, is inappropriate for *that* sort of occasion. But for other times during the day it is adding a new dimension to diplomatic dress. At our posts all over the world, it has become *de rigueur*—before reporting for work at the chancery, during the lunch break, etc.—to be seen in running shoes.

And once clad in the footwear, our people are hooked. They must jog. Those who are able to resist for a while soon come under the peer pressure of their wives or husbands, who already are jogging. They can turn this aside only by doing some-

thing else—so they ski, they walk, they ride bikes. But whatever they do, in whatever footwear, they are "into" physical fitness.

Why?

The editors asked them this very question. What you will read on the pages that follow are the eager and joyous answers of your peers, who are working out in virtually every corner of the globe. Their stories are sure to stir the envy of their countrymen in the United States, who must work out, day after day, in less exotic places.

—S.W.

←
The 80,000 runners in this race in New Zealand included at least one employee from State and one from ICA. See 'em? (Photo by the Auckland Star)



ONWARD!



Japan

'Fight-o! Fight-o!' the crowd shouts; 'slow is beautiful'

BY LYNNE HART

The author, a runner-diplomat since 1975, is director of the Fukuoka American Center.

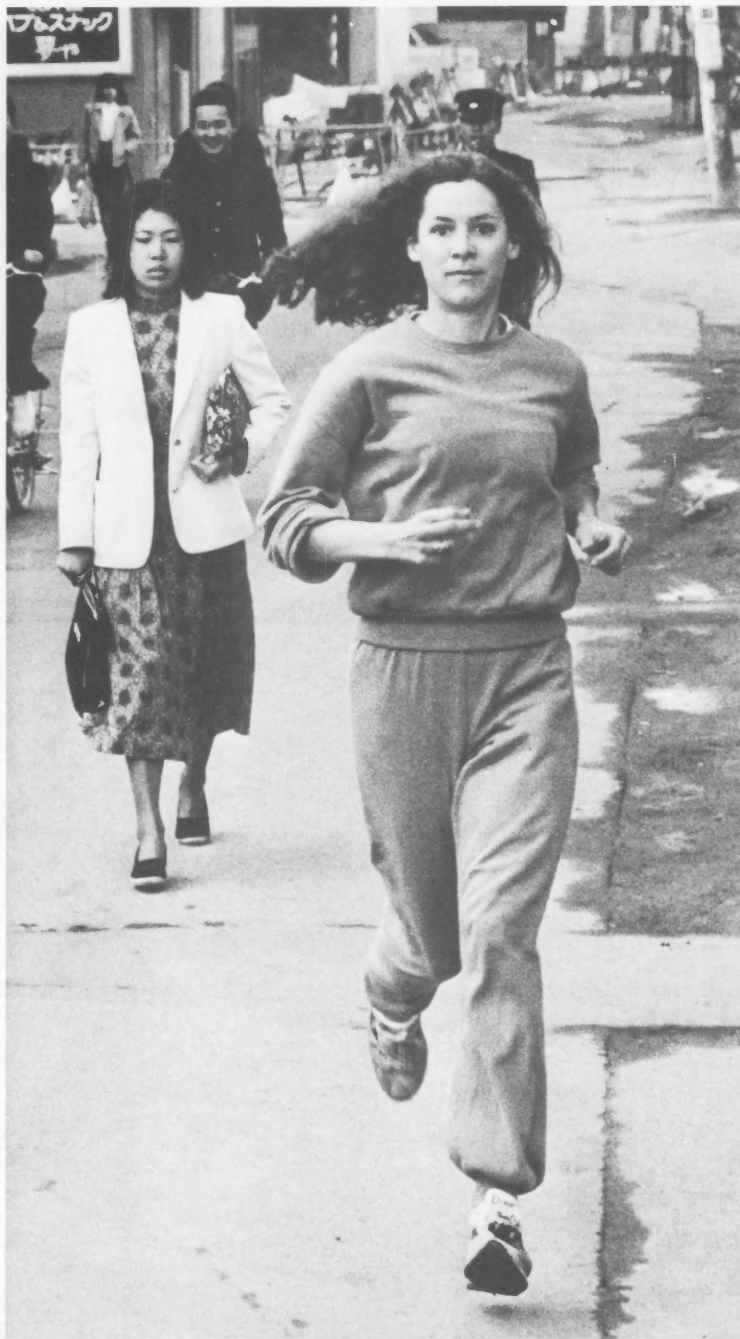
BOITSU-BOTSU IKIMASHOO (let's get going, leisurely)—and the gun goes off. It's the start of the 10th annual Amakusa Pearl Line "Marathon" (quotation marks added). Actually, this is a 20-kilometer race covering three bridges and four islands off the coast of Kyushu, Japan's southernmost major island.

This has got to be one of the world's unique races. For starters, male competitors have to be 40 or older. And not surprisingly, considering the status accorded to women in Japan, female competitors, who must be at least 20, are all placed in the "men-over 60" category. As the only non-Japanese woman in the race, I felt a bit like a traveling sideshow. But, it's a marvelously noncompetitive race, its slogan being: "Slow is beautiful."

This was my first road-racing experience in Japan—and one couldn't find anywhere here a better microcosm of modern Japanese society, even down to the Japanized-English race terminology. For instance, any race covering more than 1 kilometer is referred to as a "marathon" in Japanese, a habit which is distressing to resident American true-grit runners, who affect to recognize only the traditional 26-mile-385-yard measure for a marathon. And one of Japan's most heavily-marketed fluid replacement drinks is called "Pocari Sweat," a name that makes most English-speakers gag but, obviously, provokes no reaction from Japanese guzzlers.

The race itself was a miracle of or-

Lynne Hart



ganization and logistics. 4,296 people participated in the 20-kilometer and a 10-kilometer event. The race committee provided lodging and bus transportation, plus a spectacular fireworks display the evening before the race.

Before heading to Amakusa, a Japanese friend and I stopped at a nearby Shinto shrine to make the necessary libations to the deities and request *omikuji* (fortunes written on a slip of paper). According to the oracle, it appeared that we'd both at least finish the 20K distance. So, as is customary, we tied our *omikuji* to a branch in the shrine precincts for better luck, and we proceeded to Amakusa.

Everyone staying at our *ryokan* (traditional Japanese inn) was competing in the race the next day. So the dining room-cum-locker room was full of "marathoners" actively engaged in quaffing huge amounts of beer and sake. This is a new form of cargo-loading. And, instead of the traditional pre-race spaghetti and garlic bread routine, we were treated to *sashimi*, rice and the infamous *odori-gui*—the shrimp that will "dance" off your plate if not devoured quickly.

The race began at 11 the next morning, preceded by speeches and lots of pomp and circumstance. Three or four helicopters hovered overhead, carrying photographers. There was great excitement and tension. There were labyrinthine lines to the bathroom. Even last night's heavy-duty sake drinkers looked peppy and expectant, not the least bit hung over.

At 11:05 we were off and running through gorgeous countryside and seaside, and through farm and fishing communities with fishnets stacked up on the road and kids perched on small tractors to get a better view of us. The crowd support was unbelievable. The route was lined with folks waving Japanese flags and yelling encouragement: "*Fight-o, fight-o, ganbare!* (Do your best!)." There was a fantastic corps of older women banging on small drums, frying pans and gasoline cans. They handed out lemon slices and *ume-boshi* (small pickled plums). I passed up the

ume-boshi, fearing that the pits might stick in my throat.

We needed that crowd support. It turned out to be a very hilly, exhausting course. I finished in 1 hour 40 minutes—slow but quite respectable in the "men-over-60" category.

And the "Pocari Sweat" tasted great! □

Lebanon

It's great to run by the sea—though not when bullets rain

BY PATRICK S. MOON

The author was vice consul in Beirut until a year ago March. He's now the administrative officer at the consulate general in Lubumbashi.

THE SHOTS were from an automatic rifle, probably an AK-47, and they were fired nearby. Through the early morning gloom I could see



Mr. Moon

0520 on my alarm clock. It was only 10 minutes until I was to drag myself out of bed for my morning run. It was probably only a sleepy guard who had fired the shots, trying to stay awake. But the requirement had been met for one of only two excuses I allowed myself for missing a morning run. I run in the heat, in the cold, in the snow—but (1) I do not run in the rain, and (2) in Beirut, I did not run whenever I heard shooting in the neighborhood. So I rolled over to relish the unexpected extra sleep.

When I came to Beirut for my first tour in the Foreign Service, in June 1979, I'd been running regularly since my graduation from the Air Force Academy in 1972. I didn't want to stop just because I was living in a city that

sometimes erupted into factional fighting. After discussing the matter with the regional security officer, Walt Sargent, who was himself a regular runner, I developed a few extra rules to adapt to my new environment. First, I decided I'd change my routine and run always in the morning before work, since it was normally quieter at that time. When there were security problems in the city, they often continued in the evening, but most "fighters" were home in bed by the early-morning hours. Second, I decided I'd allow myself that second excuse for not running—if there was firing near by around the time that I intended to run, then I would cancel the day's run. That, plus some streetwise common sense, got me through my 21-month tour in Beirut safely, with my regular running record intact. My course was along the Corniche, a wide boulevard that borders the Mediterranean, on which the U.S. embassy is located. In my early-morning runs, I took in the ever-changing moods of the sea. In winter, I was awed by the large waves that crashed against the rocky shore, sometimes surging over the seawall onto the roads. In spring and fall, I watched the freighters coming into port. I could also see the blinking lights in the hills above Jounieh, northeast of Beirut, and I would be reminded of my friends who lived there—and who were just getting up to come to work at the embassy. In summer, the early-rising sun brought out other joggers, who often stopped for a freshly-squeezed glass of orange juice, sold by street vendors along the Corniche. Running by the sea in those early mornings in Beirut were an extra-special treat, a time for personal reflection.

I do not want to overemphasize the threats to joggers in Beirut. I canceled my morning run perhaps only five times, for security reasons, during my entire tour. Still there were instances that caused me to consider the wisdom of my routine. The Syrian armored car patrols would often set up, impromptu, checkpoints along the

ONWARD!



Corniche. Although normally they would check only passing vehicles, I always slowed and kept a wary eye out for any indication that a curious Syrian soldier might want me to stop. But I never received more than a curious glance. On dark winter mornings, I was often anxious when I ran past shadowy figures; I would imagine a young radical assassin out to claim his fame by attacking an American diplomat. Each morning I passed several militia offices, to which I always gave a wide berth, not wanting to surprise a sleeping guard. One morning an official of a local political party was assassinated on the Corniche only 15 minutes after I had passed. He had stopped for a glass of orange juice after his jog. From then on, I always ran a little faster past that particular orange juice vendor.

However, for the most part, I remember quiet, calm mornings, running by the sea, mesmerized by the waves and tranquilized by their steady rhythm. My tour in Lebanon proved that, when you have the will and take

Cruising along the Congo, from left: Marine guard W.A. Norris Jr., Martha Ann Clark, political officer James Campbell. (Photo by Cit. Kinzenzi, ICA)

prudent precautions, not even security problems can deter a determined runner . . . not usually, anyway.

Today, I'm running in the streets of Lubumbashi, Zaire, in the heart of Africa, at the center of extensive copper and cobalt mining operations. The only precaution I must take here is to check the wind before I run, to ensure that the noxious fumes from the large copper smelting plant, near the U.S. consulate general, are not wafting across my course. I've tried running in the bush, but I prefer the wide boulevards of the city to the narrow, muddy paths and the high grass.

The personal satisfaction you get from running is always present, regardless of location. However, the truly unique challenges and benefits of running while assigned overseas are, for me, an unexpected and rewarding aspect of a Foreign Service career. □

Zaire

Running along the Congo: 'I raced the President's yacht'

BY MARTHA ANN CLARK

The author, secretary to the regional security officer at the U.S. embassy in Kinshasa, is not only a runner. She has also sailed a 30-foot boat from Los Angeles to Tahiti.

TARZAN, where are you? That's what I wanted to yell the first time I ran along the banks of the Congo River.

You can compare it with many places and many rivers, and you can compare it with nothing else. This portion of the Congo is near where the river surges violently over rapids and makes a furious, unnavigable descent to the Atlantic Ocean.

For a runner, it would be difficult



BRASILIA, Brazil—Kimberly King, left, ICA exchanges officer, wins a hug on crossing the finish line at the Terry Fox Memorial Marathon here. She was the only woman to do so. Meanwhile, press attache Edward A. Elly shuffles along. He finished—but only after stopping eight times along the 26.2-mile course because of shooting muscle cramps. Terry Fox was a Canadian cancer victim who ran to raise money for cancer research. (Photos by Kenton Keith, ICA)



cacophony.

Morning runs tend to be solitary, except on weekends. Evening runs take me through crowds of other runners, bicycles, cars and people just out for a scenic stroll. All enjoy the sun as it snuggles into the surging rapids before night falls. Many evenings, the setting sun gives me impetus to pick up my pace and hurry home before dark.

One evening, I raced President Mobutu's yacht as it slowly eased up along the bank to its moorings. Passengers waved me on. The Zairians are a friendly people. Their women glance shyly at first, then break into a pearly-toothed smile. The men tend to call out: "Bravo! Bon jour!" Or they give you the thumbs-up sign.

Early one morning, my attention was drawn to a dead snake which had tried its luck crossing the street. Apparently a car had crushed it. A multitude of flies were tending to the carcass. Mesmerized by this scene, I heard my name called. I looked up through a misty rain, just in time to see our Ambassador Robert B. Oakley and his wife running past.

My first week here, I saw a gecko-type lizard clinging to the wall,

staring at me, as I awoke one morning. My coworkers chastised me for even *thinking* of harming a lizard who eats mosquitos and flies. So when I saw one like it across my path, during one of my runs, I noted its black and deep red coloring and thought how clever someone had been to paint his or her pet. Wrong. To my chagrin, I learned since that they come in those colors and in much larger sizes. Now I will allow them to run with me, but I'm still not going to be hospitable if they enter my home.

All my runs are along the river, on a drive known as Avenue Des Nations Unis, which in earlier years was set aside for the diplomatic community. Elegant, well-landscaped lawns surround modern homes on one side of the street, complementing the historic river. There is a rich tapestry of flamboyant frangipani and other flowering trees—and exotic flowers, shrubs and vines that dazzle the beholder. There are banana trees, palm trees, mango trees—it would be impossible to attempt a listing of all the verdant growth in this prime soil. You can actually cut off a rubber tree limb, stick it in the ground and have a new rubber tree growing. I know. I have done this.

All running courses have their special offerings, but after having run in Australia, New Zealand, Tahiti, Mexico, the Caribbean, France and Washington, D.C., I can attest to this river's uniqueness. I still await that first crocodile to cross my path from the river.

The only true hazards are those generally found anywhere. Although I'm taking advantage of the French-language training I have access to at the embassy, my ear isn't good enough yet to determine whether any of the few—very few—words bestowed on me from passing cars and pedestrians are derogatory or supportive. But I pretend they're all supportive, and I step up my pace.

Kinshasa and the Congo are very conducive to maintaining a good running habit. There are many runners at the embassy. Our Marine detachment sponsors a fund-raising runathon for

to find a more beautiful, exhilarating place to run. At dawn, one sees the pirogues (like an American Indian canoe) with fishermen and fisherwomen poling along the edges and, daringly, near the middle—daringly because of the currents which could whisk them into the churning rapids. But they pole gracefully, out, then back to the bank with the day's first catch. An early-morning mist wafts skyward. The yellow lights reflected from Brazzaville, across the river, slowly fade as another dawn is welcomed in mysterious, intriguing, exotic Africa.

One morning, a flock of crow-sounding birds accompanied me. They flew just ahead of me, from light pole to light pole, urging me on with their



the annual Marine Ball. Within four weeks after my arrival, I found myself among a hardy group departing Marine House, winding our way through downtown Kinshasa on a seven-mile course to the American School and its mile track. The ambassador, running seven miles, contributed greatly to the cause.

This is a runner's paradise, with the river as your steady running partner. Who knows, I may run into Tarzan yet! □

New Zealand

Running in the pack (what a pack!) with 80,000 other joggers

BY VIVIENNE BARNETT

The author is the ICA program director at the U.S. consulate general in Auckland.

IT HAS BEEN BILLED here as the "world's biggest fun run." It's 10.5 kilometers 'round the bays—along one of the most beautiful harbor fronts in the world. Running in it last March were 80,000 (count 'em: 80,000!) Aucklanders (one-tenth of the city's population). I was one of them.

An annual event sponsored by the Auckland Joggers Club and the Auckland Star newspaper, this race was first held in 1973 with only 1,200 participants. By this year, the number of runners was so large and the crowds so dense that many would-be joggers were content to walk and just enjoy the high spirits generated along the way.

For seven weeks prior to the race, weekly training schedules were published in the Star and, as the weeks went by, training became more intense. Hundreds of people were out, morning and night, pounding the pavements. I joined the jogging bunch in Cornwall Park, a large public domain surrounding an extinct volcano. I ran under the tall oaks and pines, past flocks of sheep grazing in the fields. Can you imagine sheep in the middle of a large city? No lawn mowers in this park! There are

plenty of woolly beasts doing the job without cost to the taxpayer.

Race day dawned sunny and bright. Wearing my VOA T-shirt, I headed to the starting point. Thousands and thousands of people of all ages, sizes and shapes were milling around, laughing and shouting, eagerly awaiting the gun. The mayor of Auckland fired the gun at 9:30, then joined the run himself. The crowd got underway at a walk, then a brisk walk, then a jog-trot. The route took us through the city streets, to the waterfront, then past large ships berthed and awaiting their cargo of lamb and beef for overseas markets. On we trotted beyond the wharves, along the harbor drive, under the shelter of native Pohutakawa trees that line the shore. I jogged for a while alongside an Army unit whose members were running at a fair pace, considering that they were pulling a howitzer, or some such weapon. There were hundreds of children, some on roller skates, some in baby strollers. Everyone was in high spirits. It was this tremendous good nature and excitement that buoyed us along, however much we were hurting. Yes, by this stage I was hurting! It was my ankle. I knew, from the last night of training, that I'd damaged something, but it wasn't bad enough to deter me from this big event. So on I pounded. As the signposts came up, marking off the kilometers, it was a sense of achievement that kept me going, and also the sheer enjoyment that I and the thousands were experiencing. All along the route, people cheered and shouted down from houses and apartments, urging us on. Oh my, but was I hurting! Finally, the finish line was in sight. I was exhausted, but I made it, and was pleased with my time of 84 minutes. Sor: ankle and all, I went off to join friends at a celebratory barbecue.

It wasn't until early that evening, when I couldn't put my foot on the ground, that I decided to visit the hospital. Plaster from foot to knee—I had to rest up for a spell. But I'll be comin' 'round the bays next year! □

New Zealand

U.S. communicator comes in 25,000th in field of 80,000

BY FRED LA TURNER

The author, a communications officer at the U.S. embassy in Wellington, has completed four marathons (26.2 miles each), with a best time of 2 hours, 44 minutes.

AN ASSIGNMENT in Wellington will provide a fantastic experience for anyone. But if a person happens to be a runner, it's paradise here. The running boom has really taken hold in New Zealand. There are "fun runs" and road races of all distances, from 2 miles to ultra-marathons of over 100 miles. They're held throughout the year in almost all New Zealand towns and cities. Seeing multitudes on the streets, pounding the pavement, was the main reason I decided to give running a try myself. Today, 2 years, 30 less pounds, and 4 marathons later, I'm a full-fledged running nut. I'm totally addicted to the sport.

An especially wonderful thing about being a runner here is that New Zealanders really appreciate the natural beauty of their country. They hold many of their main running events at some of the most scenic spots in the country. My first marathon was the Fletcher Marathon in Rotorua. The course is one lap around Lake Rotorua, a trout-filled natural lake in the north-central part of the north island. It's the largest (over 2,000 runners) and oldest marathon in the country, and possibly the most scenic marathon course anywhere in the world. The first 18-20 miles pass through beautiful pine forests affording a spectacular view of the lake. The last part of the race, at around mile 20, is up a long, long hill (I thought it would never end!), and the race ends where it began—in a beautiful park on the lake's edge, in the center of town.

My wife Nancy also began running here. She's run in two marathons. We recently traveled to Auckland to run in a 10.6-kilometer "run for fun" around the beautiful bays in that city. There were over 80,000 people running that day. It's by far the largest run of its kind in the world. Anyone who saw the start of the New York Marathon on television, with its 10,000 runners, can imagine what 80,000 runners must have been like! I finished after around 25,000 others. Then I stood around for an additional hour and a half at the finish, watching a stream of more runners flow in.

I'm sure most of my embassy colleagues consider me a bit "tilted"—especially when they see me heading out from work on my 11-mile

run home up Ngaio Gorge, in the face of a Wellington "breeze" (really a gale-force wind with rain). What they don't realize, however, is what those 11 miles really mean. They can be translated into 1,100 additional calories I can "pig out" on, with no weight gain. Being a person who loves to eat, my discovering running was like finding the perfect diet. At 135 pounds, I eat as I did at 165 pounds, but I enjoy it even more now. As any runner will tell you (over and over and over), the benefits from running are innumerable—well worth the effort. □

Ambassador Walker, flanked by Cpl. Timothy Doherty, left, and Sgt. Randy J. Monohan.

Upper Volta

'Is there no space (in State magazine) for those who walk?'

BY JULIUS W. WALKER JR.

The author is America's ambassador to this nation in western Africa.

DOES A WALKER dare intrude in a forum dedicated to runners? Is our form of exercise too basely pedestrian to be included with Mercury's coursers? Is there no space in an article on running for those who like to walk? After all, some of us were born walkers.

If the editor of STATE (an addicted





runner by his own admission) has let this much slip into print, possibly the remainder will be allowed to follow. Doctors will tell you that a brisk walk is about as beneficial as jogging or running. In fact, it was doctors who prescribed daily walks for me, following a coronary bypass operation last August—and, although I had always been constitutionally opposed to constitutionals, I have, in the interest of protecting the new plumbing hit the trail. I began this in Washington and, while I enjoyed the walks in Georgetown and Foggy Bottom, I've found my stride here in Ouagadougou.

I'm up each morning at 5:40, and out of the house by 6:00. A Marine accompanies me, both for security and company, and we enjoy the time for short conversations. However, the pace we set demands most of our energy, as we usually cover about 2 miles in 30 minutes.

Ouagadougou is particularly interesting and appealing in the early morning. Due to our proximity to the equator, the sun rises a little before or after 6:00 each day, depending on the time of the year. So we are out when the city is beginning to move. Sweepers are busy brushing up both the leaves which fell in the night and the debris of the prior day's trade. Women by the hundreds walk smoothly and sedately on their way to market, with tremendous loads of produce on their heads. Bicycles, mopedettes and motorcycles swarm through the streets, carrying their riders to work or on early-morning errands.

Bread vendors with boxes of baguettes on their bikes hasten to their delivery stalls. Women bring in enormous basins of rice and sauce to sell at street corners to hungry men. The market is barely alive, as a few early arrivers unwrap their covered stalls and many sweepers battle the mountains of refuse from yesterday's business. Vultures pose on the roof of the butcher sheds, searching intently for overlooked morsels. One morning, I watched as a vulture came winging in

for a landing on one of the high voltage wires. Unfortunately, his weight was great enough to stretch the wire into the one below, causing a spectacular clap of thunder and lightning followed by a blackout of the buildings and streetlights. That morning, I learned the cause of at least some of our electrical outages.

Sometimes sleepy dogs are startled to see a couple of men walking rapidly, and they give vocal protest. At other times we scatter chickens and guinea fowl, and avoid donkey-drawn carts. At the same time, the fragrance from frangipani and countless other trees gives the morning a wonderful perfume. The large fruit bats are returning to their perches in selected trees, and the high-pitched, bell-like cries of their young welcome them, adding to the music of birds, roosters and an occasional portable radio. Frequently, we encounter training groups from the military, or national police units, as they go out for early-morning runs. We greet each other with smiles, waves and the customary "bon jour, ca va?," "Oui, ca va." Each of us enjoys sharing the early-morning exerciser's feelings of contentment and self-satisfaction.

We have explored the byways of a

nearby settlement, and have been thoroughly lost for a time, and have discovered new and easier ways to drive to nearby places. But the best discovery is the city of Ouagadougou, waking and readying itself for yet another day.

Although I'm always ready for the shower, I really regret leaving the road each morning. □

Central African Republic

'I prompted laughter while running in my maternity clothes'

BY LINDA PLATT

The author, wife of E. Alan Platt, who was U.S. vice consul here until recently, taught English at the American Cultural Center. She's a mother of two.

WHEN MY HUSBAND was assigned to Bangui, I was pregnant and a little apprehensive about running in a different culture. Would the people here be offended by my jogging clothes? Would there be a safe route near my home? Happily, I found that the Central Africans are tolerant and most enthusiastic about having a woman jogger to whom they can shout

Linda Platt



encouraging phrases. I chose a scenic route past government buildings, several embassies, then down along the Oubangui River. I prompted some laughter while running in my maternity clothes, in a city where you see most women with babies on their backs and/or something on their heads. I ran through my seventh month.

After the birth of our daughter in February, I quickly got back to the streets. I now have a sort of camaraderie with the Central Africans along my route. The peanut, banana and manioc vendors—all female—giggle at me. And I find the amused glances of the military preferable to the honking of truck drivers in the United States.

I feel somewhat embarrassed at diplomatic receptions when an ambassador recognizes me. People faintly recall they've seen me somewhere around the French embassy? It would be comforting at times to understand the native Sango phrases shouted at me, but for now, I am content to enjoy "bon courage." There is a sense of well-being that comes from receiving recognition from people, who, I'm certain, aren't quite certain why I'm out there. I may be the only female jogger in Bangui, but Central Africans have made me feel at home on the road. □

Soviet Union

It's true—Americans can run without being followed

BY WAYNE LEININGER

The author, chief of the consular section at Embassy Moscow, is an easy-going supervisor who says he requires his staff to run three miles before coming to work. State magazine is investigating.

IHAD BEEN in sunny Los Angeles about five months, studying public administration by morning and running in Griffith Park by afternoon,



Mr. Leininger

when the word came of my onward assignment: Moscow, USSR. The big onion. Capital city of the competition. Frostbite center for the Foreign Service. "My God," I thought, "what a challenge. Forget about foreign policy, national interests, human rights—how am I ever going to continue to train in that place?"

I made a point of seeking out old Moscow hands known to be runners. (It was right there on my checkout sheet: "Go talk to Ed Hurwitz...") All of them were encouraging—more or less. "Sure, you can run in Moscow," they would start out, "if you're prepared to deal with the..." And then would come a long list of potential problems: the weather, the KGB agents, the pollution, the stares of the populace. I was not deterred; I was a committed runner. (You've got to be careful in the use of that participle *committed*—people tend to get the wrong idea.)

Upon arriving in Moscow we were able to move directly into our apartment. By one of those happy coincidences that would never have come about had we tried to plan it, it's just a couple of minutes away from the most prized running route in Moscow: along the river bank, past Moscow State University, through Lenin Hills, past the Kiev railway station across the bridge at Kutuzovsky Prospekt, which puts you nearly at the embassy, just a touch over 10 kilometers from home. On the way, you pass the scenic overlook at the skijump (where the tourists from the Intourist buses jostle with newlyweds for the best photo opportunities), the guest villa of the Ministry of Foreign Affairs (where the processions of Zil and Chaika limousines often freeze traffic interminably) and, on a sunny morning, the gleaming golden onion domes of the Kremlin cathedral tow-

ers. That sight alone is enough to make you forget a lot of Stalinist Gothic.

I had had visions of my first run in Moscow for months ahead of time. I would sprint out the door of my apartment building to the amazement of the "watchers" waiting outside. So on the dawn of our first morning in Moscow, I ran outside and saw... a bored old babushka picking through the trash bin... the militia man dozing at his post... and one brown dog. No agents. No trench coats. No chase scene. No surveillance. At least no surveillance of the kind you get when they want you to know you're being surveilled. So it has stayed, somewhat to my disappointment. Am I not important enough to be followed?

This is not to say, though, that I don't have a sense of being watched while I'm running. Any Western runner is identifiable on the streets of Moscow. From the Etonics on my feet to my Frank Shorter shorts to my National Jogging Association T-shirt, I am decked out in gear absolutely unavailable to the ordinary Soviet sportsman. Standard equipment in Moscow seems to consist of vintage 1957 high-top black sneakers and a sweatsuit. The latter is worn in all weather, including summer heat. The Soviet jogger is taciturn and antisocial; there's none of the "How's it goin'?" or "Good day for it" style of fraternal greeting prevalent in the West. Eye contact is avoided here when you encounter a fellow runner; full intention is given over to the mechanical, shuffling style of running that afflicts most of the jogging population. There's little sense of joy or play in these runners. Only two have ever responded to my nonverbal challenges and pushed the pace. A Western runner accustomed to sharpening competitive instincts through such spontaneous duels goes a long time between jousts.

In an environment as tightly controlled as that of the Soviet Union, where you literally have to censor yourself in word and deed on a full-time basis, time spent on the road comes as a rare interlude of liberation. Both mind and body escape the con-



straints of daily life. More practically (and less lyrically), running also helps you avoid having to exchange the clothes you brought here for garments of larger sizes. The reception cocktail, party/dinner circuit here is as active as anywhere, and it's easy on cold winter nights to get into the habit of curling up with a lap robe and doing nothing at all on the rare night off. That way lies disaster *avoids*. It helps to have a healthy fanaticism like running to

counterbalance all those tendencies. Not for nothing has running been called a "positive addiction."

My co-workers in Moscow wonder about that "positive" part whenever they see me slog off through the snow, sleet and cold rain. Only the Marines, somewhat more attuned to sadomasochism, share a degree of kinship with me as I battle both the elements and the previous night's canapes in trying to stay in shape. It's harder here

than in the States to stay interested in jogging. There really are few attractive routes to run—auto emission control is way down on the Plan's priority list; the weather really is abominable; there are certainly no 10-kilometer weekend runs that are open to the foreign diplomats.

But will I stick it out? You betcha. I'm "committed." Besides, one of the (rumored) benefits of serving in Moscow is a certain latitude in choosing an onward assignment. I've been kicking around the idea of New Zealand ... weather like southern California ... greatest number of runners per capita in the world ... both mountains and beaches to train on, take your pick. Hmmm. Is anybody out there writing about running in New Zealand? Can I volunteer to research the question? I'll report back, in say, oh, four or five years. Please? □

Soviet Union

Running in Moscow on freezing days—it gets to 25 below 0

BY JIM DOANE

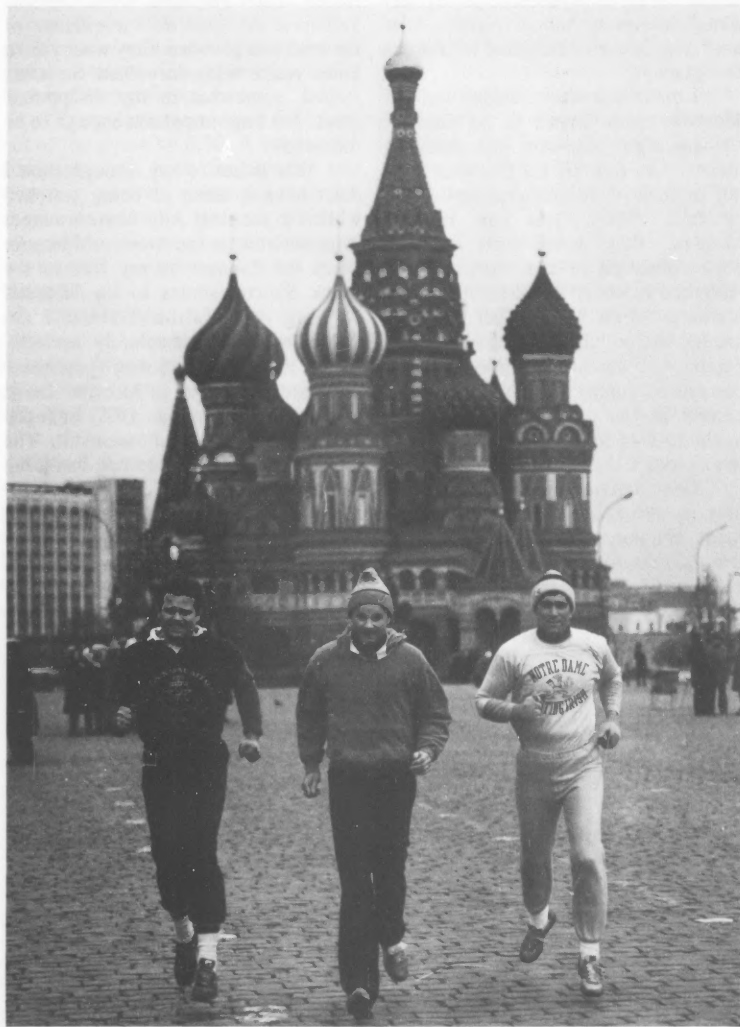
The author, supervisory general services officer at the U.S. embassy, started his running while he was assigned to the Soviet desk in the Department.

FROM Lenin's tomb to the ups and downs of the Lenin hills, running in Moscow can be unique.

With two of my colleagues—security officer Bill Chornyak and assistant naval attache Pierce Crabtree—I run regularly throughout the week.

Monday finds us in our "burn-off-the-weekend" runs (the implications are obvious). Tuesday's jog is a "high-speed burn-out," with the three of us working at running each other

Running across Red Square in Moscow from left: Pierce Crabtree, Jim Doane, Bill Chornyak. St. Basil's Cathedral is in background. (Photo by Dan Scalf)





The "black belt" at the Finlandia.

into the ground. Wednesdays are devoted to long training workouts, usually at a medium pace. Thursdays are a repeat of the high-speed Tuesdays, while Fridays are reserved for runs we call "Russian killers."

In the latter, each man runs a lap on a track near the embassy, at his highest speed, with the other two trying to keep up. The man coming in last is the leader for the next round, and he, too, takes the lap as fast as he can. We usually do this for six laps. We find that it keeps us in shape for the weekends.

Because jogging is not a big sport in the Soviet Union, we pick up intense stares as we run through the

various sections of Moscow. The *babushkas* (grandmothers) here are famous for their dire and vocal warnings regarding proper dress in the winter. So you can imagine their consternation as they watch us run on Moscow's infamous freezing days, with temperatures at 25 below 0.

Running has helped in keeping my weight down—much more so than paddle tennis, the most popular sport among Americans here. We enjoy our daily outings. They've kept us in shape. And we've been able, too, to maintain our sense of humor through the long winters. □

Finland

Skiing with 11,000 others: 'There we were, 50 abreast!'

BY MICHAEL CLEVERLEY

The author, age 35, is an economic officer at Embassy Helsinki.

ON FEBRUARY 28, my wife Seija and I were among eight skiers from the U.S. embassy who participated in the Finlandia Cross Country Ski Race—a grueling 75-kilometer (47-mile) course between Hämeenlinna and Lahti. This was a world-class cross-country competition that



attracted 10,901 skiers. But fewer than 1,000 were competing to win. The goal of the rest of us was merely to "Finnish" (oops!) in good time—within the 1½ hours allowed us. The embassy people, besides Seija and me, included Tom Cairns, consul; Doug Kent, general services officer; Curt Rasco, cultural attache; Lt. Col. Andrew Gothreau and Dave Wright of the defense attache's office; and Heikki Tukiainen, one of ICA's national employees.

Believe me, it was cold when we got on the bus in Lahti at 5:30 a.m. The thermometer showed only 5°F. We had thick snowsuits over our thin ski outfits to keep us warm. Hundreds of

The 47-milers from the U.S. embassy were, from left: Heikki Tukiainen, Seija Cleverley, Curt Rasco, Doug Kent, Tom Cairns, Dave Wright, Mike Cleverley, Andrew Gothreau.

other skiers were boarding buses all around us. Long lines of big buses began pulling out of the station for the 47-mile trek to Hämeenlinna.

As we drove along, bumper to bumper, we kept looking out at the dark snow-covered fields. How would we feel by the time we skied back to this point? And this one? We knew how far 75 kilometers was. We had prepared for this all winter, to gradually build up endurance. Participating in the Finlandia was my way of saying to myself that I had finally learned how to ski.

The bus slowed down, turned around and opened its door. The excitement was enhanced by the cold dark hills surrounding the torch-lit lake where we would assemble—all 11,000 of us—at the starting line. We hopped around near the torches, trying to keep warm. Most of us were

waiting until the last minute to shed our heavy coats and move into the starting area. The first sun rays that hit us were absorbed to the marrow. People were waxing their skis one last time. Finally, at a quarter-to-eight, we moved through the gate.

There we were, 50 abreast. Next to Seija and me were Tom and Doug. They had driven up from Helsinki the night before. We lifted a camera to take a "before" picture (anticipating the "after"), and had just got it back into the pack when a field cannon roared. A black belt of skiers surged forward. Some fell, bringing three or four of their neighbors down with them. The swish of skis, multiplied by 11,000, made a dull roar. The belt extended as far as we could see, both in front and behind. Doug and Tom disappeared. After the first 11 kilometers, the lines began to thin and we



reached our first rest stop, drank some warm juice, took another picture and skied on.

After 25 kilometers, my legs were hurting. My knee was killing me when I went up hills. Then we stopped at the next rest stop. I took off my skis and massaged my leg. Seija and I started again. Somewhere along the way, we had seen Curt. There were still skiers everywhere around us. One thousand were foreigners like us, including a prince from the royal family in Japan. He looked great. I saw

him surrounded by TV crews at 45 kilometers. When I passed the 55-kilometer marker I would have been happy to call it a day, but I didn't. Buses were waiting at each rest stop for those who did.

Near the finish, I was on my way down a steep hill into the arena when I saw a lady chatting there with a friend, her skis straddling two of the three tracks. There was only one way to miss her—face first. I knew how to swear in Finnish, but nothing came. I was numb, anyway. I couldn't feel the

snow covering me. I started down again, and it was over, simple as that. My name went up on the huge scoreboard, and someone congratulated me in English over the loudspeaker.

My time was 10 hours, 27 minutes, 51 seconds. Tom finished in eight hours—a good time. (The winner did it in 3 hours, 56 minutes.) Seija and I were satisfied but sore. We could hardly walk. So we *skied* to the dressing room. □

Egypt

Imagine running past 'the smiling Sphinx'

By JOHN F. McPOLAND

The author is the regional security officer at the U.S. embassy.

WOULD YOU BELIEVE a marathon course which begins at the Pyramids, down past the smiling Sphinx, along palm-shaded roads through ancient picturesque villages, out to the Step Pyramid at Sakkara, thence back to the Pyra-

mid of Cheops (taller than the Washington Monument)?

This was the Egyptian Marathon on March 5, in which several members of the U.S. mission ran, including two regional security officers and two Marine security guards. Ever since reading "Fear of Jogging" by Erica Fly, I haven't done much running myself, but I certainly encourage this in others.

Our participants in the marathon and their order of finish were as follows:

Runner	Time	Rank
A. Bello	3:20:44	6th
M. Hager	3:21:35	7th
F. Weden	3:27:10	Tied 9th
T. Reese	3:27:10	Tied 9th
J. Lischke	3:32:26	10th
R. Mazer	3:49:06	12th
J. Schaeffer	4:22:22	17th



Regional security officer *Ron Mazer* in the final 50 yards of the Egyptian Marathon with his son *Corey* (directly in front of him), age 8, pacing him to the finish line.



Regional security officer *John Schaeffer* heading for the finish line.



Mozambique

'A full moon rises out of the ocean at the hour we run'

BY KRISTIE TWADDELL

The author, wife of U.S. charge d'affaires William H. Twaddell, was on the track team at the University of New Mexico. She's a teacher and a mother of two.

AMONG the things you probably don't know about Maputo is that this capital is an excellent place for running. The winter months, April to



Ms. Twaddell

October, are ideal—cool, dry and sunny. The summer months are warmer and wetter, but even on the hottest day of summer (likely to be Christmas) there is always a breeze off the Indian Ocean. The setting, in short, is lovely.

I run with Elizabeth Lockwood, whose husband, Danny, is a communications officer here. Liz and I start off along a bluff overlooking a long crescent beach edged with palm trees. The sea is a dark greenish-blue, and the sky, at evening, opalescent blue and pink. Periodically, a full moon rises out of the ocean just at the hour when we run.

Despite the physical attractions of the place, there are subtle psychological drawbacks that have discouraged most would-be runners here. To begin with, running along the beach under those picturesque palms makes me nervous. I imagine the brisk sea breezes dislodging a coconut that crashes down on my head. And, then I have that slight but pervasive feeling that I'm being a bit foolish. Mozambican women walk everywhere, miles and miles each day, often carrying a baby in a shawl on their backs and a

gerry can of water on their heads. But we Americans drive around in our cars all day long, then run in circles for an hour to keep fit.

Worst of all is the feeling of isolation. We seem to be the only foreign women running in Mozambique—in fact, almost the only foreigners period. The Chinese also run, but en masse on a track, at dawn. We can't compete with that kind of solidarity.

A couple of guys from the Dutch embassy are joggers, too. But they refuse to run with us. I wish I could believe it's because they're afraid we'd beat them.

So there we are, surging along as fast as we can, upholding the honor of American womanhood, when a Mozambican, or several, will come hurtling by us like a train, most frequently going up a long, steep hill. Fortunately, the Mozambicans are very courteous people. They don't jeer. They don't even cast glances of pity. Good thing—'cause if they did, I would weep.

I have come to look at it this way: Running out here is not only good training for the body, it toughens the moral fiber as well. But when Liz leaves in August, I don't know what I'm going to do. My moral fiber is only just so tough. □

Dominican Republic

Running in the 90s thru the sugar cane, watered by watchers

BY LINDA MILLS SIPPRELLE

The author is the wife of Dudley G. Sippelle, consul general in Santo Domingo, and also the daughter of a career diplomat, retired Ambassador Sheldon T. Mills, who, the author informs us, is now bicycling twice a day with Mrs. Mills around their home in Santa Barbara, Calif.

THE JOY of living, and running, in the Dominican Republic is one of the Foreign Service's best-kept secrets. This island, with its colorful

flora, jagged coral formations and all sorts of multiple-variety palm trees skirting the Caribbean, is beautiful. But it is the people that make this post special. They are friendly, enthusiastic and tolerant—and have a wonderful sense of humor.

As luck would have it, near our home is the lush and verdant National Botanical Garden, where I do most of my training. Early each morning, I head for its 3¾-mile perimeter which includes hills, shady park areas and a wide sidewalk. I exchange greetings with inhabitants of the neighborhood, who are very interested in my running. They ask: "How many rounds today, little housewife?" Or: "Have a good day, little friend." Or: "Good morning, little blond" (the name most Dominicans have given me). The children, who often run along with me, call out: "Wait for me, little mother!"

Soon after our arrival here, I ran my first of many races—a 16-kilometer run along the "Malecon," or seafront. This long boulevard, with its handicraft exhibits, sidewalk restaurants and wandering musicians, is a delight to visit at any time. And to run a race in the area is pleasurable indeed.

One race I'll never forget was the 42-kilometer run in the center of this country, from the city of La Vega to the city of Moca and back again. The race started around 3 p.m., when the sun's rays are occasionally less penetrating. But on race day, this was not the case. The temperature was in the 90s, and so was the humidity. Only 2 of the 50 participants were women, so we got special attention. A phalanx of bicyclists and motorcyclists accompanied us along the hilly, narrow, sugar cane-lined highway. A small truck with a loudspeaker preceded us urging all spectators (everyone in both villages seemed to be watching the race) to throw water at us to cool us off. They tried. Every family filled their largest bucket and cheerfully drenched us as we sloshed by. Many of the runners ran shoeless and, with the weight of my water-logged shoes, I



"Little blond" on the Malecon. (Photo by ICA)

wished my feet were in condition to do the same. By the time I approached the finish, a rainstorm had taken place, dusk was falling and many of the onlookers were cheering, chanting and running along at my side. My legs were behaving outrageously, almost refusing to move. Somehow I staggered to the town square, where the race ended.

Not long ago, a chocolate company sponsored a 10-kilometer race through the streets of Santo Domingo. Only 200 runners were expected.

Much to the race director's surprise, 1,272, including 50 women, showed up. The running bug has definitely caught on in the Dominican Republic.

It's fun for me to be constantly asked for interviews, to appear frequently in the sports section of local newspapers and to be featured in a TV documentary. But the most exhilarating part of all is to have been asked to represent my club and the city of Santo Domingo in the national games in 1983, where I'll run the 1,500 and 3,000 meters. For someone old enough to be a grandmother, I can think of nothing more delightful. □

Kenya

It's very hazardous to be on your bike (BOWWOW!!!)

BY JANIS BENSON

The author is the wife of Philip Benson, cultural affairs officer.

BIKING for me has been a way of life. Now we are posted here in Nairobi, where it's safer to walk past a pride of lion than to try to cross the street during rush hour.



But that doesn't mean I can't cycle for health and exercise! Think of all the benefits one derives from cycling: (1) It firms thighs, tummy, calves and slims the waist—and buttocks; (2) it consumes calories; (3) steady biking relieves tension; and (4) it clears the head and develops your sense of awareness, as well as your agility and balance.

I've compiled a list of items I consider necessary for safe and enjoyable Kenyan cycling. You will need the following:

- A crash helmet.
- A kidney belt and teeth guard.
- High sturdy boots to kick away

dogs and prevent their teeth from sinking in.

—A pellet gun to zap the dogs if a kick fails.

—A gas mask in case you're stuck behind a truck belching out smoke, as you surely will be.

—Padding on elbows, shoulders and derriere.

—Two rear-view mirrors. But maybe not—perhaps it's better not to see what's coming!

By the way, you can't expect to see me riding my bike for awhile. You see, I was following too close behind an overloaded (is there any other kind?) bus. The door slid open and a man fell

out. He fell on the bike and the bike fell on me. The bike was unscathed. The fellow sustained only minor cuts and bruises. But, in spite of my protective gear, I'm pretty beaten up. With my black-and-blue face, I can't say cycling has done much for my beauty—but I'm getting a good long rest, and that, at least, is good for my health. ■

SANTIAGO, Chile—Fred Becchetti, wearing No. 150, runs with men over 30 in the annual 7-kilometer race cosponsored by the ICA binational center here, where Mr. Becchetti is director. Awaiting the runners, as a reward, are Chile's traditional meat pies and hot wine.



News Highlights

Haig announces new program for Civil Service employees

Its aim is to have them realize 'their fullest potential'

A NEW Civil Service Employee Development Program, providing training and intended to enhance careers and productivity, was announced by Secretary Haig on May 3 in a letter to all members of the Department. "Employees will be provided the maximum opportunity to develop to their fullest potential while meeting Department needs," Mr. Haig said. "In this era of budget cuts, it is essential that greater emphasis be placed on our employee development to accomplish our mission efficiently and effectively. I am fully committed to the career development and enhancement of the Department's Civil Service employees and am asking full management support in the effort to ensure the success of the program."

Elaborating on this theme, Myra Shiplett, associate director of personnel (Civil Service), said in an interview: "We want a training system that will be of value both to employees and their supervisors. The major emphasis this year will be on design and implementation of a supervisory development program. We want to work with the bureaus, first to identify the skills needed to become a good supervisor, then to help supervisors gain those skills. [Supervisors are defined in the program as individuals who regularly assign and review the work of three or more employees, and who implement policies formulated by management.] We can assist the most people by beginning with supervisors. As they become more effective through training, their employees also benefit. And after a good training experience, supervisors may be more inclined to encourage their staff members to pursue training opportunities."

"There are supervisors who have strengths in some areas and not in others," said Pat Popovich, chief of the Personnel Management Division in the Office of Civil Service Career Development and Assignments. "For in-

stance, one supervisor may need to know more about the classification system, while another may know a lot about classification but not very much about counseling employees. We hope to train in specific areas, so that supervisors can get what they need without sitting through what they don't need."

The program will operate under the direction of the Office of the Direc-

Myra Shiplett discusses training program with bureau executive directors Jack Jenkins, left, Economic and Business Affairs, and John Shumate, Administration. (Photo by David M. Humphrey, Visual Services)



'Worth the investment'

One Department manager who, according to the Bureau of Personnel, has encouraged his staff to pursue training opportunities is Jack Jenkins, executive director, Bureau of Economic and Business Affairs. Mr. Jenkins said in an interview with STATE:

"The initiative of the employee is very important for career growth. I think training should be a two-way street for employees and supervisors. One of my staff members, for example, is now attending a congressional seminar that I took last year and raved about. After hearing me, he said it sounded like something he too would be interested in. I've gone to employees to

discuss their career development, and I've said: 'Here is a course you ought to think about.' But if an employee isn't committed to his or her own training, they may never get it.

"It's true that more training may mean more time away from the office for certain employees. And because we're being asked in the federal sector to do more with less, it will become more difficult for managers to do without employees while they're enrolled in training. But on the other hand, you also can do more with less by training and developing what you have. I believe training is worth the investment."

tor General of the Foreign Service and Director of Personnel, in cooperation with the Foreign Service Institute, bureau executive directors and a Training Council chaired by the deputy director of the institute. The council is responsible for developing the training policy and overseeing its implementation. Members include the executive directors of bureaus with a substantial number of Civil Service employees.

Bureau executive offices will play a key role in administering the program. A training officer selected by each bureau will coordinate training activities with the Training Council and the Office of Civil Service Career Development and Assignments. "We want to work with training officers, to help them identify the training needs in their bureaus, and to be sure they have the training resources necessary to do their jobs," said Ms. Popovich. Factors to be considered in selecting employees for training are the Department's needs, the availability of funds and the employee's own needs and potential.

"We're not trying to re-invent the wheel with this new program," said Ms. Popovich. "We just want to supplement and expand on what's already here at the Department."

"And we want to do so in a systematic way," said Ms. Shiplett. □

Reagan's order helps wives working abroad to win U.S. jobs here

President Reagan has issued an order that makes it easier for certain wives and husbands of U.S. Government employees serving abroad to win Civil Service jobs on their return to the United States. Executive Order 12362, retroactive to January 1980, applies to spouses working in temporary positions overseas. It grants them noncompetitive eligibility status for Civil Service career positions.

The order helps all U.S. citizen family members who accumulate a total of two years' experience abroad, over

U.S. bond drive is on

A letter by Secretary Haig to all employees urges them to participate in the U.S. savings bond campaign, which is being conducted in the Department and at posts overseas this month. "I urge you to give your support by joining the Payroll Savings Plan or by increasing your present allotment," the Secretary wrote. "It is a positive way to help your country and a great way to make your own future brighter."

a 10-year period, in appropriated fund positions—such as PITs (part-time, intermittent, temporary), AFM/FSNs (American family members filling Foreign Service national positions), LIRs (limited indefinite residents) and RHs (resident hires).

Once the family member is back in the United States, s/he is given two years to locate a federal career-conditional position for which s/he is qualified and be hired directly without going through the Office of Personnel Management register. Credit may be earned equally for full-time and part-time employment.

When in the career-conditional position, the individual must work satisfactorily for three years before earning permanent re-employment rights. But should the three-year period be interrupted by further overseas service, the new regulations issued by the Office of Personnel Management in FPM Letter 315 (STATE, March, Page 25) would apply.

Susan McClintock, employment program officer in the Department's Family Liaison Office, pointed out that the presidential order grants a privilege similar to one conferred on returned Peace Corps volunteers some two decades back. "This executive order will go far," she said, "to alleviate the hardships imposed on U.S. Government spouses who frequently have no other employment opportunities overseas than what the mission has to offer. Many of them thus build a long

U.S. Government service record through intermittent U.S. Government employment, in temporary noncareer positions overseas, which previously gave them no rights or privileges upon their return. Depending on the wife's or husband's skills and qualifications, it might have taken him or her many months on their return to this country, even a year or more, to be certified for Civil Service employment and selected from the register. Even though the Government job market is retrenching rapidly here in Washington, at least spouses will no longer have the added burden of having to compete for these jobs as outsiders."

Guidelines based on the order will be issued soon, and will be transmitted to all posts by cable. For information, contact Employment Coordinator, M/FLO, Room 1212A, Department of State, Washington, D.C. 20520, telephone (202) 632-2387 or 632-3179. □

Record on career envoys is good, Senate is told

Under Secretary Richard T. Kennedy said in congressional testimony recently that the percentage of career officers serving as ambassadors in the Reagan administration "is consistent with that of other administrations in recent years." Moreover, he said, there is "high concern [on the part of] the President and his foreign policy advisers to seek the most qualified persons to represent the President and the United States abroad."

Mr. Kennedy appeared on April 28 before the Senate Foreign Relations Committee. He said there that the administration is opposed to a bill by Senator Charles McC. Mathias (R.-Md.) which would require that not less than 85% of chiefs of mission be career members of the Foreign Service. The under secretary made the point that the bill is unnecessary, and added that it could be considered an infringement on the constitutional au-

thority of the President to nominate ambassadors.

In addressing the number of career vs. noncareer appointees, he noted that "the percentage of ambassadors to other countries today who are career officers is equal to or greater than in 10 of the last 20 years, from 1961-1980." He pointed out that "83 ambassadors to other countries are career officers while 34 are noncareer, a mix of 71% and 29%" Mr. Kennedy also stressed President Reagan's "highest confidence in and respect for the career service," as indicated by his "selection of career officers to represent U.S. interests in areas and at posts where our most vital concerns are engaged—including NATO, China, Israel, Saudi Arabia, Egypt, the USSR and El Salvador."

In referring to the role and selection of ambassadors, Mr. Kennedy observed that the President had recently indicated, in a letter to all chiefs of missions, the "importance he attaches to the ambassadorial role. He has assigned to the ambassador very broad responsibilities 'to protect and advance the United States' interests abroad,' and made it clear that he views the ambassador as his personal representative to the host government." In selecting ambassadors, Mr. Kennedy said, "we seek candidates who not only are at ease in a foreign environment, carrying out their representational functions, but who also can contribute, through their perspective, reporting and analyses to the policy deliberations in Washington."

In closing his testimony, the under secretary reiterated the President's and the Secretary's personal respect for the dedication and solid professionalism of the Foreign Service. Mr. Kennedy stated that "the Service provides an outstanding cadre of experienced Foreign Service professionals for ambassadorial appointments," adding that "the great majority of ambassadorial appointments have been, and will continue to be, drawn from the Service." Mr. Kennedy followed up his testimony with a letter to Senator

Mathias reiterating the confidence of the President and the Secretary in the career Foreign Service.

Also appearing at the hearing to testify were Ambassador Charles S. Whitehouse, president of the American Foreign Service Association, and former Ambassador Malcolm Toon. Former Ambassadors Carol Laise, John W. Tuthill and Theodore L. Eliot Jr. also testified on Senator Mathias' legislative proposal. □

Junior officer unit reorganizes

The Junior Officer Division, in the Office of Foreign Service Career Development and Assignments, has reordered the responsibilities of career counselors. Effective June 1, junior Foreign Service officers who do not have tenure are to be assigned to career counselors alphabetically—not by cone, as in the past.

Junior officers at the FS-4 through FS-6 levels are to be assigned to the following career counselors: Officers with the last name beginning

with A through I: Walt Manger; J-M: Charlie Magee (until August) and Edward Gnehm (beginning in August); N-Z: Cliff Tighe (until July) and Jim Woolwine (beginning in July).

Charlie Magee, chief of the division, is being transferred. He is to be replaced by Edward Gnehm, who also will be responsible for counseling the officers listed above. Mr. Manger replaces Max Robinson as deputy chief. In addition, he will be the coordinator of the junior officer rotation program and the junior officer reporting and analysis program. Cliff Tighe, career counselor for the administrative cone, also is transferring. He will be replaced by Mr. Woolwine.

In a telegram to all posts on May 7, the Department pointed out that the shift "away from counseling by cone will not alter the guidelines for assignment patterns or tenure precepts for career candidates which are contained in Foreign Affairs Manual Circular

Recent speakers at the Secretary's Open Forum included Rep. Norman Y. Mineta (D-Calif.), left, and economist John Kenneth Galbraith.





749 of April 24, 1978. It does, however, emphasize the continuing importance the Department places on the need for interfunctional training and rotational assignments for untenured officers during their four-year career candidacy probationary period."

Margaret Anderson, career counselor in the Office of Foreign Service Career Development and Assignments, has been named Mustang coordinator. Earl Ambre, also a career counselor in that office, will be in charge of excursion tours. They are in Room 2419, telephone (202) 632-9659. Career development officers in the Junior Officer Division are also in Room 2419, Main State, telephone (202) 632-7691. □

'Thursday' group sponsors counseling sessions

The Thursday Luncheon Group, an organization of black professionals in the foreign affairs agencies, has scheduled a series of noon "brown bag" seminars on career counseling. The sessions are open to both Civil Service and Foreign Service employees.

Topics and dates are:

—"Performance Reports for GS Employees"—June 15, Room 600, 1750 Pennsylvania Ave., and June 24, Room 1406, main State building.

—"Restructuring the Form 171"—June 22 and 24, same places, respectively.

The Khmer Classical Dancers, the only major group of its kind to have survived the Cambodian holocaust, perform in the Dean Acheson Auditorium, Mxy 3, in celebration of Asian/Pacific Heritage Week, which was also marked by an exhibit in the D Street lobby, prepared by Rose Grover of Visual Services. Under Secretary Richard T. Kennedy was a speaker at the event. Rep. Norman Y. Mineta (D.-Calif.) addressed the Secretary's Open Forum, May 5, in connection with the observance. (Photo by David M. Humphrey, Visual Services)

—"Skills Needed for Promoting Successful Interviews"—September 21, Room 1408, main State. □

How to file claims relating to personal property

Claim—Any claim filed by an employee of the Department of State, the International Communication Agency or the Agency for International Development, for damage to, loss, destruction, capture, or abandonment of employee's personal property incident to service (6 FAM 310.3a).

FOR MANY Foreign Service personnel, it's time to change assignments, which means shipping personal property all over the world. Inevitably, some cases of damage do occur. All State, ICA or AID employees should use this article, in conjunction with 6 FAM 300, as a guide to filing a claim correctly.

Your claims assistance officer, usually in the post's administrative section, will be able to supply the claims form, DS-1620, and whatever information you need. When the form is submitted to the Office of Operations (A/OPR, ATTN: FMAS/CL) at the Department, all necessary documentation must be attached. This *always* includes a copy of your assignment orders. For items damaged in shipment, include all accompanying travel documents. For items destroyed or damaged beyond repair, include whatever documentation is available to show their cost. For repairable items, include estimates of repair costs (done by a professional, if one is available), in addition to information concerning the value of the damaged items. If the loss was incurred through theft, the post security officer's report and the local police report (if available) must be enclosed.

The minimum amount of loss necessary to file a claim is \$50. The maximum allowable payment is \$15,000. This maximum applies per incident. For example, if your automobile is destroyed in the embassy parking lot when hit by a runaway truck, and a fire at your quarters destroys your furniture, the maximum payment in each case could be \$15,000. If, however, a fire in your garage destroyed your car

and spread to the house and destroyed the furniture, a single \$15,000 limit applies. The only exception to this limit are losses due to an evacuation, at which time the maximum payable claim rises to \$40,000.

A claim must be presented in writing within two years after the date on which the loss occurred or the prospective claimant was officially notified of the loss (in cases where the loss did not occur where the claimant was located). This date is known as the claim accrual date. Since someone filing a claim usually wants to do it as soon as possible, this deadline rarely presents a problem. Occasionally, however, potential claimants decide to wait until returning to the Department at the end of their assignment abroad. If this is more than two years after the claim accrual date, the claim will be disallowed.

State, ICA and AID employees should also be aware that carrying insurance coverage on their belongings almost always is to their advantage. Through insurance, an individual can set the limits of coverage and, in nearly all cases, be assured of more rapid claim processing than is possible in the Department. If you do have insurance coverage, or a valid claim against another party, such as a moving company or ocean freight carrier, a claim must be made against and settled with that entity prior to filing a claim with the Department.

The importance of insurance coverage was made apparent to one employee when all his possessions were destroyed in a warehouse fire. His insurance had lapsed; the warehouse's settlement was by weight of the items stored, not their value; and the only other party to whom a claim could be made was the U.S. Government. The claim was completely documented at more than \$90,000, with bills of sale, receipts or professional appraisals of the items destroyed. Due to the limit per incidence of loss, the Department could make reimbursement of only

\$15,000.

Even for claims of less than \$15,000, claimants often find the amounts of reimbursement have lesser dollar amounts than those listed on their DS-1620s. Values of destroyed or damaged items are modified by two separate factors, one for inflation and one for depreciation. As an example, consider a claimant's sofa, destroyed when the embassy truck transporting it was involved in an accident. The sofa was purchased in 1975 for \$300. That amount is multiplied by an inflation factor of 1.63, giving a replacement cost of \$489. This is then depreciated at a rate of 5% per year for the seven years from 1975 to 1982, giving the claimant a payment of \$317.85.

One final reminder: When filing a personal property loss claim, be sure to keep a copy of all the documents involved. In case any problems occur in adjudication of the claim, you will have all the information necessary to provide additional documentation or answer any questions which may arise. Any inquiries about claims should be sent to the attention of the Office of Operations, using TAGS of "ACLM": □

East Europe, Yugoslavia

The name of the Office of Eastern European Affairs has been changed to the Office of Eastern European and Yugoslav Affairs. John R. Davis Jr. is director of the office. ■

Yummy Dept.

From the newsletter of the U.S. embassy in Malaysia:

The "Kuala Lumpur Diplomatic Cookbook" will be off the presses and ready for sale during the first week of May. It is a compilation of recipes from most countries with diplomatic missions [here] ... There are 111 recipes, ranging from Australia's Pavlova to Yugoslavia's Slovenian Almond Squares. The cuisine of 42 countries, contributed by 30 good cooks, is contained in the book.

Appointments

White House announces choice of Buckley as counselor

Burt to European Affairs; Rear Adm. Howe at Politico-Military

PRESIDENT REAGAN has announced his intention to nominate James L. Buckley, under secretary for security assistance, science and technology, as the new counselor of the Department. On the same day, the President also announced his intention to name Richard R. Burt, director of the Bureau of Politico-Military Affairs, as the new assistant secretary for European affairs. And in a related action, Secretary Haig named Rear Admiral Jonathan T. Howe, since April 1981 the senior military assistant to the deputy secretary of defense, to succeed Mr. Burt at the politico-military bureau.

Mr. Buckley would succeed Robert Carl McFarlane, who now is deputy assistant to the President for national security affairs. Mr. Burt would succeed Lawrence S. Eagleburger, now under secretary for political affairs. In announcing the shifts the White House said: "As the new counselor ... Mr. Buckley will be a principal officer of the Department performing a greatly expanded counselor's role. Mr. Buckley will be charged with the performance of sensitive, high-level missions on behalf of the Secretary of State. He will also deal with sensitive functional foreign policy matters, as requested by the Secretary."

Mr. Howe began his career with the Navy in 1958, and was assigned to the USS Bremerton. From 1969 to 1973, he was a member of the National Security Council staff, as military assistant to the assistant to the President for national security affairs. In 1974 he commanded the USS Berkeley. After returning to Washington the following year, he became assistant to the Vice President for national security affairs and military assistant. He later was commander of Destroyer Squadron 31, 1977-78; chief of staff to the commander, Seventh Fleet, 1979; then senior military assistant to the deputy secretary of defense. He became a rear admiral in January 1980.



Mr. Buckley



Mr. Burt

Mr. Howe

Mr. Howe was born on August 24, 1935. He was graduated with "distinction" from the U.S. Naval Academy in 1957, with a bachelor of science. He later took postgraduate work at the Fletcher School of Law and Diplomacy, where he earned a master's, a master's in law and diplomacy and a doctorate, 1967-69. He also wrote a book, "Multicrisis: Seapower and Global Politics in the Middle Age."

Mr. Howe has twice won the Legion of Merit. He also holds the Distinguished Service Medal and the Defense Distinguished Service Medal. He is married to the former Harriet Edith Mangrum; they have six children. □

Sayre takes over terrorism post

Ambassador Robert M. Sayre has assumed his new duties as director of the Office for Combatting Terrorism, succeeding Anthony C.E. Quainton. Mr. Sayre also is chairman of the Department's Policy Group on Security Policies and Programs and Contingency Planning.

Mr. Sayre was ambassador to Brazil from May 1978 until last September. Before his posting to Brasilia, he was inspector general of the Foreign Service, 1976-78. He also was the U.S. envoy to Uruguay, 1968-69, and Panama, 1969-74. From 1967 to 1968 he was the acting assistant secretary for inter-American affairs.

He joined the Department in 1949 as an intern. He later held assignments as international economist, Bureau of Economic Affairs and Bureau of Inter-American Affairs, 1950-52; international relations officer in the latter bureau, 1952-56; officer in charge of inter-American security and military assistance affairs, 1956-57; and chief of the political section in Lima, 1957-60.

From 1960 to 1961 he was financial officer in Havana. He returned to Washington in 1961 to become President Kennedy's executive secretary of the task force on Latin America. He also assisted in efforts that put together the Alliance for Progress.

Mr. Sayre was officer-in-charge of Mexican affairs, 1961-64; senior staff member, National Security Council, 1964-65; and deputy assistant secretary for inter-American affairs, 1965-67.

After his tours as envoy in Uruguay and Panama, he was a Foreign Service inspector, 1974-75.

Mr. Sayre was born in Hillsboro, Ore., on August 18, 1924. He received a bachelor's from Willamette in 1949; a doctorate in law from George Washing-



Mr. Sayre



Mr. Anderson

ton in 1956; a master's from Stanford in 1960; and an honorary doctorate in laws from Willamette in 1966. He is a member of the bar of the District of Columbia and of the U.S. Supreme Court. Mr. Sayre was a captain in the Army in World War II; he is a colonel in the Army reserves.

He is a member of the American Foreign Service Association, American Academy of Political and Social Science, Association of the U.S. Army, Audubon Society and Phi Delta Theta fraternity. He has twice won the Department's Superior Honor Award—in 1964 and 1976. Mr. Sayre is married to the former Elora Amanda Moynihan; they have two sons and a daughter. □

Robert Anderson: Dominican Republic

President Reagan has announced his intention to nominate Robert Anderson, a former ambassador to Dahomey and Morocco, as the new ambassador to the Dominican Republic. He would succeed Robert L. Yost.

Mr. Anderson has been special assistant for international affairs to the commander-in-chief, Atlantic, and the supreme allied commander, Atlantic, at Norfolk, Va., since 1978. Before his appointment as envoy to Morocco in 1976, he was special assistant for press relations to the Secretary, as well as Department spokesman, 1974-76.

Mr. Anderson began his Foreign Service career as a transport officer in Shanghai in 1946. He later was political officer in Nanking, 1947-48; on temporary duty in the Bureau of East Asian

and Pacific Affairs, 1949-50; principal officer in Chiengmai, Thailand, 1951-52; political officer in Bangkok, 1951-52, and New Delhi, 1953-55; and Ceylon desk officer in the Bureau of Near Eastern and South Asian Affairs. In 1957 he became a staff assistant in the Bureau of Public Affairs.

Mr. Anderson later was chief of the reports section, Bordeaux, France, 1959-61; commercial policy officer, Paris, 1961; special assistant to the ambassador, also in Paris, 1962-63; then special assistant to the deputy secretary of state, 1963-65. From 1965 to 1966 he was deputy director, Office of Western European Affairs and, from 1966 to 1968, he was country director for France and Benelux (Belgium, Netherlands and Luxembourg) in the Bureau of European Affairs. After a tour as counselor for political affairs in Paris, 1968-72, he was appointed ambassador to Dahomey (now Benin). He served in that post until 1974, returning to Washington to take the press relations position in the Department.

In 1981 Mr. Anderson was appointed a career member of the Senior Foreign Service, class of minister-counselor. He won the Department's Commendable Service Award in 1959. He is a member of the Council on Foreign Relations, International Institute for Strategic Studies, London; president of the Tangier American Legation Museum Society and a member of the corporate board, Tangier American School.

He was born in Boston on January 6, 1922, and received a bachelor's from Yale in 1944. From 1943 to 1946 he was a first lieutenant in Army intelligence. He is married to the former Elena Fenoaltea; they have two daughters and a son. □

Whaling commission

President Reagan has appointed John V. Byrne, administrator of the National Oceanic and Atmospheric Administration, as U.S. commissioner on the International Whaling Commission. □

Low heads Foreign Service Institute

Stephen Low, a career Foreign Service officer, has been designated director of the Foreign Service Institute and will take up his duties on June 16.



Mr. Low

He is currently finishing a year as a diplomat-in-residence at the University of California, Santa Barbara. Prior to that, he was ambassador to Nigeria, 1979-81, and to Zambia, 1976-79. He is a member of the Senior Foreign Service with the rank of career minister.

Mr. Low joined the Service in 1956, and was assigned to the Department as an intelligence and research specialist. Later that year, he went to Kampala as an economic and labor officer. He returned to the United States in 1959 to attend labor studies at Harvard University. Following his studies, he served in Dakar as a labor officer, then as chief of the political section. In 1964 he was assigned as officer-in-charge for Guinea-Mali affairs in the Bureau of African Affairs. He then served as a special assistant to the deputy under secretary of state for political affairs, for two years. In 1967-1968, Mr. Low studied at National War College. After completing his year of study, he served as counselor of political affairs in Brasilia and, in 1971, returned to the Department as director of Brazil affairs in the Bureau of Inter-American Affairs. His last domestic assignment before his appointment as ambassador was a detail to the National Security Council in 1974.

Mr. Low was born in Cincinnati on December 2, 1927. He served in the Army after graduating from high school. In 1950 he received a bachelor-of-arts degree from Yale. Thereafter, he attended Fletcher School of Law and Diplomacy, where he earned his

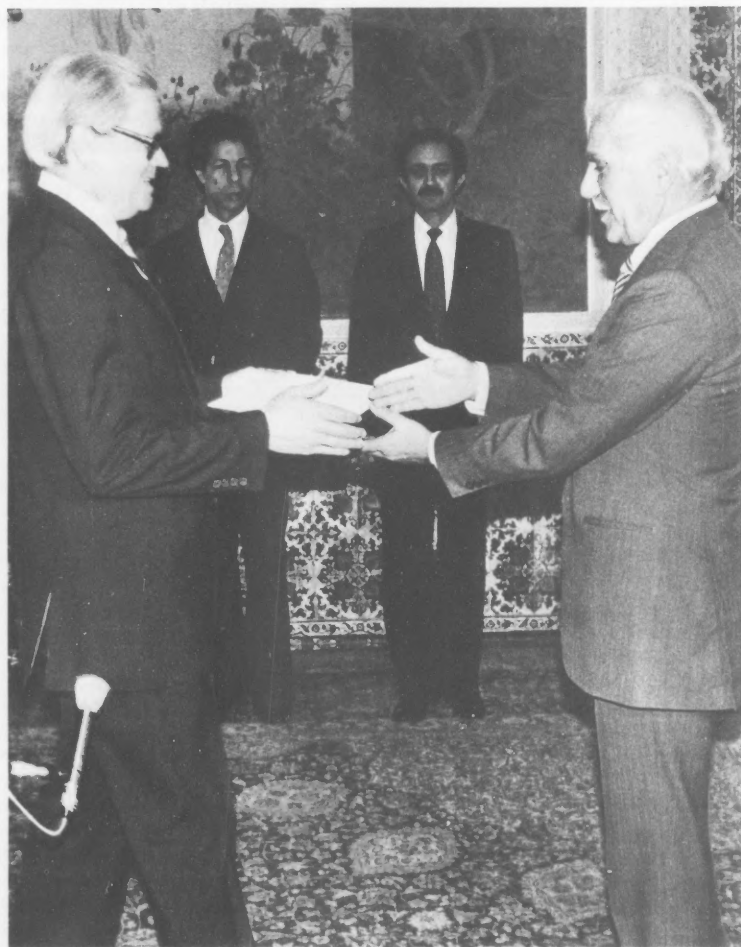
master's, 1951, and a Ph.D., 1956. He speaks Spanish, French and Portuguese.

He is married to the former Helen Carpenter; they have three sons, Stuart, Rodman and Peter. □

People at State

Denis S. Lamb is the new deputy assistant secretary for trade and commercial affairs, Bureau of Economic and Business Affairs ... **Teresita C. Schaffer** is director, Office of International Trade in that bureau ... President Reagan has accorded the rank of ambassador to **Selwa Roosevelt**, chief of protocol.

President Reagan has nominated **James Eugene Goodby**, a minister-counselor in the Senior Foreign Service, for the rank of ambassador during his tenure as vice chairman of the U.S. delegation, and State's representative, to the strategic arms reduction talks (START).



Personnel's Civil Service office gets new director

Kenneth Hunter is the new director of the Office of Civil Service Career Development and Assignments in the Bureau of Personnel. He succeeds



Mr. Hunter

Philip J. Bourbon, who retired.

Mr. Hunter was director of the Division of Personnel, Federal Trade Commission, before coming to State. He also served in a variety of staff and supervisory positions, including deputy director of personnel, and was the commission's first full-time director of equal employment opportunity.

Mr. Hunter, a native of Chicago, received a bachelor's in business administration from the University of Maryland in 1970. He also has done graduate work at George Washington. He is married and has three daughters. □

Economic offices: new names

The Bureau of Economic and Business Affairs has renamed three of its constituent units. They are the Offices of Maritime and Land Transport (formerly Maritime Affairs) and Business and Export Affairs (formerly Commercial Affairs), and the Marine and Polar Minerals Division (formerly the Commodity Policy Division). □

Monetary fund

President Reagan has announced his intention to nominate Charles H. Dallara, since March 1981 special assistant to the assistant secretary of the treasury for international affairs, as alternate U.S. executive director of the International Monetary Fund. ■

ALGIERS—Ambassador *Michael H. Newlin*, left, presents his credentials to President *Chadli Bendjedid*.

On the Job

The lowdown on leave (of all kinds)

Here are some tips on how to qualify for it

“I OVERSLEPT . . .”

“There was too much traffic . . .”

“I was too tired to come in . . .”

These were some of the excuses that just one State employee gave recently as he kept taking time off from work, without asking for it. Finally, his supervisor took action, reporting the employee to his bureau executive office. That office sent him a warning letter. But the problem continued . . .

The supervisor then started docking him as being absent without leave. He was told he could no longer use annual leave or sick leave to cover his unauthorized absences, and that he wouldn't get paid for the time away from work. Then, when this didn't help, he was suspended for 20 days. And when *this* didn't help, he was suspended permanently—he lost his job.

Knowing the rules

This case, although not typical, is a true one. It represents an extreme example of leave abuse—a concern of the Department that has been getting some attention. Members of both the Foreign Service and the Civil Service can be guilty of such abuse; they are covered by the same law governing absences and leave. When infractions occur, it's usually because employees don't know the rules about requesting leave and their supervisors don't know the rules for granting or denying it, according to Robert Russum, chief of employee relations in the Bureau of Personnel's Office of Civil Service Career Development and Assignments.

Mr. Russum says that employees who abuse leave seem to fall into two main categories: “In one group there are those who've generally been dependable. But then they start going downhill. They begin to come in late. They take long lunches. They are absent during the day. Individuals in this category might be overwhelmed by



Conferring on a case of leave abuse are Robert Russum and Bureau of Administration personnel officers Sara Maddux, standing, and Janice Singleton. (Photo by David M. Humphrey, Visual Services)

some event in their personal lives, and they're unable to cope at work. For instance, there was one employee who was absent for several days. It turned out he had a drug problem. We suggested counseling to him, as we will do in cases of this kind. But we also told him he'd be subject to discipline if his record didn't improve.

“The second category includes employees who have what I would call attitudinal problems. They just don't care about their responsibilities, and they seem to thumb their noses at work in general. There was one employee who just stayed away and wouldn't even make herself available to us. She disconnected her telephone.”

Then there are the supervisors, Mr. Russum says, who make it easy for an employee to abuse leave. He adds that the biggest fault of these supervisors is that they wait too long before reporting the abuse. They let it get out

of hand until, eventually, they *need* to take action because the work isn't getting done.

Being an effective supervisor

"Effective supervisors will confront employees as soon as a problem is apparent," Mr. Russum says. "In one recent case, a supervisor warned an employee about being late and taking long lunches. When that individual's attendance didn't improve, the supervisor began to dock her for the extra lunch time. Finally, it became necessary to suspend the employee for two weeks. But since that time, she's been arriving at work on time and the problem seems to be straightened out—probably because the supervisor moved promptly to confront it."

The Bureau of Administration is one bureau that has been particularly active both in educating its supervisors and employees and in enforcing the rules. Memos were sent recently to all employees in certain offices where leave abuse had become a problem. A personnel officer there explains: "We decided to make the leave policy clear to everyone in those offices, instead of waiting for problems to emerge and then having to deal with them on an individual basis. Now the rules are being enforced and the situation is much better."

Bureau of Administration guide

Included in the bureau's memos was the following information on leave:

—All leave must be approved by an immediate supervisor, *but* supervisors are not obligated to grant leave simply because it is requested. In general, decisions on whether to grant leave are based on the needs of the Department, rather than solely on the desires of employees.

—Many employees, when calling in to report that they will be absent, are under the impression that leaving a message with whoever answers the phone is acceptable. Not so. Employees are expected to request leave from a supervisor, and give him or her some

idea of how long the absence will be. Supervisors, on their part, are expected to elicit that information if it isn't offered. If it turns out that the absence will have to be longer than first anticipated, the employee must call in again to justify the further absence. Non-supervisory personnel are not authorized to grant leave.

—Annual leave, which should be requested in advance, when possible, on Standard Form 71, is intended for vacations and for personal business that can't be conducted after office hours. Even when a proper request is made, supervisors have the responsibility to decide when the leave may be taken.

—Sick leave is for use when employees are physically incapacitated to do their jobs, or for other medical reasons—such as exposure to a contagious disease, or the need for time for dental or medical examinations or treatment. Leave for prearranged medical appointments should be requested in advance, and absence for illness should be reported to supervisors as soon as practicable. Absence because of sickness or injury may be charged against annual leave rather than sick leave, especially when the employee has no sick leave. However, such substitutions must be requested in writing by the employee and approved by the bureau's executive office.

—A supervisor may request a medical certificate or other evidence to document a claim for sick leave in excess of three days, or in other circumstances where warranted. Without such evidence, it is within the agency's discretion whether to grant sick leave or any other type of leave, two alternatives being annual leave and leave without pay.

—Leave without pay is approved but unpaid leave. It must be requested by an employee who might want it, and is granted at the discretion of the supervisor. Such requests in excess of 80 hours must be approved by the bureau's executive office for Civil Service employees, or by an assignments panel if in excess of 90 days for Foreign Service

personnel. Requests of 90 days or less for Foreign Service employees go to the bureau executive office.

"Leave without pay has very narrow grounds," says Mr. Russum, "such as health problems, or education that will be advantageous to the Department when the employee returns, or an employee's need to fulfill a military obligation. An employee can't *demand* leave without pay. Nor should the supervisor grant it just because an employee has no other leave left."

Other forms of leave

During the winter months especially, employees hear the terms "administrative leave" and "liberal leave." "Administrative leave is time off with pay, and it's not charged against annual or sick leave," Mr. Russum explains. "For example, when employees are excused early because of snow, they are not charged leave and they are paid. A liberal leave policy means encouraging supervisors to grant paid leave to employees who request it. But they will be charged for the leave."

Employees who abuse leave are given their first formal warning in what is known as a leave restriction letter, which directs the employee to document the reasons for all leave that is taken, no matter how brief the period of absence. "This is done to keep tab on absences from the duty station," says Mr. Russum. "For instance, if the employees who are always taking off a Friday here and a Monday there, or coming in late or taking long lunches, or nickel-and-diming an office with leave, the letter may tell them they must document the reasons for even one hour of medical leave, and must request all annual leave in advance. When this doesn't work, we may suspend the employee for a few days. If an employee is having personal problems that are affecting his attendance, we may also advise him that counseling is available through the Employee Assistance Program in the Office of Medical Services. And if *that* doesn't work ..."

—DONNA GIGLIOTTI ■

American Diplomacy 1782

A vital concession

June 1782

BY JAN K. HERMAN

THERE IS little action of consequence in the Hudson Valley, where the Continental and British armies camp but a few miles apart. Nevertheless, an incident last month in which a Tory officer ordered the execution of a captured Continental Army captain, Joshua Huddy, has set General Washington's blood simmering. In a letter to the British general in charge, Washington demanded that the perpetrator of this atrocity either be turned over to the Americans for trial, or a British prisoner of war equal in rank to that of the murdered American would be executed in retaliation. "Sincerely lamenting the cruel Necessity which alone can induce so distressing a Measure in the present instance, I do assure your Excellency, I am as earnestly desirous as you can be, that the War may be carried on agreeable to the Rules which humanity formed and the example of the politest Nations recommends..."

The officer is not delivered; lots are drawn among the British prisoners. The unlucky victim chosen to atone for the death of Captain Huddy is a 17-year-old, Captain Charles Asgill, taken at the surrender of Yorktown. Washington writes to one of his officers on the 4th of what must happen. "... I most devoutly Wish his Life may be saved; this happy event may be attained; but it must be effected by the British Commander in Chief. He knows the Alternative which will accomplish it and he knows that the Alternative only can avert the dire Extremity from the Innocent, and that in this Way alone the Manes of the Murdered Capt Huddy will be best appeased." Asgill's fate hangs in the balance.

In Europe, a minor snag threatens to delay the opening of formal peace talks after Vergennes discovers that the British agent, Thomas Grenville,



General Washington

has been certified only "to treat with the King of France and his ministers," implying continuing nonrecognition of the United States. When Franklin points this out to the Englishman on the 1st, Grenville replies by saying that the omission of America is an obvious mistake by the Foreign Office. In fact, he tells Franklin that "he was instructed to acknowledge the independence of America previous to the commencement of the treaty." This matter would be cleared up, Grenville assures him. He goes on to flatter the

(One of a series)

diplomat, speaking of the high opinion the present ministry has of him. The wise old man is not taken in. "The time has been when such flattering language, as from great men, might have made me vainer, and had more effect on my conduct than it can

at present..."

Grenville continues to promote a separate peace, arguing that France is America's only treaty ally and that Spain and Holland could theoretically "insist on unreasonable terms of advantage to themselves..." Franklin refuses to be drawn into the argument. "... that the intended treaty not being yet begun, it appeared unnecessary to enter into considerations of that kind."

Richard Oswald comes by on the 3rd and continues the flattery where Grenville had left off. He also shows Franklin a memorandum from Lord Shelburne insisting that the loyalists be given fair compensation for their confiscated property. This is a totally absurd demand, replies Franklin. "... if there were justice in compensating them, it must be due from England rather than America... And if an account was to be brought against us for their losses, we should more than balance it by an account of the ravages they had committed all along the coasts of America."

On the 15th, Grenville returns to Passy with new credentials empowering him to treat with France or "with any other prince or state whom it might concern." Most importantly, Grenville notifies Franklin that he is "now authorized to declare the independence of America previous to the treaty as a voluntary act..." This is the vital concession Franklin has been waiting for.

Three days later, the 76-year-old man is confined to bed with fever and a severe headache brought on by influenza, a disease that now rages unchecked through much of Europe. In fact, British Prime Minister Rockingham has been stricken and lies near death.

On the 23rd, John Jay arrives in Paris from Spain to assist in the negotiations. His presence could not have come at a better time. ■

Post of the Month: Belfast

THIS consulate general in Northern Ireland is a great-great-(etc.)-granddaddy post, one of the oldest in the U.S. Foreign Service. It was founded in 1796. It's a place where several traditions mix—British and Irish, Protestant and Catholic—and where family ties with the United States are strong. The post, in the center of this old industrial city, has a small and busy staff of 2 Americans and up to 11 local employees during the visa season. (Photos by Esler Crawford)

Passport and citizenship clerk *Roisin Kane* prepares a passport.

Consul *Robert A. Mosher*, left, and consul general *Michael A.G. Michaud* at one of the security gates which give pedestrians access into central Belfast. Blockhouse in right background is manned by the British army.





Enjoying the fresh air in front of Belfast City Hall, from left: visa assistant *Dorothy McPike*, consul *Robert Mosher*, administrative assistant *Patricia Aicken*, visa clerk *Patricia Shields*, secretary *Vervyne Treharne*.



Federal benefits assistant *Bette Megarry* at the central files, with her plants.



Security officer *Albert Bogle*, left, and driver *Dean McKechnie* at reception station overlooking the consulate general's waiting room.■

Book Reviews

An appraisal of some books on the art of negotiating

'Fresh attempts are underway to define the nature of the skill'

BY EDWARD A. MAINLAND
AND DAVID C. MCGAFFEY

Mr. Mainland is the coordinator and Mr. McGaffey the deputy coordinator for political training at the Foreign Service Institute. Both are Foreign Service officers.

NEGOTIATION is a survival skill these days. Abroad, in every conflict—Poland, the Falkland Islands, southern Africa, Central America—negotiations are the alternative to street and field solutions such as war, terror, riot and sabotage. Domestically, negotiations decide national budgets, bureaucratic turf and presidential power. A number of important books discuss the process of negotiation.

What is the process at workaday levels? Think of what all Foreign Service officers do: they clear telegrams, get assignments, coordinate policy papers, carry out program decisions, persuade supervisors, nail down contracts or leases—they even convince a dismayed wife that the new post won't be so awful. Negotiating, then, can help in a variety of human situations, personal and professional.

We live in a society that rewards its best negotiators—whether they are legislators, lawyers, business people or bureaucrats. The State Department official who shows negotiating cleverness usually rises quickly. In fact, the ultimate accolade to elder diplomats is that they had helped negotiate some landmark agreement.

Where do we learn?

But where do we learn about the process of negotiation, and the skills needed to conduct it? Not in schools or universities. We just plunge in—we learn from hard knocks. Even Elliot Richardson, self-taught like most, has said that Cabinet-level service had not prepared him really to manage the complexity he found at the law-of-the-



Mr. Mainland
sees negotiations.

Mr. McGaffey

Should we consult writings of old-school diplomatists? They still have much to tell us. The world has changed, but human nature not so much. Francois De Callières (1716)¹ and Sir Harold Nicolson (1964)² tried to capture the essence of negotiation and pass it to future practitioners. And memoirs and articles of latter-day diplomats provide insights. But even the most successful negotiators may not be good at conveying a sense of the overall process, or the "secrets" of their effectiveness. Their reminiscing might seem simplistic, dated, anecdotal or self-serving.

Behavioral scientists who write on the subject fare little better. True, some experts have illuminated special facets of negotiating. Books by Zartman³ and Druckman⁴ are good recent examples. There is also the straightforward style of Fred Ikle.⁵ Such writers can draw from what is known about game theory, coalition-modeling, cost-benefit analy-

1—DECALLIÈRES, Francois (translated by A.F. Whyte). *On the manner of negotiating with princes*. Notre Dame, IN: Notre Dame University, 1963.

2—NICOLSON, Harold. *Diplomacy*. New York, Oxford University Press, 1964.

3—ZARTMAN, I. William, ed. *The 50% solution*. Garden City, N.Y., Anchor Books, 1976.

4—DRUCKMAN, Daniel, ed. *Negotiations: social-psychological perspectives*. Beverly Hills, Sage Publications, 1977.

5—IKLÉ, Fred C. *How nations negotiate*. New York, Harper & Row, 1964.

sis, bargaining behavior, political psychology and crisis interaction. But too often the practitioners dismiss the writings of the social scientists as being dry, jargonistic, abstract, not "real-world," or just plain ill-informed.

'How to' books

Then there are the popular "how to" books on negotiating. What can we get from them? The better ones at least help us see negotiation as a life process, not just as a narrow, formal, across-the-table specialty. They offer usable suggestions on communication, atmospherics, principles, tactics and strategy. A leader is Gerald Nierenberg.⁶ Other examples are Karass⁷ and Cohen.⁸ But some self-help writers can be gimmicky and superficial. They tend to deal in "bags of tricks" and tactical ploys that, while making good reading, divert us from basics.

Negotiation as a skill currently is attracting intense study and examination. At the Foreign Service Institute, at the American Arbitration Association and elsewhere, fresh attempts are underway to define the nature of the skill and to teach it. In designing its course offerings, the institute examines many of the works on negotiation that are being published. Two recent books deserve close attention.

'Getting to yes'

Roger Fisher and William Ury, in "Getting to Yes: Negotiating Agreement Without Giving In" (1981),⁹ attempt to offer a "clear, concise, and proven method of negotiation." Draw-

6—NIERENBURG, Gerald I. *Fundamentals of negotiating*. New York, Hawthorn Books, 1973.

7—KARASS, Chester L. *Give and take: the complete guide to negotiating strategies and tactics*. New York, Thomas Y. Crowell, 1974.

8—COHEN, Herb. *You can negotiate anything*. Secaucus, N.J., Lyle Stuart, Inc., 1981.

9—FISHER, Roger and Ury, William. *Getting to yes: negotiating agreement without giving in*. Boston, Houghton Mifflin, 1981.

ing on their experience in the Harvard Negotiation Project, they do present a few clearly defined principles to serve as guides to the strategy, tactics and behavior that are required to reach an *agreement*, rather than merely to score points.

Much in the book will already be part of the repertoire of an experienced negotiator. The authors admit it is mostly organized common sense. The key, however, is the word *organized*. The book masterfully analyzes the values, disadvantages, purposes and likely results of specific plans and actions. This can help make clear to experienced negotiators why results were good in some negotiations and not so good in others.

Also, the book can help persuade neophytes that they are already "experienced"—if they have reached an agreement with a spouse, landlord or employer, if not with a representative of another country. By encouraging all readers to think about their own styles and processes of negotiation, it makes a significant contribution.

The book's weaknesses are the flip side of its strengths. In attempting to arrive at principles consistent with any and all negotiation situations, it inevitably overgeneralizes. Exceptions will be found to every proposition. The reader should not fault the authors but should accept their strengths and factor into their prescriptions a healthy dose of his or her own experiences.

Getting to 'no' or 'maybe,' etc.

For example, the authors assume that the sole purpose of any negotiation is to reach agreement. While this is of course true, most Foreign Service readers can recall instances where the purpose actually was to delay, save face, show "good faith," teach, reprimand, divide, dominate or punish. Still, if you *don't* want to "Get to Yes," it is invaluable to know what things to avoid.

Similarly, the book presumes that every dispute is negotiable, and that negotiation is always the best method of resolving conflict. Foreign affairs experts will recognize that active nego-

More books, resources

COFFIN, Royce A., *The negotiator: a manual for winners*, New York, AMACOM, 1973.

COLOSI, Thomas R., and Berkeley, Arthur E. *The negotiating table: bridging troubled waters*. Washington, American Arbitration Association, 1982.

KAUFMAN, Johan, *Conference diplomacy*. Dobbs Ferry, N.Y., Oceana Publications, 1980.

COMMITTEE ON FOREIGN AFFAIRS. *Soviet diplomacy and negotiating behavior*. Washington, Government Printing Office, 1979.

Foreign Service Institute's scheduled 1982 negotiating training:

P-106: May 10-14 and September 12-16, "Art and Skills of Negotiation."

November 29-December 3, Mid-Level Program negotiation course.

Executive Seminar, "Multilateral Diplomacy," to be scheduled once a year.

tiation is only a part of the process of defining relations between nations. The Middle East "peace process" has involved not only various negotiations but also a stream of larger events—for example, the psychological breakthrough of Sadat's dramatic Jerusalem visit, or the 1973 war—into which context negotiations must fit.

A more serious limitation is the lack of a broad intercultural focus. The book's prescriptions—probably of real utility when both negotiating partners share the Western tradition—could lead to failure if applied unthinkingly across cultural boundaries. For example, ways of minimizing personal differences (and hence increasing attention to the real issues) that work among Americans can make non-Americans very uneasy.

Similarly, what the book prescribes often depends on both negotiators having the same concept of the purpose of the negotiation, and the same value structure. True, angry responses to angry statements are likely to lead to more disagreement. The authors suggest a rule whereby only one person should "let off steam" at a time, thereby legitimizing occasional outbursts and preventing angry responses. But in a culture where "face" is much more important than in the United States, it is hard to imagine even being

able to explain such a rule, much less to get it adopted.

Americans with little opportunity for dealing with other cultures can benefit immediately from the "Getting to Yes" suggestions. Foreign Service officers will want to read them and assess them against their own experiences, then apply them selectively.

'The Practical Negotiator'

Another book with high ambitions and good value is "The Practical Negotiator," by I. William Zartman and Maureen R. Berman (1982),¹⁰ who seek to "bridge the gap between social scientists who study bargaining and practitioners who have actual responsibility for carrying out the process." They believe there is now a body of knowledge about negotiation that removes it from the seat-of-the-pants category. Like the diplomatists (above), they want to draw tentative conclusions from the past, carry analysis forward and put experience into a pattern.

What Zartman and Berman do, however, is offer an excellent selection of the wisdom and observations of seasoned practitioners, based on a large body of interviews. They fit the material into a picture of negotiation as a three-stage process: pre-negotiation, developing a formula and working out details. They present guidelines and prescriptions for each stage. They deal usefully with the fact that not all issues may be negotiable at any given time, and with ways to make negotiations possible.

Cultural differences

A real bonus is the book's short chapter on how culture may affect the perceptions and assumptions of negotiators. Do cultural and ideological differences alter the basic nature of the process, or do they merely introduce static that hampers communication and trust? Has an international negotiations culture emerged in which

10—ZARTMAN, I. William, and Berman, Maureen. *The practical negotiator*. Yale University Press, 1982.

new nations are taking over the Western system of diplomacy and, far from destroying it, are bending it to their own purposes? Or do the Qaddafis or Khomeinis see a totally different process? Did Presidents Carter and Brezhnev in fact share the same outlook on basic issues, as one senior American asserted in 1977?

To assume that another's values and logic are the same as yours may court peril. In the preparatory stage, competent international negotiators learn as much about the culture of the other side as about the facts and issues to be negotiated.

Zartman and Berman fall short of building a real bridge with the social sciences. The book does not translate the findings of scholars. Theoretical works are only peripherally mentioned. But "The Practical Negotiator" is a solid, welcome step toward narrowing the gap between scholar and practitioner from the latter's side.

Management of negotiations

None of the books cited here analyze the negotiation process in its

managerial dimension—the deployment of people, resources and time, to resolve conflict and solve problems. Politicization, technological complexity and bureaucratic inertia are only a few of the factors that call for strong executive leadership. The Department must meet these management challenges in particular when dealing with the customary chaos of large delegations and conferences. The Department's future effectiveness may hinge in part on how well senior officers do this. To help them, "A Handbook for U.S. Participation in Multilateral Diplomacy: The U.S. and U.N. Global Conferences" (The Futures Group, September 1981)," inspired by persons who include Ambassador John McDonald, special negotiator in the Bureau of International Organization Affairs, has been issued. In fact, the handbook will be quite useful to the leader of any delegation.

However, if negotiation really is a

skill, experience teaches best. Readings or lectures are only a start in inducing changes in behavior or habit—as in sports or crafts. For this reason, the Foreign Service Institute's negotiating training anticipates learning by doing. Practical exercises and simulations, critiqued by professional outside negotiators and senior foreign affairs officials, are offered. Although the institute attempts to provide an overall perspective on the process, it tries also to join theory to practice, and to force passive learning into an active mode. At the institute, the American Arbitration Association's national vice president, Thomas R. Colosi, has conveyed various processes and methods for conflict resolution, including such third-party extensions of the negotiation process as mediation and arbitration.

The current generation of experts and authors merit our applause and encouragement as they move the study of negotiations toward better frameworks, in which the practical experiences of individuals can be compared, tested, assessed and used. ■

11—THE FUTURES GROUP, *A handbook for U.S. participation in global diplomacy*. Glastonbury, Conn., The Futures Group, 1981.



OVERSEAS SCHOOLS ADVISORY COUNCIL—At the recent annual meeting where it was reported that the schools had received more than \$3 million of additional financial support the past year, a 33% increase over the previous year. Left to right: *George Moore*, Westinghouse Electric Corp.; *Walter Weiss*, deputy assistant secretary of state; *Robert Anderson*, Texas Tech University; *Mildred Marcy*, ICA; *Eugene*

Lopez, Pfizer International, Inc.; *Wilham Gormbley*, Ford Foundation; *Peter Sherry*, Ford Motor Co.; *T. Todd Reboul*, RCA Corp.; *John Collins*, IBM World Trade Corp.; *Nessa Loewenthal*, Bechtel Power Corp.; *A. Marvin Braverman*, council chairman; *William Clark*, deputy secretary of state; *Lois Shepard*, educator; *Bill Watson*, Caterpillar Tractor Co.; *G. B. McCullough*, Exxon Corp.; *James Sheffield*, Goodyear

International Corp.; *William Meehan*, Raytheon Co.; *Donald DeWitt*, E. I. Du Pont de Nemours & Co., Inc.; *Charles Lothridge*, General Electric Co.; *Richard Kennedy*, under secretary of state; *Curtis Christensen*, AID; *Robert Schwandt*, Union Carbide Corp.; *L. L. Youngblood*, Mobil Oil Corp.; *Jay Gildner* and *Ronald Trowbridge*, both of the International Communication Agency.

Education and Training

Schedule of courses at Foreign Service Institute

Program	July	Aug.	Sept.	Length of course
Administrative training				
*Administrative CORE	6,26	—	7	3 weeks
General Services Operations	6,26	16	27	3 weeks
Personnel Laboratory	6,26	16	27	2 weeks
Budget and Financial Management	6,26	16	27	6 weeks
**Coping with Violence Abroad	6,12	2,9	13,20	2 days
	19,26	16,23	27	
		30		

*(Prerequisite before taking GSO, PER and B & F)

***(This course used to be available on a walk-in basis. It is now required that you pre-register.)*

Consular training

ConGenRosslyn Basic Consular Course	Continuous enrollment			24 days
Immigration Law and Visa Operations	Correspondence course			9 months
Nationality Law and Consular Procedure	Correspondence course			9 months
Overseas Citizens Services	Correspondence course			9 months

Economic and commercial training

Advanced Economic Review Seminar	19	—	—	5 weeks
Foreign Service Economic/Commercial Studies	12	—	—	26 weeks
Contemporary Economic and Quantitative Analysis	19	—	—	5 weeks
Information Systems Manager Training	—	—	—	3 weeks
Senior Trade Expansion Seminar	—	4	—	3 days

Executive Development

Supervisory Studies Seminar	—	—	—	5 days
Deputy Chiefs of Mission Seminar (by invitation only)	—	—	—	10 days

Political training

Foreign Affairs Interdepartmental Seminar	—	—	20	2 weeks
Analytic Reporting Skills	26	—	—	2 weeks

Orientation

Foreign Service Secretarial Training	6	30	27	5 days
Departmental Clerical Orientation	12	9	13	4½ days

Clerical workshops

*The Art of Dictation Workshop	—	27	—	4 hours
*The Art of Machine Transcription Workshop	—	27	—	4 hours
*Telephone Techniques Workshop	19	—	—	4 hours
*Self-paced, instructor-monitored				

Secretarial skills

Management Skills Seminar for Secretaries	21	—	27	2 ½ days (off-site)
Human Relations and Secretarial Office Procedures	—	—	—	8 days

Overseas Briefing Center

Two-Week Family Workshop	12	—	13	2 weeks
Going Overseas	10,21	—	—	1 day

Area studies and language training

Area studies

Africa, Sub-Saharan	—	9	—	2 weeks
Western Europe	—	9	—	2 weeks
East Asia	—	9	—	2 weeks
Eastern Europe and USSR	—	9	—	2 weeks

—(Continued on next page)

The lowdown on why we got dressed up to go to the workshop

BY BARBARA FRECHETTE

The author is the wife of Myles Frechette, who has been assigned as chief of the U.S. interests section in Cuba.

JUDY, my friend from an African tour, had a sensible theory to explain why we were so dressed up. We were attending the workshop at the Overseas Briefing Center entitled "Regulations, Allowances and Finances in the Foreign Service Context."



Mrs. Frechette

"A sign of the times," she said. "First the leisure world invaded the business world and everyone wore pantsuits to work. Now the business world is the place to be, especially for women, and we all dress as though we have great jobs and terrific success." In other words, money not only talks in our society, it also tells us what to wear to the conversation.

Anyway, there we all were at the Foreign Service Institute—some 40 wives dressed for success in suits and blouses—collecting what would become, after this three-day workshop was finished, over two pounds of hand-outs in financial matters related to Foreign Service living. These we stuffed into ever-fattening folders for later use.

The workshop moved briskly. "Please bring a bag lunch tomorrow," we were told. "The downstairs carry-out takes too long. We want to use these lunch periods for questions." One speaker started us off on legal matters. He was followed by another on allowances, then another on travel and transportation. "Ten minutes only for this break," the workshop director said. "Elmer Higgs from the Medical Divi-

sion is waiting to talk to you.”

No time for boredom here. I admired the professionalism of the Foreign Service wives who set this pace and conducted the workshop. Fanchon Silberstein directed it—she’s from the Overseas Briefing Center. Jean Deason contributed the Family Liaison Office viewpoint. Jean German, who is very resourceful, represented the American Association of Foreign Service Women. Ms. German had given those attending the February workshop enough material to compose a contingency handbook. She thought up a catchy title—the “What If” book.

These workshop directors convinced us that we, the wives, were the ultimate resources for the sessions. They urged us to share our experiences, to let our desires be known and to offer critical feedback.

I had come for a very specific reason. I wanted to know what the regulations said about separate maintenance allowances. For the first time in 19 years in the Foreign Service, my husband was going overseas while the rest of the family stayed home. Our son, Stephen, wanted to finish his last year at Walt Whitman High School.

This was surely one of the easier contingencies of modern diplomacy. We’d had time to prepare for it. It had none of the trauma of hostage-taking, family evacuation from post or political assassination. Yet it meant that I would be a single parent for a year and that, when Stephen graduated and joined his sister Alicia at the University of Maryland, I would rent our house, sell our car, and take care of moving and storing our household effects so that I could rejoin my husband in Havana.

I also wanted to find out about financial regulations governing family evacuation. Potentially, this could occur in Cuba. I looked forward to meeting wives who had lived through this kind of crisis and were generous enough to share their experiences with us.

But there, pretty much, ended my expectations for the workshop. I could

—(Continued from preceding page)

Program	July	Aug.	Sept.	Length of course
Latin America	—	9	—	2 weeks
Near East and North Africa	—	9	—	2 weeks
South Asia	—	9	—	2 weeks
Southeast Asia	—	9	—	2 weeks
Language and advanced area courses				
Afrikaans	—	23	—	24 weeks
Amharic	—	23	—	24/44 weeks
Arabic (Eastern)	—	23	—	24 weeks
Arabic (Modern Standard)	—	23	—	44 weeks
Arabic (Western)	—	23	—	24/44 weeks
Arabic (Modern Standard) (Advanced in Tunis)	—	9	—	12/15 months
Bengali	—	23	—	24/44 weeks
Bulgarian	—	23	—	24/44 weeks
Burmese	—	23	—	24/44 weeks
Chinese (Standard)	—	23	—	24/44 weeks
Czech	—	23	—	24/44 weeks
Danish	—	23	—	24 weeks
Dari (Afghan Persian)	—	23	—	24/44 weeks
Dutch	—	23	—	24 weeks
Finnish	—	23	—	24/44 weeks
French	26	23	20	20 weeks
German	26	—	20	20 weeks
Greek	—	23	—	24/44 weeks
Hebrew	—	23	—	24/44 weeks
Hindi	—	23	—	24/44 weeks
Hungarian	—	23	—	24/44 weeks
Indonesian	—	23	—	32 weeks
Italian	26	—	20	20 weeks
Japanese	—	23	—	24/44 weeks
Japanese (advanced in Yokohama)	—	9	—	12/15 months
Korean	—	23	—	24/44 weeks
Lao	—	23	—	24/44 weeks
Norwegian	—	23	—	24 weeks
Pilipino	—	23	—	24/44 weeks
Polish	—	23	—	24/44 weeks
Portuguese	26	—	20	24 weeks
Romanian	—	23	—	24 weeks
Russian	—	23	—	24/47 weeks
Serbo-Croatian	—	23	—	24/44 weeks
Spanish	26	23	20	20 weeks
Swahili	—	23	—	24 weeks
Swedish	—	23	—	24 weeks
Tagalog (see Pilipino)	—	23	—	24/44 weeks
Thai	—	23	—	24/44 weeks
Turkish	—	23	—	24/44 weeks
Urdu	—	23	—	24/44 weeks
Familiarization and short-term (FAST) courses				
Arabic, Egyptian and Levantine	19	—	—	6 weeks
French (Metrop.)	26	23	20	10 weeks
French (Sub-Sah.)	26	23	20	10 weeks
German	—	—	7	10 weeks
Italian	—	—	7	10 weeks
Japanese	12	—	—	6 weeks
Portuguese (L.A.)	—	—	7	10 weeks
Portuguese (Eur.)	—	—	7	10 weeks
Russian (RU-F)	—	—	7	6 weeks
Spanish (Eur.)	26	23	20	10 weeks
Spanish (L.A.)	26	23	20	10 weeks □

foresee very little useful information coming out of the financial planning

portion. After all, what sort of financial planning could you do with a fixed



Seminar members examine forest replanting operations near Mt. St. Helens, Wash. (Photo by Harriet Isom)

Government salary that was, daily, becoming less adequate? What interest had I in estate planning when my straight-A daughter, Alicia, preferred a state college to the Ivy League because she had already felt poor at Walt Whitman, our neighborhood *public school*?

Financial worries have dogged our tracks in the Foreign Service and followed us around the world. But like the ministry, diplomacy imposes a very genteel poverty. One is supposed to think of higher rewards. It shows poor taste to talk about money or to make anyone feel uncomfortable about it.

I think that is why the professional financial planner who took the podium at the workshop wowed us. Her "systematic program for developing a family financial plan" melted our reserve. It directly addressed our innermost worry: whether those of us who love this life can afford to stay in it. She spoke clearly, using examples from her own life. She told us how her family had solved problems such as whether to cash in whole-life policies, and considerations in drawing up their wills. The financial overview I got from this workshop comes close to being the most valuable advice I've received in the Foreign Service setting. I only wish it were available to husbands, singles

and concerned teenagers, as well as to all wives in the Service. □

Executive Seminar: It gets you 'ready to take on the world'

By HARRIET ISOM

The author is a Foreign Service officer whose last posting was in Jakarta. She is a member of the current seminar, which concludes June 25.

THERE is no year in one's career quite like the Executive Seminar for an immensely insightful and stimulating look at today's America and today's issues. It involves extensive reading (the kind you had long wished you had time to do), writing case studies, lectures, travel, stimulating negotiating sessions and training in the



Ms. Isom

latest management and speech skills. Indeed, as one seminar member remarked: "It takes twice as long now to read the newspaper because I've become interested in

so much." The main purpose of this advanced training program is to provide career officials who deal primarily with foreign policy and national security with a broad understanding of our own country. We hope to come away with a sharpened awareness of domestic concerns, for a solid basis on which to formulate policies and represent American interests abroad. It is a multi-agency forum providing interchanges of experience and viewpoints.

This year's seminar has 27 members, about half from the Department of State and the rest from the four uniformed services, ICA, FBI, CIA, AID and the Department of Agriculture. The seminar is headed by Ambassador Jack Perry, assisted by deputy coordinator Bill Shinn and special assistant Annette Moore. Seminar class and committee rooms are on the top floor of the Foreign Service Institute, where the view of the National Cathedral is inspiring but the fly-bys of planes and helicopters sometimes detract from full concentration on the speakers. We split into study committees not by age, sex, agency or personality quirks, but by smokers and non-

smokers—a small commentary on changing habits in America.

The agenda for 1981-82 included discussions with local officials on such issues as the New Federalism, the Sagebrush Rebellion and the shrinking financial resources of universities. Firsthand experience with the foreign policy bias of special interest groups came with meetings with New England fishermen, Midwestern farmers, Boston Indians, Washington lobbyists and various ethnic groups. There were visits to companies, factories, Chambers of Commerce, energy facilities and universities, as well as to state legislatures and the U.S. Congress. Many top officials from the White House, State, Defense, FBI, CIA and other agencies, as well as members of academia, addressed us on foreign policy and domestic problems. The seminar will conclude with national security policy issues and a tour of military bases. When we return later this month to the dens of everyday bureaucracy, we should feel as ready as probably we ever will to take

Robert Rich, Arnold Raphel and James Nelson, with other seminar members, wear hard hats on visit to oil shale operation in Rifle, Colo. (Photo by Harriet Isom)



on the world.

The State members of this year's seminar included:

SHARON E. AHMAD, deputy assistant secretary, European Affairs; PIERCE BULLEN, director, Office of Energy Producer-Country Affairs; ROBERT G. DEASON, deputy executive director, Near Eastern and South Asian Affairs; RUDY V. FIMBRES, deputy chief of mission, Quito; HARRIET W. ISOM, political counselor, Jakarta; HARMON E. KIRBY, deputy chief of mission, Khartoum; DOUGLAS LANGAN, administrative officer, La Paz; RICHARD H. MOREFIELD, consul general, Tehran; JAMES C. NELSON, deputy chief of mission, Berlin; THOMAS J. O'DONNELL,

On a tour of Libby's international canning operation in Rochester, Minn.: Morris Rosen, Robert Deason, Jack Perry, Sharon Ahmed. (Photo by Harriet Isom)

deputy chief of mission, Managua; ARNOLD L. RAPHEL, senior special assistant to the Secretary; JOHN J. REAGAN, political officer, Pakistan; ROBERT G. RICH JR., director, Korean affairs; ROSCOE S. SUDDARTH, executive assistant to under secretary for political affairs; VICTOR L. TOMSETH, political counselor, Tehran; MARTEN H. A. VAN HEUVEN, political officer, Bonn. □

Course in economic theory, statistics

A five-week course in basic economic theory, international economics and elementary statistics with applications to the policy process will be given July 19-August 20, 9 a.m. to 4 p.m., at the Foreign Service Institute.

The course aims to provide a participant who has little or no formal education in economics with the theoretical background and literacy needed to follow current economic debates and to understand the economic dimension of national and international issues. In addition, the one-week component on quantitative analysis prepares the participant to do elementary statistical work and be a critical consumer of more sophisticated quantitative studies.

Deadline for applications for the course is July 2. ■

Ask Doctor Korcak



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

Q.

EAST COAST U.S.A.

I'm a college student and will be visiting my family in Africa for the summer holidays. Why is the recommendation made that no swimming is allowed in fresh water?

A.

In tropical Africa, the disease schistosomiasis, or bilharzia, is transmitted via snails in most bodies of fresh water. Contact with fresh-water lakes, streams, rivers, etc., be it by a single swim, wading, fishing, boating, or other means, is sufficient to cause infection. Schistosomiasis can give acute and chronic debilitating symptoms which can persist for many years, and which may be difficult to diagnose. Avoidance of fresh water is the essential means of preventing infection. Swimming in the ocean and chlorinated swimming pools poses no risk of acquiring schistosomiasis.

Q.

CENTRAL AMERICA

Several of our friends have had breast cancer in the past few years, and it seems their treatment after surgery depends on special tests on the lymph nodes. Apparently this indicator is as important as knowing whether or not the lump in the breast was cancerous or not. What is the importance of the lymph gland tests for women who have breast cancer?

A.

Cancers have three ways of spreading: first, direct invasion of the adjoining tissue; second, invading the blood vessels and dissemination by the blood; third, by invasion of the lymph nodes, where lymph nodes are connected by their transparent canals known as lymphatics, which ultimately enter into the large vessels in the chest. Most tumors do spread by one of the above methods. Cancer of the breast invades the lymphatics and adjoining lymph nodes. During surgery for such cancers, as many of the lymph nodes as possible are removed. Most of the nodes that drain the breast are in the axilla or armpit. If these lymph nodes do not contain cancer under close laboratory examination and scrutiny, this is a good prognostic sign. If the lymph nodes do contain cancer, then further treatment is needed. The greater the number of positive lymph nodes, the more vigorous the treatment needs to be.

Q.

NEAR EAST

There's a small Navy dispensary (staffed by a Navy doctor and a few corpsmen) at our post. It takes care of most of our medical needs. On occasion, the doctor sends us to a specialist in town, in my case to an ear, nose and throat doctor for special hearing and other tests. When this occurs, we have to pay the bills. Since our outpatient fees at military hospitals and dispensaries are now covered, and since the military doctor refers us "downtown," so to speak, why aren't these fees also covered?

A.

You're referring to our outpatient support agreement with the Department of Defense, whereby most outpatient fees are covered (excluding obstetrics and dental visits). The referrals by a mili-

tary physician to an outside consultant or facility in the local community may not be interpreted as "extended care provided by a Department of Defense medical facility." Those persons referred out and receiving outpatient care on the local economy are personally responsible for payment of such expenses. Patients referred "downtown" by Foreign Service or contract medical personnel are also responsible for those medical expenses. Depending on the threshold deductible of the employee's health insurance carrier, you may elect to accumulate the necessary receipts for such care and submit the claims to your insurance carrier for applicable reimbursement.

Q.

CARIBBEAN BASIN

I occasionally suffer from fever blisters on the lips. While serving overseas, I would take annual smallpox shots as a preventive measure which worked well. When I recently asked for a smallpox shot from your people, I was informed that this was not only dangerous, but also no longer available. Please advise if this is true. Also, are there any recommended preventive measures or effective treatment for fever blisters?

A.

The only indication for smallpox vaccination of civilians is for laboratory workers who work directly in contact with smallpox or related viruses. Smallpox vaccine is ineffective in the treatment of any disease. It should not be given for treatment of recurrent herpes simplex (fever blisters) under any circumstances. At present, there is no preventive vaccine to deter the recurrence of fever blisters in people prone to them, such as you. I don't mean to minimize the very high nuisance value of this condition. However, it should improve spontaneously, since it is a self-limiting condition. The lesions should be gently washed with soap and water and left exposed to air to dry.

Dirty fingers should be kept away from the fever blisters, so superimposed infection does not occur.

Q.

EASTERN EUROPE

A friend of mine didn't pass the physical to join the Foreign Service because his blood pressure was too high. He reapplied under some type of new program and was hired. What is this new appeals program?

A.

You're referring to the Affirmative Action Program for Handicapped applicants, instituted in late 1979. Candidates for employment who do not meet the rigid pre-employment medical standards for worldwide availability may now re-apply under this program for a waiver of the medical disqualification. Following determination of a medical disqualification, the Bureau of Personnel informs the candidate of the clearance decision and the right to apply for consideration of a waiver of his/her medical disqualification through the Affirmative Action Program for the Handicapped. The candidate will be asked to sign a form authorizing the Office of Medical Services to divulge the nature of the medical condition(s) to the Employment Review Committee considering the waiver. This committee is made up of representatives of Personnel and other branches of State, plus a nonvoting representative from my office. Should the Employment Review Committee vote to waive the medical disqualification, the candidate may then continue to be considered eligible for appointment.

Q.

EUROPE

I've forbidden our teenagers from blow-drying their hair in the bathrooms. Does it sound like I'm the most unreasonable father in town, as they claim?

A.

Not at all. It sounds like you've read the same articles I've read about accidental deaths resulting from electric currents in bathrooms. Almost weekly, one reads about an electrocution when someone reaches into a water-filled bathroom sink to retrieve a dropped electric hair dryer (before unplugging the appliance, of course). Your prudence in preventing an electrical shock is to be commended. However, if you see someone rendered unconscious by electricity what would you do? The first step is to break the connection between the victim and the power source. If possible, do this by turning off the power—find the fuse box! The next best thing is to remove the victim from the voltage source without endangering yourself. Use a wood board or other nonconducting object. As soon as you can touch the victim safely, apply artificial respiration. Speed is essential! Any delay at all in beginning artificial breathing greatly reduces the chances of recovery. In a recent study of over 600 electrocution cases, over 70% of those who received artificial respiration within the first three minutes recovered. Above all, don't let the victim be you or a member of your family. Electric hair dryers and water can be deadly combinations. If the appliance drops into a water-filled sink, the instinct to reach for it can be deadly. Your household decision sounds like a wise one. □

Dr. Korcak's Health Hints

Solar radiation: harmful to skin

Stay out of the suntanning parlors. In fact, stay out of the sun.

"It is the physician's duty to inform patients of the great dangers of repeated assaults on the skin by harmful ultraviolet light, whether its source is the ancient sun or the new neighborhood suntanning salon," says a report in a recent Journal of the American Medical Association. The light rays

cause premature aging and wrinkling of the skin, and they cause skin cancer. What the light rays do to the skin is frightening. Solar degeneration of the skin produces wrinkling, atrophy (thinning of the skin), hyperpigmented and hypopigmented macules, telangiectases, yellow papules and plaques and solar keratoses.

These big words mean that the skin is sorely damaged. And the solar keratoses often are the first stage of skin cancer. There is clear evidence implicating solar radiation, whether its source be sunlight bulbs or natural sunlight, as a factor in inducing skin cancers. The frequency of three of the most common types of skin cancers is higher on sun-exposed parts of the body—face, neck, hands. Clearly, the more solar irradiation a person gets, the higher his chances are of having a skin cancer develop sometime in the future. Sometimes the cancer may not show up until the individual is 60, but if s/he is light-skinned and blonde, it may come much sooner.

The problem for the person in quest of the golden tan is that s/he may not be aware of future detrimental consequences of repeated exposure to ultraviolet light.

Overseas orthodontic problems

If you or your dependents are currently undergoing orthodontic treatment, or are expecting to start in the near future, you should be aware of the following:

1. The Department cannot pay for travel to obtain consultation or treatment on orthodontic matters.
2. Orthodontic needs are not taken into consideration for medical clearance purposes.
3. Many post reports are vague or inaccurate as to the availability of orthodontic facilities at post.
4. Orthodontic methods overseas often vary from the methods used in the United States and may not be interchangeable.

To assist you in making your decision you should:

1. Consult with your private or-

thodontist and with the clearance division of my office to ask if there are known facilities available at your proposed post which use approved methods of orthodontia.

2. Have all of this in mind when you are working on your posting with the Bureau of Personnel.

3. Call Medical Clearances,

632-3053 or 632-3595, if you have any further questions.

4. Do not assume that you can "work something out" when you arrive at post. The alternative may be costly monthly or bimonthly airfares and hotel bills at a nearby city for expensive orthodontia care—all at your own expense. □

New program aims at combatting tooth decay in U.S. children overseas

A program to help protect Foreign Service children against tooth decay has been launched by the Department's Office of Medical Services. The program involves fluoride supplementation of drinking water, and is intended for boys and girls up to age 13 who are overseas with their parents.



Dr. Brodine

"Extensive research has established that children who drink sufficiently fluoridated water during their tooth formation years have 60% to 70% less tooth decay than other children," said Dr. Charles E. Brodine, assistant medical director for environmental health and preventive medicine. "Fluoride benefits not only the teeth that have already emerged from the gums but also those still developing in the jaws."

The program is starting with a post-by-post analysis of the level of fluoridation in the water supply at each mission. This survey, being conducted by regions, should be completed by the end of the year, Dr. Brodine said. Participating posts will be asked to collect samples of water in containers supplied to them by Medical Services. After examining the water under laboratory conditions, Medical Services will make recommendations, where indicated, for fluoride supplementation.

The supplementation will be in the form of fluoride tablets and drops. Posts will be able to order them from

the U.S. Public Health Service stock depot at Perry Point, Md. "The estimated cost of full supplementation is approximately 20 cents per child per month," Dr. Brodine said. "The use of fluoride toothpaste by both children and adults will also be strongly encouraged."

He added: "Supplementation where it's needed should begin at infancy and continue through age 13. By that age, all the permanent teeth except the third molars have come in. Before that age—up to about age 7—water that is too heavily fluoridated might result in a temporary condition called 'mottled enamel'—which is to say, spots on the teeth. However, this would occur only during the period of tooth development. Enamel formation is completed by age 4 to 5 for central and lateral incisors, and by age 6 to 7 for canine teeth. So, from a cosmetic point of view, teeth are not subject to mottling beyond age 7."

Dr. Brodine noted that mothers who are breast-feeding and who drink fluoridated water will *not* pass the fluorides on to their babies via the breastmilk; these breast-fed infants will need fluoride supplementation. It is recommended for non-breast-fed babies, up to age 3, that they drink prepared formula milk and liquids, or eat foods cooked or boiled in supplemented water. Older children, Dr. Brodine said, should be taught to chew fluoride tablets by swishing them around in their mouths before swallowing.

Information on dosages and other matters is available from the National

Caries Program, National Institute of Dental Research, National Institutes of Health, Bethesda, Md. 20205. □

Inter-America posts hold mental health meetings

The first annual mental health seminar for constituent posts of the Bureau of Inter-American Affairs was held recently in Mexico City, with 11 posts represented by medical and mental health personnel and by officials of large American schools in the region. "It was especially enlightening for those who attended to realize that, whatever the source of pressures and stress, all people react in similar ways, and their reactions can be treated and influenced positively," said Dr. Esther P. Roberts, deputy assistant secretary for mental health services. "Especially valuable at the conference was the exchange of ideas among people of different disciplines who had been brought together for the meetings."

The program included presentations by each post and sessions on various aspects of stress, such as stress and illness, stress and terrorism and coping with stress. There were workshops on "listening" skills and on developing community resources, and discussions of alcoholism and drug abuse. Among those participating, besides Dr. Roberts, were Dr. Robert I. Hauben, assistant medical director for psychiatric liaison services and psychiatrist for the inter-American region; Drs. William E. Reid, Sam Zweifel and Chad Meyers, regional medical officers, and Virginia Taylor, deputy director, Department Family Liaison Office. □

Alcoholism Awareness Program

Retired diplomat praises State's alcoholism effort

BY (AUTHOR IS ANONYMOUS)

As a retired Foreign Service officer, I would like to pay tribute to the Department's Alcohol Awareness Pro-

gram. I only wish it had been in existence during my years of active service.

Secretary Haig, in his circular letter appearing in the February issue of STATE, urges all senior management employees to familiarize themselves with resources available under the program. He points out that this is particularly necessary because, in his words, "denial is the hallmark" of the individual alcoholic. This means that supervi-

sory personnel have a special responsibility conferred on them, because they must be in a position to intervene in cases where an individual obviously needs help but is unwilling to ask for it.

On the basis of my own experience, both while in the Foreign Service and after retirement, I cannot endorse the Secretary's advice too strongly. For many years, I refused to admit that I was an alcoholic. I knew that I had a drinking problem but I stubbornly insisted that I could handle it by myself. This attitude persisted after I had retired from the Service.

Retirement is often a traumatic experience. The adjustment can lead to heavier drinking, and this certainly was the case with me. The last years of my active service had brought disappointments and strains, and to these were added the complications of a fairly abrupt change to retired status.

As the years progressed, my condition grew steadily worse. My doctors told me that my liver had become seriously affected and that I should stop drinking at once. But I did not follow their advice. Occasionally I was able to stop for a short period, but I always gave in to the same compulsion to drink again. Worst of all, as I can see now, my whole personality began to change. My outlook became more and more ingrown, and more and more dominated by the thought of where I was going to find that next drink.

Finally, matters came to a head. My condition reached a crisis, with recurring blackouts and an almost complete inability to cope with the problems of daily living. At this point I gave in and, with the approval of the Alcohol Awareness Program, agreed to go to a treatment center for a 28-day period.

I emerged a different person.

I now acknowledge that I am an alcoholic and that I cannot handle my problem all alone, as I tried to do for so many years. I realize that never again can I safely take a drink, but I can honestly say that I have learned to live without alcohol—something that I would never have thought possible. I

have also learned that alcoholism is a disease, nothing to be ashamed of.

Finally, I have learned to put my sobriety first and to live life one day at a time. With the help of my friends in the program, I have worked out a personal program which includes regular attendance at meetings of Alcoholics Anonymous, both in the Department and elsewhere, and an effort to apply the principles of Alcoholics Anonymous in my own daily life. I have come to know scores of other alcoholics with whom I can share experiences and a common objective: sobriety.

The result of this is that my whole outlook on life has changed, I feel immeasurably better, and I can face my remaining retirement years with much more hope and confidence.

If anyone would like to confer with the writer of this article, he may be contacted through the Alcohol Awareness Program, Room 3818, Department of State, Washington, D.C. 20520. If YOU have or think you MIGHT have a drinking problem, please call the program administrator, (202) 632-1843 or 632-8804. ■

Solution to Diplo-Croctic Puzzle No. 15

(See May issue)

W. F. Buckley.
Marco Polo If You Can

"Only a year or two earlier had the famous Quadriga been restored—the two wheeled chariot drawn by four stallions that sits on top of the Brandenburg Gate. In a relatively uncharted venture of cooperation, East and West Germans worked side by side to restore it to its former eminence."

- A. War of Nerves
- B. Feathered
- C. Boodle
- D. Unworthy
- E. Cancun Summit
- F. Kew Gardens
- G. Light Opera
- H. Element
- I. Yellow
- J. Mother Earth News
- K. Attendee
- L. Rather
- M. Caribbean Basin
- N. Outdated
- O. Pontoon
- P. Oddity
- Q. Loquat
- R. Oodles
- S. Initiative
- T. Fathers Day
- U. Yew Tree
- V. Osiris
- W. Utter
- X. Choosse
- Y. Aggressor
- Z. Nontariff Barriers to Trade

Paying for college with U.S. bonds

Many parents shift college costs to Uncle Sam through tax-saving U.S. savings bonds. To do this, simply buy bonds in your child's name, with yourself as beneficiary rather than co-owner. Then file a tax return in your child's name, listing bond interest as income at the end of the first tax year. This establishes "intent." Unless your child's income exceeds the exemption total, no further returns are needed.

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

Or file when cashing Bonds for college expenses. No tax is due if the child's income and interest on bonds cashed each year are less than the exemption.

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

Grievance Actions

The articles in this section are summaries of Foreign Service Grievance Board decisions, in cases brought by employees of State, AID and the International Communication Agency. The board, in issuing the summaries, has taken care to protect the identity of grievants. For example, the employing agency and overseas posts are not identified except where sense demands it. Also, as a rule, only the masculine pronoun is used. The numbers are sequential, assigned to each case as it was received by the board. Headlines are by the STATE editorial staff.

No prejudice is seen because of grievance

003—The grievant was eliminated from consideration for a position by personnel officials who, he claimed, did not have the technical expertise to evaluate his qualifications. The case was referred to the U.S. Office of Personnel Management (OPM) in a letter which mentioned that it involved a grievance. The grievant argued that this must have prejudiced OPM. He also complained that OPM's judgment may have been affected by the possible failure of his agency to submit to OPM, in place of the agency's copy of his employment history, one that he had underlined, plus a covering letter pointing out pertinent experiences.

The board found the grievant's claim without merit. It declined to assume, without evidence, that knowledge that a grievance was involved would have prejudiced OPM, or that OPM would not have read the documents that were not underlined, or accompanied by a covering letter, with adequate care and appreciation. □

Agency says: You're right, we'll back you

011—The grievant alleged that, because of administrative error, there was a lack of current evaluation material in his performance file,

which resulted in an official nonrating of his performance. The agency acknowledged that, had his performance been properly documented for his work during the rating period, he would have, "in all probability, been promoted."

The agency explained that, while it found merit in his grievance, a retroactive promotion could only be effected as a result of a recommendation by the grievance board. The agency advised him to appeal to the board for a promotion, stating it would support his appeal.

The board examined the record of proceedings and found the grievance meritorious, and recommended the remedy he sought. □

Agency admits wrong in language case

022—The grievant contended that he should not have been denied a promotion on the basis of not meeting the language probation requirements because these requirements were not in effect at the time he was appointed under a particular program.

The agency, in its final review, stated that its investigation supported the grievant's claim, but that it did not have the authority to effect promotion retroactively. However, the agency said it would endorse the retroactive promotion if it were recommended by the grievance board.

The board recommended the retroactive promotion to correct the agency's admitted administrative error. □

He writes well, but rating officer can't

023—The grievant complained that he was low-ranked on the basis of an evaluation report regarding which the promotion board criticized the rating officer for recommending the grievant for promotion while making critical comments on

his writing.

The grievance board ruled that the promotion board clearly misread the evaluation report, in that it did not characterize the grievant's writing as inadequate. Since the promotion board had expressly and substantially based its low-ranking decision on this erroneous reading of the evaluation report, the board ordered the low ranking expunged. □

Items are found, but compensation is his

026—The grievant protested his agency's decision that he refund a payment awarded to him for the loss of certain household effects by the agency's storage company. Almost a year and a half after the loss of the personal property, the storage company located the missing items. The agency notified the grievant about the recovery of the effects, and asked that he refund the money he received for these particular losses.

The grievant stated that he had long since used the agency's compensation for the original claim to replace the lost articles. He argued that he should not be required to refund the payment, citing insurance law precedent that after the final settlement the claimant may not be forced to pay for any recovered goods, but rather loses his claim to such goods.

The agency took the position that it had no legal means for repossessing these goods, unlike the Department of Defense, and that, by virtue of the Uniform Regulations for Foreign Af-



fairs Agencies (6 FAM 300), he would be obliged to make the refund. Arguing that the Military Personnel and Civilian Employees Claims Act of 1964 vested final and conclusive authority for claims determinations in the agency element designated by the agency head, the agency maintained that the settlement of an employee request by the Claims Section cannot be appealed.

The board concluded that the Claims Act did not apply in this case. It noted that the agency itself had invoked the Uniform Regulations as authority for the recovery of monies from the grievant. Under Section 692(1)(B) of the Foreign Service Act of 1946, as amended, the board is empowered to consider "...any alleged violation, misinterpretation, or misapplication of applicable law, regulation, or published policy affecting the terms and conditions of the grievant's employment." The board found that the Uniform Regulations (6 FAM 300) contained no language whatsoever suggesting the power to retrieve monies properly awarded in accordance with established procedures. In the absence of an express understanding or formal regulation to the contrary, the claimant was not required to provide for the contingency of repaying the money at some unknown time in the future. Accordingly, the board directed the agency to desist from trying to recover the money from the grievant. □

Jewelry, stamp theft claims are denied

027—In two cases involving loss of property covered by the Military Personnel and Civilian Employees Claims Act, the board found that it did not have jurisdiction, due to the provision in the act that decisions by the administratively designated offices are final and conclusive.

In one case, jewelry was alleged to have been stolen from the employee in Government-furnished quarters, by an embassy employee later discharged

after he was found to have a police record. The claims office took the position that the evidence of theft was insufficient, since the alleged thief was not prosecuted and there were no signs of breaking and entry.

In the other case, a stamp collection in envelopes was stolen from the grievant's household effects, and his claim was rejected by the agency on the grounds that these were easily pilferable items which should have been carried personally or shipped in accompanying baggage. □

Subsistence expense is denied

050—The grievance concerns the denial, by a committee established by the agency, of a claim the grievant submitted, under a special subsistence expense allowance, for expenses he incurred for his dependents as a result of his evacuation.

The agency concluded that the matter was not grievable, because the committee the agency had established was the final authority for determining entitlement for such claims.

The board found no basis in the law or regulations for the agency's position. However, it did find merit in the agency's argument that the grievant had not met the established criteria for the payment of the special allowance. The grievance was denied. □

Salary deduction is held lawful

063—The grievant requested reimbursement for alleged illegal deductions made from his salary for the amount of "usual household expenses" connected with his official residence while he served as a principal representative. He asserted that the deductions were arbitrary, contrary to law, and constituted an "unconstitutional deprivation of property without due process of law."

Under 5 U.S.C. Section 5193, his agency has defrayed all expenses inci-

dent to the operation and maintenance of official residences, but then has recouped the "usual expenses" of operating and maintaining a residence by making uniform deductions from the salaries of chief representatives.

The board noted that statutory authorization for official residence expense allotments originated in the Foreign Service Act of 1946, Section 902. In 1959, Congress, in enacting the Overseas Differentials and Allowances Act, repealed Section 902 and replaced it with provisions codified as 5 U.S.C. Section 5913. This background shows a clear congressional intent not to permit reimbursement for ordinary household expenses. Accordingly, the agency has the authority and obligation, in the board's opinion, to deduct for these usual expenses.

The board determined that the specific percent of the grievant's salary assessed has a valid basis and does not constitute an unreasonable exercise of the agency's discretion. The board noted that the agency's plan to continue its living-cost surveys provides a protection against any unwarranted increases in the present assessment. The board found that the grievant's constitutional rights were not violated. In order to hold that the agency regulation violates the due process clause, the board would have to find that there is no "rational connection" between the regulation and the agency's aim of paying only the *unusual* housekeeping expenses of principal officers and deducting for usual housekeeping expenses. The grievance was denied. □

He gets retirement raise, can't keep it

068—The grievant received a within-grade increase under Section 406 of the Foreign Service Act of 1980, after he had been designated for involuntary retirement. Several months later, his agency canceled the salary raise, citing 3 FAM 736.2: "...The record of any officer whose effective date of separation is post-

poned shall not be reviewed by selection boards which convene during the intervening period, nor shall such an officer receive a within-class salary increase during this period."

The grievant asserted that two portions of the 1980 Foreign Service Act nullified 3 FAM 736.2: Section 406, which provides that a Foreign Service employee shall be eligible for a raise within 52 or 104 weeks, depending on personal rank, unless a promotion panel has found his performance substandard; and Section 2101, which states that until converted to the new rank system, any Foreign Service employee shall be treated as if converted.

The agency maintained that 3 FAM 736.2 was still in force, and that under its provisions the grievant had lost the right to periodic pay raises when his involuntary retirement had been deferred so that he could qualify for an early annuity.

The board upheld the agency and denied the grievance. The decision noted that Section 406 had to be read in conjunction with Section 2401 of the 1980 act: "...all regulations shall continue in full force ... until modified..." The board found that the pivotal regulation bearing on the case, 3 FAM 736.2, remained in effect. Also, the board noted that the agency had extended the grievant's service on the express condition that he would forfeit the right to have his performance file reviewed by any more promotion panels, or to receive any within-grade salary increases. □

He must move, but U.S. needn't pay

073—Through no fault of his own, the grievant was forced to move from rented quarters halfway through a four-year tour overseas. He argued that this move was for the convenience of the Government, in that he could have asked for a transfer instead of remaining at post and incurring the moving expense; that

such expenses were paid at other posts; and that he therefore should be reimbursed.

The board rejected the grievant's argument that the move was for the convenience of the Government, on the grounds that the agency would have been under no obligation to transfer him if he had asked, and that the grievant's case did conform to the conditions of the General Accounting Office ruling on which he relied. It noted that he had presented no evidence that such expenses had been paid at other posts, and denied the grievance, concluding that the agency's action was neither contrary to then-existing regulations nor arbitrary or capricious. □

Agency error caused retirement delay

576—The grievant claimed that two wrongful decisions made by his agency caused him to defer his retirement, thereby precluding a financially advantageous retirement date.

The board agreed with the agency's determination that the grievant's length of service in his Washington assignment would have been less than six months, had he retired when he proposed. Therefore, under the regulations, retirement on the proposed date would have made him indebted to the agency for home leave he had taken prior to his Washington assignment.

The agency's second ruling denied the grievant a waiver of this indebtedness because, the agency claimed, the grievant had not accepted the agency's proposal that he link his medical condition to his waiver request.

The board held that, under the pertinent regulation, it was the agency's responsibility to decide to grant or deny a waiver, and that it was wrong to place conditions on the employee. As the agency had stated that the grievant was otherwise eligible for a waiver, the board determined it was through agency error that the grievant

had lost the more advantageous retirement date. The grievance was sustained and the agency ordered to recompute his retirement. □

Claim on car damage fails

577—On direct instructions from his chief of mission, the grievant set out one morning to meet an official party of federal consultants at the airport. Because of the nonavailability of a mission car, he drove his own vehicle. En route, through no fault of his own, the car went into a skid and fell over an embankment. It was damaged beyond repair, and had no salvage value. It was not covered by insurance for an accident of this kind.

The agency confirmed that the grievant had not been negligent. The agency's claims office, however, denied the grievant's claim, on the basis of an agency regulation disallowing payments for damages to a "privately-owned motor vehicle incident to its operation." The grievant asked for reconsideration, citing an agency regulation which authorizes payment for personal property "while being used ... for the benefit of the Government by official direction or request." His appeal was denied by the agency on the basis of the Military Personnel and Civilian Employees' Claims Act of 1964. That act stipulates that each executive department will establish regulations for processing property claims, and the department head or his designee may settle any such claim within certain limits. The act adds: "Notwithstanding any other provision of law, the settlement of a claim under this Act is final and conclusive." Relying on the latter language, the agency insisted that the grievance board lacked authority either to consider the merits of the claim or to overrule the claims office's denial of such claim.

The grievant contended, to the contrary, that the grievance board does have jurisdiction in this instance.

He pointed to the broad powers given to the board by the Foreign Service Act of 1980, specifically the authority to resolve "grievances" regarding "... any act or condition subject to the control of the [agency] ... which is alleged to deprive the grievant of a right or benefit authorized by law or regulation" He stressed the board's right to consider any "... alleged violation, misinterpretation, or misapplication of applicable ... regulations ... affecting the terms and conditions of the grievant's employment" He argued that a claims denial by the agency is "final and conclusive" only with respect to "judicial review of factual findings." This case involved a basic misinterpretation of regulations. Even if limited jurisdiction for the board were conceded, the board could still find the claim cognizable under existing regulations and thus overrule glaring misapplication of such regulations, the grievant argued.

The board itself dismissed the grievance. Its reconstruction of the legislative history convinced the board that Congress intended to bar disappointed claimants from appealing to the courts. The board reasoned that, inasmuch as an agency's ruling on property claims is final with respect to the courts, that ruling should also be final with respect to a quasi-judicial body such as the grievance board. The board found, therefore, that in this case the Claims Act required it to treat the agency's ruling in the property claim as "final and conclusive," and thus barred it from consideration of this grievance challenging the correctness of the ruling. □

He went by foreign flag, so must pay

578—The grievant claimed that the agency had misinterpreted its travel regulations when it disallowed travel he and his family had made on a foreign-flag ship (FFS). When he received a mid-tour transfer, he stated, he felt that, due to the ill

health of a member of his family, they should make a portion of the trip by ship. There were no American-flag ships serving the route he had chosen; however, he was aware of the regulation which authorized travel by FFS at posts where there were U.S.-owned funds available to be used to pay for the FFS travel, and that employees of another agency had traveled under this regulation. He determined that his position at the post entitled him to travel by a FFS under the same regulations and, therefore, he did not need to seek special travel permission for medical reasons from his agency. Based on these determinations, he stated, he arranged and authorized his own travel.

The agency held that he must pay the cost of the travel because he had not been serving in a position which made him eligible to use the posts' surplus foreign funds to pay for the FFS travel, nor had he followed regulations which applied to employees of his agency, i.e., sought special permission for ship travel based on medical grounds.

The board found the agency's position to be correct and, therefore, denied the grievance. □

Selection-out can't be grieved away

579—This grievance primarily concerned two alleged inaccurate and falsely prejudicial evalua-

tion reports which the grievant claimed led to his subsequent designation for selection-out. He requested the removal of the offending comments and rescission of his selection-out. The grievant retired voluntarily before the grievance was submitted to the board, but elected to continue his grievance.

In the first of the evaluation reports in question, both the rating and the reviewing officers, after commenting favorably on the grievant's performance, made critical comments about his supervisory activity. In the following year's evaluation report, the grievant was criticized by the reviewing officer for being negligent in carrying out his responsibilities.

In connection with the first report, the board noted that an inspector, who visited the post shortly after the evaluation was filed, found no evidence to support the disputed statements. With regard to the second report, the board noted that, in an inspection report on the grievant's performance in this particular position, the inspector noted that the grievant was performing well at a substantially higher level than his own rank. The board found no substantiation for the critical comments in the two evaluation reports and, in light of the positive remarks of the inspectors, the board directed that the protested comments be deleted. No justification was found for granting the other remedies the grievant requested. ■



"Don't worry! I can always work out a negotiated settlement with these State Department types!"

Bureau Notes

Secretary's Office

On April 15-20, SECRETARY HAIG traveled to Buenos Aires to negotiate with government officials on the Falkland Islands dispute. Accompanying the Secretary were SHERWOOD GOLDBERG, executive assistant to the Secretary; KEITH SCHUETTE and E. ANTHONY WAYNE, special assistants; LORA SIMKUS, personal assistant; JOYCE NESMITH, confidential assistant to the executive assistant; ALVIN ADAMS, deputy executive secretary; DAVID GOMPERT, deputy to the under secretary for political affairs; VERNON WALTERS, ambassador-at-large; GEORGE TWOHIE, executive director, Executive Secretariat; WILLIAM McCAHILL and NANCY DeGUMBIA, staff officers, Secretariat; ANITA MUELLER and SHARON OHTA, secretaries, Secretariat.

The Secretary addressed the Business Council at Hot Springs, W. Va., May 7. Traveling with him were MRS. HAIG; Mr. Goldberg; KATHERINE BACKUS, special assistant to the Secretary; and LINDA WESLAR, staff assistant.

The Secretary left for a European trip, May 12-18, to visit Ankara, Turkey, and Athens, Greece, for bilateral negotiations with leaders of the two governments. From there, he went to attend the NATO ministerial meeting. On May 18, he was to go to Madrid for the conclusion of the U.S.-Spanish agreement on friendship, defense and cooperation but he returned to Washington. Traveling with him were: Mrs. Haig; Mr. Goldberg; Mr. Schuette; MICHAEL KLOSSON, special assistant to the Secretary; Ms. Simkus; Ms. Nesmith; ELIZABETH GASTON, secretary, Office of the Secretary; CLAYTON McMANAWAY, deputy executive secretary; Mr. Gompert; RICHARD BURT, director, Office of Politico-Military Affairs; Mr. Twohie; PAUL WOLFOWITZ, director, Policy Planning Staff; Ms. DeGumbia; ERIC EDELMAN, RICHARD SHINNICK and JAMES LANE, staff officers, Executive Secretariat; Ms. Ohta; KATHY McGUIGAN, BETSY NEIL and MARIE MORRIS, secretaries, Secretariat. □

OPERATIONS CENTER

Deputy director DENNIS A. SANDBERG left to become principal officer in Lubumbashi. His replacement is former senior watch officer ADRIAEN MORSE. Recent speakers from the center staff were director JOHN D. STEMPEL, who lectured on "The Middle East and Crisis Management," to the students and board of advisors at the Patterson School of Diplomacy and International Commerce, University of Kentucky; and senior watch officer EDRIC SHERMAN, who spoke to Rotary Clubs in the Seattle area on American foreign policy, and to classes at Reed College, Portland, Ore., on the Middle East. A new team of watch officers/editors who have joined the center are WILLIAM R. TAGLIANI, CONSTANCE



Deputy Secretary Walter J. Stoessel and Prime Minister Menachem Begin meet during Mr. Stoessel's recent trip to the Middle East for negotiations on the Egyptian-Israeli peace process. Members of the U.S. delegation (front to

back): Robert Perito (not shown), Paul Hare, deputy assistant secretary Morris Draper, Mr. Stoessel, Ambassador Samuel Lewis, Bill Brown, Howard Teicher, Gary Matthews, Ned Lewis.

HUGGINS, DAVID HOPPER and ROBERT L. FRETZ. TIM ROYBAL, formerly with the Communications Center Division, has joined as an operations assistant. Mr. Edelman, RICHARD SHINNICK and TOM WHITE transferred from the Operations Center to the Secretariat Staff. □

UNDER SECRETARY, POLITICAL AFFAIRS

Under Secretary LAWRENCE EAGLEBURGER traveled to Europe, April 1-14, to participate in the Gray Roundtable in Munich, Germany, and to meet with FOREIGN MINISTER CHEYSSON in Paris. THOMAS L. PRICE, executive assistant, accompanied the under secretary. MARK PALMER, deputy to the under secretary, delivered a speech on U.S.-European relations, to a Yale University conference, April 24. The following have joined the staff of the under secretary: ROBIN RAPHEL, ROSE SCOTT, DAVID LOWENFELD, RICHARD HECKLINGER and JOHN LENCZOWSKI. □

Administration

FOREIGN BUILDINGS OFFICE

Front Office: Deputy assistant secretary WILLIAM SLAYTON presented a meritorious service increase to RAYMOND A. BONESKI, African area officer, and a quality step increase

to JESSIE I. ORR, secretary in the Office of Foreign Buildings ... The office welcomed BRUCE W. GERMAN, assistant area officer for East Asia ... JAMES G. TRUM, budget officer, has departed for his new assignment in Lagos ... ROBERT E. PROSSER, assistant director of operations, has retired. He is being replaced by OSCAR A. REYNOLDS ... Deputy director MARVIN SMITH was to head a real property team survey to Budapest in May. Other members were to include Ferebee & Belk, architects, and area officer BEN SARGENT ... Mr. Slayton and Near East area officers met with PHILLIP HAMMER, negotiator/packager, for preliminary discussions on a possible entrepreneurial scheme for Amman. This would involve U.S. Government post property trades as a basis for developing a plan to construct a new chancery, residence and related facilities ... Occupancy of the Tokyo and Fukuoka apartments, which have been completed, were to begin this month ... At the new embassy in Moscow, structural framing of the office building has been completed ... The architectural advisory consultants meetings were held May 4-6. Projects reviewed were: Ottawa office building complex schematic design; Muscat office building complex/embassy residence, final design; Moscow embassy residence restoration; Damascus office building complex/school schematic design; Suva embassy residence, final design; Djibouti office building Complex, final

design ... Mr. Slayton and senior staff members met with Department inspectors who began an audit May 10.

Buildings Design Branch: JEROME W. MORRISON and PETER E. GURVIN, engineers, and DENNIS A. LUNDSTEDT, fire safety officer, went to Memphis, Tenn., to review plans for rehabilitation of the Lagos chancery, which was severely damaged by fire ... JEROME W. MORRISON and ANDREW KORITKO returned from Abu Dhabi after negotiations with the local owner to lease a four-building compound to relocate the embassy from the present structurally unsound building ... HARRY MARINOS and JAMES SCHOONOVER departed for Tokyo to inspect the staff housing there and in Fukuoka ... C. REX HELLMAN returned from Montreal after investigating several sites for a new consulate office building ... The Office of Foreign Buildings, the Executive Office in the Africa bureau and the Security Enhancement Group met with the contract architect and engineer, Kennard & Kennard, to discuss life safety deficiencies in the Khartoum office building. HUNTER KENNARD will prepare a detailed report recommending building alterations and cost estimates for improving building life safety at the post.

Construction and Maintenance Branch: The assistant director for construction and maintenance, JIM LACKEY, chief estimator JOE WHITE; architect CARL PETCHIK and area officer MIKE ADAMS traveled to Osaka-Kobe to negotiate the contract for relocating the consulate office building and 11 housing units in exchange for the existing Kobe consulate property ... Area branch chief BILL SMAYDA traveled to Tokyo, Hong Kong, Kuala Lumpur, Jakarta and Manila, to inspect construction work ... BILL GALLAGHER, area branch chief, returned from Cairo after making a preliminary final inspection of the embassy residence ... The Office of Foreign Buildings has received bids on the Lagos staff apartments project.

Contracts Branch: The embassy in Libreville, Gabon, was authorized to award a construction contract to a local firm, Socodima, for six staff apartments, for a firm fixed price equivalent to \$1,261,665 as of March 31.

Operations: GLENN MABRARRY, inter-American affairs area officer, went to Caracas to review the security enhancement project with post officials. He also visited Barranquilla to review with post officials various selections of buildings for the reopening of the Consulate ... European area officer JOHN SCHOLL attended the administrative officers conference in Copenhagen, the first week in May. He also stopped off in Brussels and Paris to meet with the post's administrative officer ... European Operations held discussions with and briefed DANIEL O. NEWBERRY, consul general from Istanbul ... European Operations, with SUSAN

No lists in this issue

The separate lists showing appointments, transfers, resignations and retirements in the Civil Service and Foreign Service (as well as promotions in the Civil Service) did not arrive in the editor's office in time for publication in this issue of STATE. The lists for June will be published in the July issue.

McQUEEN, Interior Design Branch, held discussions with and briefed NORMAN SINGER, the new consul general to Edinburgh ... RICHARD DAVIS, area officer for the Near East, visited Beirut, Cairo, Tel Aviv and posts in India and Pakistan to review and assist with the Office of Foreign Buildings program requirements ... Area officers to the Near East met with Kathmandu administrative officer JACK DANIELS, during his Department consultation, to review post programs ... Comprehensive briefing material has been provided to the Office of the Inspector General's inspection/audit team members who are scheduled for post visits in Morocco, Algeria and Tunisia, starting in May ... Area officer JOHN HELM attended a meeting with representatives from the Near East Area to discuss special foreign currency programming in India over the next five years ... A team led by JERRY MORRISON and JOHN HELM returned from Abu Dhabi after defining technical requirements, modifications/construction, space planning and final cost estimates for a four-villa compound which is to serve as interim office space for this mission. Morrison and Helm coordinated these critical areas of interest with

other members of the team, including a contract architect and an engineer, and representatives from ICA, Consular Affairs and the Offices of Security and Communications. □

OFFICE OF COMMUNICATIONS

Deputy assistant secretary STUART E. BRANCH traveled to Europe, May 3-7. He visited Geneva and London for consultations on communications matters, and attended the administrative counselors meeting in Copenhagen ... Consultations for regional communications programs officers were held in Washington, April 26-30. In attendance were ROBERT P. RICHARDSON of Bonn, JOSEPH H. RINKER of Karachi, JAMES F. PROSSER of Nairobi, KENNETH A. FRENCH of Accra, LUTHER T. TAYLOR of Manila and WILLIAM E. BISCHOFF, who is based in the Department ... GERARD J. GENDRON, of the support staff for VIP travel, was a member of the advance team that traveled to London and Windsor, England; Paris and Versailles, France; Bonn and Rome, May 2-7, to perform surveys for the Secretary's planned visits.

The following were home on consultation recently: JOHN MONTAGUE, Maseru; PAUL



"Man...this free consumer choice stuff is really great!"

NUGNES, Nairobi; CARL TUCKER, Paramaribo; GEORGE YAUCHUCZEK, Reykjavik; GLENN COCKERILL, Manila (communications rover); JOSEPH REEVES, Paris; JOSEPH SUDDATH, San Salvador; ANDREW RAHR, Singapore; ELIZABETH GLENDINNING, Santiago; SUSAN MUSSER, Mexico; CARRIE ULLMAN, Department ... Personnel who completed courses in the Training Division included: TERRY YOUNG, New York; JOSEPH PADO, Communications Center Division; CLYDE HOWARD, Barranquilla; ROBIN MDARITZ, Malabo; MOLLY O'NEAL, Toronto; REBECCA WATERS, Florence; STEPHEN WILLIAMS, Guadalajara; PEARLY WHITE, rover; FREDERICK KAPLAN, Oporto; BEVERLY LAVIGNE, Monterey; JANNETT FORD, Antigua; EVELYN WYTHE, Nuevo Laredo; COLLEEN SHORES, Maracaibo; CHARLES CHRISTIAN, Muscat; JOHN MONTAGUE, Maseru; MARY PETERSON, Oslo; EILEEN NESBERG, Mexico; GEORGE YAUCHUCZEK, Reykjavik; SANDRA WILLIAMS, Vienna; MARY JO LANGE, Panama (communications rover). □

OFFICE OF SECURITY

Deputy assistant secretary MARVIN L. GARRETT JR. traveled to Copenhagen, May 4-7, to attend the administrative officers conference.

On April 19, LOUIS MIZELL, Threat Analysis Group, addressed Baltimore County police officials on terrorism in the United States. He spoke to Federal Aviation Administration security administrators and Federal Bureau of Investigation officials at the FBI Academy, Quantico, Va., May 6, on operational and academic issues concerning domestic and international terrorism. ISABEL JOHNSTONE spoke on international terrorism during a two-day terrorism seminar in Phoenix sponsored by the Arizona Division of Emergency Services, in cooperation with the American Society for Industrial Security and the Arizona Department of Public Safety.

Security details for the following foreign dignitaries were provided by the Dignitary Protection Office: MRS. MARCOS of the Philippines, FOREIGN MINISTER KHADDAM of Syria, AMBASSADOR ELEKDAG of Turkey, PRINCE PHILIP of the United Kingdom, PRESIDENT-ELECT MONGE of Costa Rica, FOREIGN MINISTER PYM of the United Kingdom, FOREIGN MINISTER COSTA MENDEZ of Argentina and PRINCESS ALEXANDRA of the United Kingdom. The agents in charge of these details were DARYL RASHKIN, JEFF BOZWORTH, ROBERT FRANKS, ROBERT DAVIS, ERVIN WEBER, DENNIS WILLIAMS, JERRY DUMAS and ROBERT DAVIS, respectively. Special agent DENNIS WILLIAMS joined the staff as deputy chief on April 12, and special agent JOE D. MORTON reported on May 3. CHRIS DISNEY, chief, Dignitary Protection, and WALTER



BONN, Germany—John H. Clemmons, second from left, assistant director, Office of Security, meets with associate directors William H. Armor and James C. Kolesnik, left, and regional security officer James F. Bermingham, right. Photo shows, left to right, Mr. Kolesnik, Mr. Clemmons, Mr. Armor and Mr. Bermingham.

BACAK traveled to New York, April 13, to initiate administrative preparations for the UN General Assembly. On May 3-7, WALTER BACAK attended the executive performance seminar at Cacapon Lodge, Berkeley Springs, W. Va.

JOHN KONICKI, Education and Training Staff, traveled to Pakistan, May 1, for a mobile training team program. During May 3-7, JAMES PRIETSCHEM attended the executive management seminar at Berkeley Springs. EDWARD L. LEE II spoke on "The Terrorist Threat Abroad," at the Military Assistance Advisory Group school, Dayton, O., May 7.

STEVE HIPSON, Foreign Operations Division, acting as security coordinator, traveled to Cairo and Tel Aviv with Deputy Secretary WALTER STOESSEL. MIKE CROWE, regional security officer-designate, Frankfurt, who is attending German language training at the Foreign Service Institute, and RAY RUSSELL, regional security officer-designate, Pretoria, consulted recently in the division. BRUCE TULLY was on temporary duty in Islamabad, as part of the mobile training team, and stopped in Kuwait for consultation with the regional security officer. BOB JENKINS departed to be-

come chief, Freedom of Information and Privacy Acts Staff

CHARLES CHASE, DAVID AKERMAN and LOU POSSANZA, Division of Investigations, attended the FBI Academy course on "Collection and Preservation of Physical Evidence." Special agent JIM HOLT was in Berkeley Springs to attend the executive performance seminar, May 3-7. Special agent DARWIN CADOGAN recently transferred from the San Francisco Field Office.

ERV WEBER of the San Francisco Field Office was in Seattle, to work with BRAD UPDEGROVE and JOE HAWK during the visit of Prince Philip of the United Kingdom. Upon Mr. Weber's return, he and PHIL WHITNEY traveled to Los Angeles to assist in the visit of President-elect Monge of Costa Rica. ED MATSIS resigned on May 5 to return to work in the private sector.

Special agent ALFRED SANTOS returned to the New York Field Office in early April, from temporary duty in Beirut, Lebanon. In early April, special agent DANIEL POCUS was on temporary duty in the Vatican City. Special agents ROBERT WHIGHAM, HOWARD LYNDE and CHARLES HUNTER transferred to the U.S. mission at the United Nations, in mid-April.

The following special agents on the Secretary's Detail were involved in advancing trips to Buenos Aires, London, Ankara, Athens and Luxembourg: CHARLIE ST. CYR, BOB DALY, BOB LISCOUSKI, STEVE BURCHYNS, CHARLIE BUNN, RICHARD GAIANI, TOM COMISKEY, CHRIS LEIBENGOOD, PETE GALLANT, MARY GRIGGS, GEORGE SLIKE and TONY RICHARDS. SAM CRUCE has completed and published the "Operations Handbook," for use by the division's agents. □

LANGUAGE SERVICES DIVISION

Language Services alumni VIVIAN CHANG and CORNELIUS IIDA interpreted in Beijing and Tokyo, respectively, during the Vice President's trip to the Far East, the latter part of April . . . The eighth session of the Commission for Climatology and Application of Meteorology of the World Meteorology Organization met in the Department, April 19-30. The technical conference was assisted by a staff of 12 interpreters in five languages (Chinese, English, French, Russian and Spanish) and a translating team of 29. Division chief NORA LEJINS served as overall language services officer, CYRIL MUROMCEW as chief interpreter, JORGE PEREZ as deputy language services officer for daytime translations, and former division chief THEODORE H. LEON for the night shift. GALINA TUNIK-ROSNIAANSKY was a member of the interpreter team.

Interpreting Branch chief DONALD F. BARNES returned from Buenos Aires, April 22. BILL KRIMER, DIMITRI ARENSBURGER and LAWRENCE BURRELL returned to Washington after conclusion of the session of the Standing Consultative Commission at the end of April, but Mr. Arensburger and Mr. Krimer, joined by LORALYN ANDERSEN-PETRIE, returned to Geneva for resumption of sessions of the intermediate nuclear forces talks, starting on May 20. SOPHIA PORSON and ALEC TOUMAYAN interpreted for U.S.-France financial consultations, April 21-22, involving assistant secretaries of state, treasury and commerce. Mr. Toumayan interpreted during the Washington visit of the Tunisian prime minister, April 27-30. The Falkland Islands crisis repeatedly required the presence in the Department, during off-hours, of Spanish translators. FRANCISCO LANZA and PILAR MOLNAR bore the brunt of these emergencies. HARRY OBST of the Interpreting Branch addressed the student body of the Luther Jackson Intermediate School on foreign-language careers, April 28. Verbatim reporter MARIE TAYLOR reported the Secretary's speech before the Business Council, at Hot Springs, Va., May 7. Interpreter ANTHONY HERVAS departed on very short notice, for renewed U.S.-Spain base talks, in Madrid, May 8. He was joined, May 10, by translator/reviewer PILAR MOLNAR, to assure substantive agreement of the English and Spanish agreement texts. On May 12, Translating Branch chief TONY SIERRA followed, in view of the large volume of documentation to be certified.

STEPHANIE VAN REIGERSBERG accompanied the Secretary of Agriculture, Assistant Secretary THOMAS O. ENDERS and Rep. BEN GILMAN (R.-N.Y.) to the inauguration of the new president of Costa Rica, May 7-9. NEIL SEIDENMAN and SOPHIA PORSON interpreted during the state visit of



the president of Brazil, May 10-14. Mr. Obst assisted during the Washington visit of the vice chancellor of Austria, May 10-14. DIMITRI ARENSBURGER, CYRIL MUROMCEW, GALINA TUNIK-ROSNIAANSKY and DIMITRY ZARECHNAK, assisted by Foreign Service officer ED HURWITZ, interpreted at a White House luncheon for Soviet dissidents, May 11. Verbatim reporters Kuyatt and Taylor handled the Secretary's joint interviews with Time, Newsweek, and the Washington Post, May 7, and the New York Times and Interview Magazine, May 10. □

African Affairs

Assistant Secretary CHESTER A. CROCKER spoke to a luncheon meeting of the Washington International Business Council, April 23, on "Private Enterprise in Africa." Senior deputy assistant secretary FRANK G. WISNER spoke on "Current U.S.-Africa Policy" at the Foreign Service Day conference, May 7. He also delivered a presentation on "Complexities in Southern Africa," May 14, at a conference on religion and politics sponsored by the Ethics and Public Policy Center. Deputy assistant secretary PRINCETON LYMAN and Ethiopia desk officer FRANK DAY, with the special assistant to the bureau, ROBERT CABELLY, participated in a two-day conference, on "Continuity and Change in Africa," cosponsored by the Center for Strategic and International Studies and the Naval Postgraduate

LIBREVILLE, Gabon—Ambassador Terry McNamara congratulates communications officer Richard McDonald, left, on his receipt of Meritorious Honor Award.

School, May 1-2, in Monterey, Calif.

LARRY WILLIAMSON, director, Office of Inter-African Affairs, delivered speeches at a conference on human rights in Africa, at State University of New York (Buffalo) and at a symposium on Africa sponsored by the Friedrich Ebert Foundation in Bonn, Germany, in early May . . . ROBERT PRINGLE, director, Economic Policy Staff, spoke to business, civic, academic and media audiences in San Diego, at a conference on economic and cultural activities in Africa, May 14-15 . . . Ambassador WILLIAM EDMONDSON spoke to the Woman's National Democratic Club, May 6, in Washington, on South Africa . . . EARLE SCARLETT, Office of East African Affairs, briefed a group of visiting government and social workers from around the world, sponsored by Howard University's Council of International Programs, on "East Africa," May 6 . . . EMIL SKODON, Office of Southern African Affairs, spoke to students and faculty at the University of Northern Iowa on "U.S. Relations in Southern Africa," May 3 . . . PHILIP A. KING, Office of Southern African Affairs, spoke at a conference on southern Africa, in Florida, sponsored by the University at Gainesville, April 16 . . . ROBERT BRUCE, director, Office of West African Affairs, was a member of the U.S. delega-

tion to Liberia, for Liberian Day, April 12 ... THOMAS E. WILLIAMS, country director for Nigeria, participated in a political-military simulation at the Army War College, Carlisle, Pa., March 9. He also addressed an awards ceremony for Nigerian civil servants attending courses at the National Institute of Public Management ... KATHERINE CLARKE-BOURNE, deputy director, Office of West African Affairs, addressed the National War College seminar at Fort McNair, March 2, on Nigeria. □

Consular Affairs

Assistant Secretary DIEGO C. ASENSIO participated in an international conference, April 21, sponsored by the German Marshall Fund of the United States, on common problems in administering immigration and refugee policies. During April and May, Mr. Asencio gave various presentations and interviews on the administration's new immigration policy. On April 22-23, he met with the study group on immigration and refugee policy of the Council on Foreign Relations, in New York, and addressed the 32d annual conference on foreign affairs of the University of Louisville, Ky. Media events included interviews with the Courier Journal and the Louisville Times. On April 26-28, he gave a major public address on "The New Immigration Policy: Are We in Control of Our Borders?" at Southern Methodist University, Dallas, Tex. Media events in Dallas included interviews with KAFM-FM, KERA-TV, the Dallas Morning News and the Dallas Times Herald. On April 29-30, he held a press conference on immigration in Houston. He also visited the Houston Passport Agency. On May 14-15, he addressed the Notre Dame Legal Aid Association and was interviewed on WNIT-TV (PBS) in Elkhart, Ind.

ROBERT E. FRITTS, senior deputy assistant secretary, addressed faculty and students at Drexel University, Philadelphia, on "The Proposed New Immigration Policy," May 10. He was interviewed on WCAU-AM ... On April 29-30, ALFONSO ARENALES, special coordinator for legislative and public policy, addressed the Cranbrook World Affairs Seminar on "Patterns of American Immigration Policy," in Bloomfield Hills, Mich. He also participated in a panel discussion at Cranbrook House on "Varied Perspectives on the Central American Puzzle."

LOUIS P. GOELZ, deputy assistant secretary for visa services, visited Madrid, Frankfurt and Paris, for visa management reviews, the latter part of April. JOHN MOLLER, post liaison, traveled to Lima, March 15-19, for a consular workshop, and Port au Prince, March 24-25, for manage-

ment consultations. On April 14-May 5, MAURICE PARKER, Systems Liaison and Procedures, traveled to Santo Domingo for the installation of the Immigrant Visa Applicant Control System. MARIANNE HORN, systems liaison and procedures, traveled to Tijuana, April 26-29, and Ciudad Juarez, April 30, for the Teletype Replacement Program and the Border Crossing Card Program. JAMES REID, Written Inquiries Branch of the Visa Office, attended the symposium on immigration law and policy at Wayne State University, Detroit, April 30. On May 2-3, SETON STAPLETON, Immigrant Visa Control and Reporting Division, attended a seminar on employment of foreign workers in the United States, in New York.

Employees participating in courses during April included ANN COVINGTON, SALLYBETH BUMBREY and MARY ALICE NOYES (Executive-Congressional Relations); BERNICE HOLMES (Management Skills Seminar for Secretaries); and PHYLLIS CHEEKS (Reading Development Skills) ... New arrivals in the bureau include: WAYNE G. GRIFFITH, Visa Office, and QUEKETA PAYTON, who joined the front office. ROBERT CHEVEZ has departed the Visa Office for Tijuana, Mexico. ROBERT WATKINS has transferred to the law of the sea office. □

East Asian and Pacific Affairs

Assistant Secretary JOHN H. HOLDRIDGE accompanied VICE PRESIDENT BUSH to China and participated in the meetings with Chinese officials, May 5-8. On May 9, he visited Tokyo to consult with Japanese officials. On May 13, he addressed a group of Japanese business leaders at a dinner meeting in New York sponsored by the Chemical Bank. He participated in the visit of Australian Prime Minister MALCOLM FRASER, May 16-18. On May 27, Mr. Holdridge participated in a China meeting at the Council on Foreign Relations, New York. He also accompanied the Vice President on the April 25-27 visit to Korea.

Deputy assistant secretary ANTHONY C. ALBRECHT addressed students and faculty at the Center for International Affairs, Harvard, on "U.S.-Japan Economic Relations," April 17. From April 20-22, he attended the chiefs of mission conference in Honolulu. On May 3, Mr. Albrecht addressed members of the U.S.-Asia Institute on international economic policy, in Los Angeles. From May 10-16, he participated in the Pacific Basin Economic Council meeting, in Nagoyo, Japan, and had consultations with U.S. and host country officials in Tokyo, Hong Kong, Manila and Honolulu. Mr. Albrecht ad-



KUALA LUMPUR, Malaysia—The Marine detachment here was the "best in 1981" in the region. From left: Randy Chandanais, Doug McClure, Dan Fearn, Ambassador Ronald Palmer, Dean

Franklin, Joe Tomazic, Rodney Poole. In front: Mrs. Franklin and the Franklin children, Heather and Amanda. Darryl Shaw of the detachment was on leave.

Transfer Tremors by ebp

I was almost transferred to INDIA, but I didn't have a tropical CUTTAway to wear while presenting my credentials.

I was almost transferred to FRANCE, but they wanted me ONLY ON a one-year tour.

I was almost transferred to GREECE, but I couldn't find a house with big rooms, particularly with THE SSALON I Kind of wanted.

dressed participants of the 51st World Trade Week luncheon, cosponsored by the city of Los Angeles, the Chamber of Commerce there and Sister Cities International, May 17-18. On May 20, he addressed members of the East Asia Scholar-Diplomat Seminar on "U.S. Economic Relations with East Asia." From May 20-21, Mr. Albrecht participated in the 1982 Pacific Symposium sponsored by National Defense University.

Deputy assistant secretary DANIEL A. O'DONOHUE attended the chiefs of mission conference in Honolulu, April 17-24. Mr. O'Donohue also participated in the naval seminar on southeast Asian policy, April 29-May 1, in Monterey, Calif. . . Deputy assistant secretary THOMAS P. SHOESMITH traveled to Cambridge, Mass., to attend the workshop on Japan at Harvard's Center for International Affairs. He spoke about "Japan and the World" at the opening dinner that evening.

Office of Korean Affairs: Director DAVID F. LAMBERTSON attended the 14th annual U.S.-Korea security consultative meeting, in Seoul, March 30-31. Secretary of Defense CASPAR WEINBERGER led the U.S. delegation. Mr. Lambertson stayed on for 10 days of consultations in Seoul and Pusan. He spoke to the U.S.-Korea Economic Council, in New York, April 21, and to the Korea symposium of the Command and General Staff College, Ft. Leavenworth, Kan., May 24 . . . Deputy director WILLIAM BREER accompanied the presidential delegation to the celebration of the U.S.-Korea centennial, May 18-23, in Seoul. The delegation was headed by General LYMAN LEMNITZER (ret.). Mr. Breer remained in the country for several days of consultation following the ceremonies.

Office of Economic Policy: HENRY BARDACH has assumed his duties as director. He replaces WILLIAM PIEZ, who was transferred to Tokyo, where he will be minister-counselor for economic affairs. During the past five months, Mr. Bardach has been the bureau's special assistant and adviser for private sector activities. In February, he accompanied AID assistant administrator ELISE DU PONT, who led a "private sector reconnaissance mission" to Bangkok. He then traveled to Jakarta and Hong Kong to consult on private sector and trade issues. In early March, Mr. Bardach traveled to Manila, in preparation for the Association of

Southeast Asian Nations/U.S. dialogue, and subsequently represented the Department at the semiannual meeting of the Asia-Pacific Council of American Chambers of Commerce, in Hong Kong. Mr. Bardach spoke at the meeting of the American-Indonesian Chamber of Commerce, in New York, on "Perspectives in Economic and Political Development in Indonesia," March 27.

Office of Japanese Affairs: Director ALBERT SELIGMANN accompanied the Vice President on his visit to Tokyo, April 23-25. In May, Mr. Seligmann attended the Council on Foreign Relations discussion group on "U.S.-Japan Relations," and the Aspen Institute's Berlin conference on "The 21st Century: Will it be the Asian Century?" Deputy director LAWRENCE FARRAR spoke at Armed Forces Staff College on the conduct of U.S. relations with Japan, Norfolk, Va., May 6.

Office of the Executive Director: DELORÉS D. KEYS, Communications Center, received a quality step increase in May. □

Economic and Business Affairs

Assistant Secretary ROBERT D. HORMATS traveled to Paris, the week of April 19, for a meeting of the International Energy Agency, a special session of the Organization for Economic Cooperation and Development executive committee, and a meeting of the personal representatives preparing for the Versailles economic summit. On May 1, Mr. Hormats addressed a gathering of White House Fellows alumni at the Capital-Hilton. On May 3 he addressed the annual conference for foreign portfolio and investment directors, at the Department. Mr. Hormats spoke to the Business Council at Hot Springs, Va., May 7, on the administration's directions in trade and investment policy. The week of May 10, he returned to Paris for the ministerial of the Organizational for Economic Cooperation and Development, the quadrilateral trade meeting, and another meeting of the Versailles economic summit personal representatives.

Ambassador CHARLES F. MEISSNER, U.S. special negotiator for economic matters,

was the alternate U.S. representative at the second part of the 24th session of the Trade and Development Board of the UN Conference on Trade and Development, in Geneva, May 11-13. The primary purpose of this meeting was to prepare for the sixth conference of the organization in May and June next year. Mr. Meissner also attended the conference of chiefs of mission, in Berlin, in early May, to discuss U.S. economic policy for eastern Europe . . . RICHARD T. McCORMACK, consultant to the bureau, attended the May 5-8 annual meeting of the African Development Bank and Fund, in Lusaka, as temporary alternate U.S. governor. BRUCE McMULLEN of the Office of Development Finance was an adviser on the U.S. delegation. Mr. McMullen was also a member of the U.S. delegation to the 15th annual meeting of the Asian Development Bank, April 28-30, in Manila. In addition, he participated as an adviser on the U.S. delegation to the Asian Development Fund replenishment meeting, April 26-27, where agreement was reached on a replenishment of the bank's soft loan window . . . MICHAEL CALINGAERT, deputy assistant secretary for international resources and food policy, served as alternate representative at a conference on combatting hunger in the world, held in Rome, April 26-29, under the sponsorship of the Italian government and attended by donor countries and international agencies. From Rome, he went to Minneapolis, where he participated in and addressed a conference sponsored by the University of Minnesota on "Agriculture and Foreign Policy." On May 6 he spoke to a symposium at the University of Wisconsin, Madison, on "Living with Resource Dependence, Coping with Vulnerability."

The chief of the Marine and Polar Minerals Division, LEWIS COHEN, served as deputy U.S. representative on the delegation to the UN Law of the Sea Conference, which met in New York, March 8-April 30. MILTON DRUCKER of the same division served as adviser on the delegation and as a U.S. representative to the English language group of the drafting committee, at the same meeting . . . JAMES C. TODD, chief of the Industrial and Strategic Materials Division, headed the U.S. delegation to the fourth session of the International Natural Rubber Council, in Kuala Lumpur, May 3-7. At that meeting, council members agreed to a nominal reduction of the reference price established by the international natural rubber agreement for operation of its buffer stock . . . JOHN A. BARCAS, chief of the Tropical Products Division, attended the annual convention of the American Cotton Shippers Association, in Dallas, April 28-May 1. He addressed its foreign affairs committee on recent activity by the UN Conference on Trade and Development in cotton, and partic-



ipated in a discussion leading to an association resolution on the issue ... TODD STEWART, director of the Office of Maritime and Land Transport, spoke on "U.S. Shipping Policy in an International Environment," before the Seatrade Conference "Money and Ships 1982," in London, March 31, and before the Maritime Administrative Bar Association, in Washington, April 6. □

EUROPEAN AFFAIRS—On Professional Secretaries Day, look who has brought the coffee and pastries! Why, it's bureau executive director *Dick Bowers*, right, and personnel officers *Chuck Skellenger* and *Irene Harrison*, on left. The incredulous

secretaries in the Office of Regional Political-Military Affairs are, from right, *Ann Garner*, *Janet Ford*, *Carol Zierjack*, *Loretta Oliver*, *Felicia Stevens*. (Photo by *David M. Humphrey*, Visual Services)

European Affairs

Acting assistant secretary H. ALLEN HOLMES addressed the joint meeting of members of the Ripon and Bow societies, April 21, in the Department. Acting deputy assistant secretary CHARLES H. THOMAS, with C. EDWARD DILLERY, director, Office of Southern European Affairs, and REGINALD BARTHOLOMEW, special adviser, accompanied SECRETARY HAIG during his visits to Ankara and Athens, May 13-16.

Ambassador RAYMOND C. EWING, Cyprus, was in the Department for consultations, May 10-13. Ambassador HERBERT S. OKUN, German Democratic Republic, was in the Department for consultations, April 26-30. The former ambassador to Turkey, JAMES W. SPAIN, represented the U.S. Government at the funeral of assassinated Turkish honorary consul general Gunduz, in Boston, May 7. Ambassador MONTEAGLE STEARNS, Greece, was in the Department for consultations, April 22-30. Ambassador TERENCE TODMAN, Spain, was in the Department for consultations and to ac-

company the Spanish foreign minister on his visit to Washington, May 3-10.

Hungarian deputy prime minister JOZSEF MARJAI visited the United States, May 1-12, as the official guest of Secretary of Commerce MALCOLM BALDRIGE. During his visit, Mr. Marjai represented Hungary at the accession ceremony to the International Monetary Fund, and met with PRESIDENT REAGAN, VICE PRESIDENT BUSH, SECRETARIES HAIG and Baldrige, and members of Congress.

Executive director CHARLES R. BOWERS and members of his staff—supervisory personnel officer H. CLARKE RODGERS, supervisory post management officer WILLIAM C. KELLY, supervisory budget officer JOHN G. SINNICKI and computer systems analyst BARBARA HUGHES—traveled to Copenhagen for the European administrative officers conference, May 5-8. After the conference, Mr. Bowers traveled to Thessaloniki, Athens and Bucharest for consultations on post management issues ... JOHN C. KORNBLOM, director, Office of Central European Affairs, traveled to Luxembourg to attend North Atlantic Council ministerial, May 14-26. JAMES D. BINDENAGEL, Federal Republic of Germany desk officer, traveled to Bonn to attend the Friedrich Ebert Stiftung conference, May 10-11, and for consultations in the Federal Re-

public of Germany, Switzerland and Austria, May 12-21 ... JOHN R. DAVIS JR., director, Office of Eastern European Affairs, visited Belgrade, Bucharest and Budapest for consultations, April 26-May 4. DALE R. HERSPRING, Polish desk officer, visited Poland, May 7-9 ... SANDY VOGELGELSANG, director, Office of Regional/Political Economic Affairs, and CHARLES BILLO of the same office traveled to Paris, May 10-11, to take part in the annual ministerial meeting of the Organization for Economic Cooperation and Development. Deputy Secretary WALTER STOESSEL led the Department team on the US delegation ... ERIC REHFELD, special assistant, Office of European Security and Political Affairs, participated as a member of the US delegation in a meeting of the senior NATO logisticians conference, the week of April 19, and participated as a member of the US delegation to the NATO Joint Communications and Electronics Committee meeting, the week of May 10. Both meetings were held at NATO headquarters in Brussels, Belgium ... C. EDWARD DILLERY, director, Office of Southern European Affairs, attended the high-level defense group meeting in Ankara, April 26-28 ... DONALD J. PLANTY, officer-in-charge, Spanish affairs, Office of Western European Affairs, was in Madrid for base negotiations, April 18-28. □

Human Rights and Humanitarian Affairs

Assistant Secretary and Mrs. ELLIOTT ABRAMS announced the arrival of their daughter, SARAH, born on May 5 at Georgetown Hospital. The assistant secretary and STEPHEN E. PALMER testified on April 28 before the House Subcommittee on Human Rights and International Organizations regarding the 1981 country reports on human rights practices. Several nongovernmental organizations with international human rights interests also testified. CHARLES FAIRBANKS has been named deputy assistant secretary. He transferred in March into the bureau from the Policy Planning Staff. THERESA TULL, director, Office of Human Rights, participated in a panel discussion on human rights and the Reagan administration, April 15, at American University. Ms. Tull participated in another panel discussion on the same subject at Seton Hall University, South Orange, N.J., April 23. □

Inspector General's Office

Ambassador JOHN J. CROWLEY JR. is heading the team inspecting West African countries; MAXWELL CHAPLIN is the senior inspector for the East Asia team; Ambassador WILLIAM B. EDMONDSON is the leader for the North African inspection. Ambassador DONALD R. TOUSSAINT, JAMES C. HAAHR, STEPHEN R. GIBSON and M. WALTER KENNEY are managing the domestic inspections and audits.

In addition to evaluating post or Department performance in the inspectors' own fields, inspectors may be called on to look at functions outside their major fields of expertise and to perform other inspection-related tasks. To prepare them for these responsibilities, the director of the Office of Coordination and Review, RICHARD J. DOLS, arranged training workshops during the one-week break between the first and second inspection cycles. Consular inspectors JON G. EDENSWORD and JOHN H. ADAMS JR. conducted a consular workshop which included a presentation on small consular posts by MERLE E. ARP, deputy executive director, Bureau of Consular Affairs. At the editors' workshop, HOWARD M. McELROY and WALKER A. DIAMANTI, inspectors with extensive experience as inspection team editors, outlined their approaches to the team editor role, emphasizing its managerial as well as its editing functions.

Deputy inspector general FRANCIS X. READY addressed the European administrative officers conference, May 6, in Copenhagen. PHILIP J. HARRICK JR., assistant inspector general for investigations, attended a one-day seminar on the "whistleblower" concept. Sponsored by the Association of Federal Investigators, the seminar attempted to raise the participants' level of awareness of employees' rights and management's responsibilities in "whistleblower" cases. H. BYRON HOLLINGSWORTH JR., assistant inspector general for audits, served as an examiner on an assessment panel for the Board of Examiners, in May, to select audit-qualified inspectors.

As a participant in the Department's conversion to Wang word-processing, the Office of the Inspector General recently replaced the

Vydec word processors with Wang equipment. The transition has been accompanied by a training program not only in the basic operations but also in more advanced capabilities. A prelude to future office information systems, it is expected to allow the office to track recommendations, publish reports more efficiently and store and retrieve information.

The Office of the Inspector General is now formally organized to accommodate the changes mandated under the new Foreign Service Act. The new regulations reflecting these changes have been published in 1 FAM 116, Organization and Functions, and were circulated by a transmittal dated March 25. □

Intelligence and Research

Deputy assistant secretary PHILIP STODDARD spoke on U.S. policy in the Middle East, at the Committee on Foreign Relations in Omaha, Neb., April 13. He participated in all-day discussions on Islam, with students and others at Macalester College, St. Paul, Minn., April 15. On the evening of April 15, he gave a lecture at a college symposium on "Aspects of Islamic Resurgence: Unity and Variety and the Interaction between Religion and Politics."

ROBERT BARAZ, director, Office of Analysis for the Soviet Union and Eastern Europe, spoke April 20 to the Foreign Service Institute's Executive Seminar on the article in the quarterly, Foreign Affairs, on "no first use" of nuclear weapons. He attended a conference of chiefs of mission in Berlin, May 5-7. MARTHA MAUTNER, deputy director, participated as a panelist in a discussion of "Soviet Strategy in the '80s," at the George Marshall Research Foundation annual conference, Virginia Military Institute, April 15. Ms. Mautner also addressed presidential interns at the Foreign Service Institute, on US-USSR relations, April 22. . . DONALD GRAVES, chief, Soviet Internal Division, lectured at the Foreign Service Institute on Soviet leadership, April 26. . . WAYNE LIMBERG, an analyst in the Soviet Foreign Political Division, lectured at Industrial War College on the Soviets and the Persian Gulf, April 22, and at the Foreign Service Institute, on USSR and the Mideast, April 29. ROBERT FARLOW, analyst in the East European Division, lectured at the institute on Soviet policy toward the Balkans, April 19. FRANK FOLDVARY, also in that division, spoke about Poland to the Montgomery County (Md.) Foreign Policy Association, April 19.

PRISCILLA STOWE, regional economist in the Office of Economic Analysis traveled to Montana, at the request of the Bureau of Public Affairs, to speak on economic trends in China and U.S.-China relations, to the Rotary Club of Bozeman and the International Club of Montana State University, April 26-29. DEBRA DOUGHERTY, intelligence specialist

"Now remember! No barking until we've cleared customs . . . or it's six months in quarantine for you!"



in that office, attended the Foreign Service Institute's seminar on executive performance, at Berkeley Springs, W.Va., May 2-7. DAVID VANCE, energy analyst in Economic Analysis, spoke on "The International Energy Scene Today," to a Chamber of Commerce group and its Energy Task Force, to a Rotary Club luncheon, and to a student/faculty group at Brenan College in Gainesville, Ga., April 12.

GEORGE HARRIS, director of the Office of Analysis for the Near East and South Asia, traveled to Egypt, Sudan and Turkey to consult with foreign officials and embassy personnel, April 8-25. STEPHEN ENGELKEN, analyst in the Near East Division, lectured to a class of military officers at Wright-Patterson Air Force Base, O. May 11. The officers are preparing to administer weapons sales contracts to countries in the Middle East. □

Inter-American Affairs

DALE M. POVENMIRE, labor adviser, visited San Jose, Costa Rica, and San Salvador, El Salvador, April 19-23. He consulted with embassy officials on labor matters. . . . ALBERTO M. PIEDRA was sworn in as alternate U.S. representative to the Organization of American States by Ambassador J. WILLIAM MIDDENDORF II. He will be the U.S. repre-

sentative to the Inter-American Economic and Social Council, and will hold the temporary rank of ambassador when representing the United States. □

EMBASSY SANTO DOMINGO

A career planning conference, sponsored by the family liaison office at the embassy, was held for Foreign Service dependents in the Dominican Republic on April 16, at Hotel Sur. It was opened by Ambassador ROBERT L. YOST, who said he welcomed the initiative and "the innovative approach" of the program. He offered his continued support to dependent families, within the guidelines of U.S. regulations and Dominican Republic laws.

Embassy personnel who spoke included ELENA L. PEREZ, family coordinator, on the ad hoc assistance program and functional training courses; E. LLOYD DAVIS, administrative counselor, on Dominican employment laws and regulations, as well as U.S. mission employment here; and RAFAEL FERMOSELLE, commercial counselor, on opportunities within the embassy commercial section. Also, a firsthand presentation of Foreign Service Careers was provided by SARAH ANDERSON, cultural affairs, ICA. Each speaker allowed questions and discussion.

A panel on "Realities and Opportunities for Employment in the Dominican Republic"

was moderated by PERCY DURAN, Peace Corps director here. Panelists included WILSON ROOD, executive director of the American Chamber of Commerce; RONALD VENEZIA, assistant director, AID; CLARA TAVARES, private consultant; and LUIS A. VICIOSO SOTO, vice president, Gulf & Western. Along with a counselor's session on attitudes and country adjustments, presented by SHIRLEY MORANT, the afternoon included a panel discussion led by Mrs. Perez, Mrs. JANE MISHLER, a State dependent, and Mrs. MEREDITH KWIATKOWSKI, an AID dependent.

The conference was well-attended. There were discussions on job opportunities, on adjusting to the stresses of change in a new country, on in-transit household needs, and on language, cultural differences, food, climate and feelings of isolation resulting from no longer being part of a workforce. The conference offered information and provided a vehicle for open discussion on all relevant matters, its sponsors concluded. □

SANTO DOMINGO, Dominican Republic—Ambassador Robert L. Yost, second from left, confers on career planning conference with deputy chief of mission John D. Blacken, left, Elena Perez, and E. Lloyd Davis.



International Narcotics Matters

Assistant Secretary DOMINICK L. DiCARLO testified, April 21 and May 6, before the House Foreign Affairs Committee and Senate Foreign Relations Committee, respectively. On May 2, Mr. DiCarlo traveled to Miami for meetings with officials of the President's South Florida Task Force on Crime and, on May 5, participated in the Association of Southern Attorneys General conference, in Key West ... Southwest Asia program officer HERB RATHNER visited Pakistan, April 8-22, to observe and confer with U.S. Government and local officials regarding narcotics control programs, particularly the bureau's proposed rural development project to support opium poppy control in the Northwest ... Commodity management officer MELQUIADES HOLGUIN traveled to Colombia and Lima to review project agreements, procurement procedures and commodity support requirements ... Presidential management intern ELENA KIM attended the first regular session of the Economic and Social Council at the United Nations during its consideration of narcotics issues, April 27-May 3. ... Aviation adviser JOHN McLAUGHLIN, contract administrator JAMES TYCHOSKI, and control officer JAMES KIMMEL met with officials of the Mexican attorney general's office concerning negotiation of the Mexican aviation supply and support services contract, which is the core of the bureau's opium control assistance to Mexico. Subsequently, they toured attorney general air bases in Uruapan, Guadalajara, and Culican ... Foreign dignitaries visiting the United States on narcotics-related matters included Pakistan's Northwest Frontier Province governor FAZLE HAQ and UN Fund for Drug Abuse Control executive director GIUSEPPE DiGENNARO. □

International Organization Affairs

ISHMAEL LARA, from the Office of International Development, has been assigned to Nassau. He has been replaced by CONSTANCE FREEMAN, from the mid-level course at the Foreign Service Institute ... BERNARD MAXWELL, from the Bureau of East Asian and Pacific Affairs, has transferred to the UN Documents and Reference Staff ... PATRICK DEMONGEOT is on detail to the Office of International Development, from AID ... JOHN TILLER, from the Office of the Secretary, has been assigned to the International Sports Program ... MARY WOODS, from the Office of UN Political Affairs, has been assigned to the Foreign Service Institute, prior to departing for



Rita Di Martino is sworn in as alternate U.S. representative to the executive board, UN Children's Fund, by John A. Murtha, assistant chief of protocol, right. Holding the Bible is Nicholas Platt, then acting assistant secretary for international organization affairs.

Moscow ...

VIRGINIA EVELY, from the Office of Administrative Services, has accepted a position in the Bureau of Consular Affairs ... JOY HILL is interning in the Secretariat to the U.S. National Commission for UNESCO ... TORREY WHITMAN, from the Bureau of Personnel, has transferred to the Office of UN System Administration ... JEAN JOHNSON, from the Bureau of Administration, has been selected to work on the international sports program ... DIANE MANAGO, from the World Assembly on Aging conference, has been assigned to Lusaka ... ESTHER KORNENTHAL, from the Office of UN Political Affairs, has been assigned to Dublin ... SHELL SHUBROOKS, from the Office of UN System Administration, has resigned ... MELINDA BOWLER, from the Bureau of Oceans and International Environmental and Scientific Affairs, has transferred to the Office of Administrative Services.

A major environmental meeting was held under the auspices of the UN Environment Program, in Nairobi, May 10-18. Representatives

of nearly 100 nations and numerous regional organizations attended and commemorated the 10th anniversary of the Stockholm Conference on the Human Environment. Many nations looked to the conference to "revitalize the spirit of Stockholm," and to restrengthen world commitment to environmental concern. Others, especially developing countries, saw the conference as a means to draw attention to their environmental concerns, or to use the forum for political purposes. The United States sent a delegation headed by Under Secretary JAMES BUCKLEY, Environmental Protection Agency administrator ANNE GORSUCH and chairman of the Council on Environmental Quality ALAN HILL.

Ambassador JOHN W. McDONALD JR. and JUDITH HOWE were delegates to the Economic Commission for Europe's preparatory conference on the World Assembly on Aging, in Vienna, April 26-30, and to the third and final preparatory committee meeting, also in Vienna, May 3-7. Mr. McDonald spoke at American University on problems of the disabled, March 18, and addressed congressional staffers on the UN Water Decade, March 23. He spoke at the Senior Seminar on Multilateral Diplomacy, April 14; at the University of Virginia medical school, on the World Assembly on Aging, March 31; the annual meeting in Washington of the National Council on Aging, April 2; at a conference of Unitarian ministers in New York, April 16; and to the American Friends Service Committee, in Washington, April 22. □

Near Eastern and South Asian Affairs

Assistant Secretary NICHOLAS VELIOTES addressed a junior officer training class, April 30, on an overview of the Middle East . . . Deputy assistant secretary PETER CONSTABLE addressed a California agricultural leadership group, April 26, in the Department, on U.S. Middle East policy . . . Deputy assistant secretary MORRIS DRAPER participated in a panel for the 10th annual convention of the National Association of Arab Americans, in Cambridge, Mass., May 1 . . . Deputy assistant secretary JOSEPH TWINAM participated in a panel discussion at the Middle East Institute, May 7, on U.S. Middle East policy. On May 5, Mr. Twinam addressed the Executive-Diplomat Seminar on the Middle East and the peace process . . . CHARLES HILL, director, Office of Israeli and Arab-Israeli Affairs, addressed the Temple Israel congregation in Boston, May 22, on American-Israeli relations and peace in the Middle East. On May 13 Mr. Hill addressed an informal luncheon discussion of the Overseas Writers Club, at the Foreign Service Club. QUINCEY LUMSDEN, deputy director, Office of Arabian Peninsula Affairs, participated in a NATO Defense College panel on "The North Atlantic Treaty Organization as Related to Potential World Crisis Areas," April 27 . . . THOMAS HOMAN, Office of the Public Affairs Adviser, traveled to Hudson, N.Y., April 20, to address students at Columbia-Greene College, and a community meeting on U.S. policy in the Middle East . . . ARTHUR BERGER, of the same office, addressed graduate students from Union Theological Seminary, in the Department, May 13, on U.S. Middle East policy. Mr. Berger addressed Jewish war veterans at the Hyatt Regency in Washington, April 28 . . . THOMAS MILLER, Office of Israeli and Arab-Israeli Affairs, traveled to Chicago, May 22-23, to address two Jewish political action groups on strategic cooperation with Israel . . . ANDREW SENS, Office of Iranian Affairs, addressed a symposium at the Middle East Institute, May 7, on "Iran and Resurgent Islam—Security Implications for Business Investment."

STEPHEN EISENBRAUN, political officer for India, addressed seminarians from Eastern Baptist Theological Seminary, Philadelphia, April 29, on relations with India, Pakistan and Bangladesh, and missionary activities in those countries . . . STEVE NOLAN, administrative officer, Jerusalem, consulted in the bureau recently. JACK DANIELS, administrative officer, Kathmandu, consulted in the Bureau, April 21-23 . . . Between February 1 and March 4, ANITA S. BOOTH, post management officer in the Office of the Executive Director, vi-



NEW DELHI, India—Ambassador Harry G. Barnes Jr., left, presents Foreign Service Institute certificates to national employees Peter Tellis, who completed a correspondence course on immigration laws and visa procedures, and Batul Ahuja, who took one on emergency services to citizens overseas. At right: consul general Bobby L. Watson.

sited eight of the South Asian posts for which she has responsibilities. Ms. Booth consulted with administrative personnel and mission leadership in Islamabad, Peshawar, Lahore, Karachi, New Delhi, Kathmandu, Calcutta and Dacca . . . ROBERT L. GALLUCCI has joined the bureau as deputy director in the Office of Regional Affairs . . . The following awards were recently granted to bureau employees: Superior Honor Award with an accompanying meritorious step increase, W. ALAN ROY, formerly the Libyan desk officer, presently assigned to Embassy Dublin; Superior Honor Award with an accompanying \$2,000 cash award: GEORGE G. B. GRIF-FIN, formerly acting deputy chief of mission at Embassy Kabul, presently assigned to Embassy Lagos; Meritorious Honor Award with an accompanying meritorious step increase; EILEEN M. DONNELLY, bureau roving secretary, presently assigned to the Office of the Executive Director. Quality step increases were awarded to: CHERRY McDUFFIE, secretary, Office of Pakistan, Afghanistan

and Bangladesh Affairs, and SHARON JOHNSON, formerly assigned to the same office and presently assigned in the Bureau of Latin American Affairs . . .

Ambassadors recently consulting in the bureau included: JOHN REED, Morocco; ROBERT DILLON, Lebanon; CHARLETON COON, Nepal; WALTER CUTLER, Tunisia. □

SINAI SUPPORT MISSION

On April 22, the Sinai Field Mission and the government of Egypt co-hosted a ceremony at the base camp to commemorate the completion of the mission's peacekeeping operations. As invited guests from the United States, Egypt and Israel joined mission personnel, the ceremony opened with a fly-past of the mission's three bright orange helicopters. Following welcoming remarks by mission director FRANK G. TRINKA, the reports of the final scheduled verification inspections were presented to Rear Admiral MOSHEN HAMDY and Brigadier General DOV SION, Egyptian and Israeli cochairmen, respectively, of the Joint Commission. Admiral Hamdy, in his address, paid tribute to the dedication, impartiality and professionalism of mission personnel. General Sion spoke of the "miracle of peace" which he said the mission had brought to Sinai, which historically has been the birthplace of many miracles and numerous wars.

The support given to the mission by both governments, the U.S. embassies in both countries, E-Systems, Inc., and International Hel-

copter Transport, Inc., was commended by the support mission director, Ambassador FRANK E. MAESTRONE, who praised the field mission director and Government and nongovernment staff, past and present, for their contribution to the cause of peace. During the ceremony, Mr. Maestrone signed an agreement with Admiral Hamdy providing for transfer of the buildings and other fixed assets at the base camp to the government of Egypt.

Among guests at the closing ceremony were representatives from the ministries of defense and foreign affairs of Egypt and Israel, representatives from the Department of State and the U.S. embassies in Tel Aviv and Cairo, the previous director of the support mission, C. WILLIAM KONTOS, now U.S. ambassador to Sudan, and two previous directors of the field mission.

On April 26, three of the field mission's eight U.S. Government liaison officers moved to the Multinational Force and Observers headquarters at el-Gorah to serve as observers—PETER E. GALUPPO, LEROY C. SIMPKINS and BRUCE RUSH, AID. At the same time, field deputy director ROBERT FOUICHE and chief of operations C. ROBERT HARE took up their new duties as director and deputy

Egyptian Admiral Moshen Hamdy, left, and Israeli General Dov Sion, right, clasp hands with U.S. Ambassador Frank Maestrone, second from left, and Sinai Field Mission director Frank Trinkka in a gesture of peace and friendship.



director/chief of operations, respectively, of the observers unit.

The base camp was closed in late May following the transfer of its movable property to the U.S. embassies in Egypt and Israel and to the Multinational Force and Observers. The buildings and other fixed assets at the camp were turned over to the government of Egypt.

At that time, STEPHANIE EWASKO, administrative assistant, and RUTH S. FOX, secretary, also joined the observers staff at el-Gorah; Mr. Trinkka and administrative officer ALFRED J. MCGINNESS were assigned to the Department, as were liaison officers EDWIN L. BRAWN and GWENDOLYN CORONWAY; communications program officer ROGER N. COHEN and support communications officer JAMES C. NORTON took onward assignments as African "rover" based in Washington and support communications officer at the American embassy in Zimbabwe, respectively; liaison officers CLIFFORD W. MECKLENBURG, WALTER N. DAVENPORT and DONALD J. McNALLY were to join the new organization as observers following leave in the United States.

As required by Executive Order 12357 the support mission will terminate all of its functions by September 30, and, in anticipation of that date, the staff is being reduced. LESLIE E. JACOBS, deputy associate director for engineering, left the support mission staff in February to join the Department's Office of Communications; GEORGE L. KINTER, associate director for policy and coordination, left in May on detail to the National Oceanic and Atmospheric Administration. □

Oceans and International Environmental and Scientific Affairs

During March and April, the third UN Conference on Law of the Sea was in session in New York, with the U.S. delegation chaired by Ambassador JAMES L. MALONE. This session concluded on April 30 with a vote on the text of the draft treaty. The United States voted against it, as did three other countries. In addition, 17 countries, including the Eastern bloc, abstained. Mr. Malone held a press conference on May 1 to explain the U.S. position.

On March 18, principal deputy assistant secretary HARRY R. MARSHALL JR. testified at a hearing of the House Appropriations Committee on the Department budget for science and technology cooperation with Poland and Yugoslavia, and on U.S. contributions to the international fisheries commissions. The amounts sought were \$3.7 million and \$8.5 million, respectively . . . During April 26-28, Mr. Marshall served as cochairman of the U.S. delegation to the steering committee of the nuclear energy agency of the Organization for Economic Cooperation and Development. THOMAS WAJDA, a deputy office director in the bureau, who is also the designated science counselor to the U.S. mission to the Organization for Economic Cooperation and Development, accompanied Mr. Marshall. The United States is devoting increased attention to the steering committee, to endeavor to make it more responsive to the nuclear energy needs of the Or-

ganization for Economic Cooperation and Development. The former executive legal adviser to the Nuclear Regulatory Commission, HOWARD SHAPAR, has been installed as director general of the nuclear agency. The United States hopes to attract additional participation from the other Organization for Economic Cooperation and Development members, to provide increased support for the nuclear agency . . . In addition to attending the steering committee meeting, Mr. Marshall engaged in bilateral discussions in Paris with the French governor at the International Atomic Energy Agency and other French officials. Mr. Marshall was accompanied by ABE FRIEDMAN, science counselor at the embassy. The discussions concerned the French nuclear programs and nonproliferation issues of concern to both governments . . . Following the steering committee meeting, Mr. Marshall traveled to London to deliver a speech at the American embassy. His talk was cosponsored by the Uranium Institute and the Science Policy Foundation. It addressed the challenges posed by utilization of nuclear technology in the fuel cycle, and how the Reagan administration is addressing these issues. In addition, Mr. Marshall met with Sir JOHN HILL, chairman of the board of directors of British Nuclear Fuels Limited; IVOR MANLEY, the United Kingdom governor at the International Atomic Energy Agency and deputy secretary of the United Kingdom Department of Energy; KEITH HASKELL, foreign and commonwealth office director for international nuclear affairs; and other United Kingdom officials, to discuss nuclear energy issues. He was accompanied by JUSTIN BLOOM, science counselor.

Ambassador RICHARD ELLIOT BENEDICK, coordinator of population affairs, spoke on world population and U.S. foreign policy at the foreign affairs seminar for presidential management interns, at the Foreign Service Institute, April 19. From April 26-30, Mr. Benedick participated, at the invitation of the Moroccan government, in the annual meeting of the Royal Academy in Rabat, which was convened by KING HASSAN to consider the interrelationships among population, food and nutrition, and water resources. He presented a paper to the academy entitled "Population Growth and the Policy of Nations."

CHARLES HORNER, deputy assistant secretary for science and technology, headed the U.S. delegation to the meeting of the environment committee of the Organization of Economic Cooperation and Development, in Paris, April 21-22. JACK BLANCHARD, Office of Environment and Health, accompanied Mr. Horner as a member of the delegation. Mr. Blanchard also attended the Organization of Economic Cooperation and Development steering body meeting, April 26, in Paris, to prepare for the high-level meeting on chemicals, which will be held October 26-27 in Paris. On April 28 he was part of the U.S. delegation negotiating with the Canadians on

transboundary air pollution, in Washington. JAMES H. WILLIAMSON, Office of Environment and Health, was reassigned to the Bureau of Economic and Business Affairs. SUE PATTERSON, same office, is attending the Foreign Service Institute language school, in preparation for her reassignment to Milan.

BILL L. LONG, director of the Office of Food and Natural Resources, spoke on "World Resources Availability," at public meetings sponsored by the Freeport (Ill.) chapter of the League of Women Voters, and by a local Great Decisions Group, April 27. ED BITTNER, deputy director of the office, participated in a technical experts meeting between the Environmental Protection Agency and the Mexican environmental agency, in Tijuana, Mexico, April 13-14. He also participated in discussions with the Mexican government on the establishment of a contingency plan for spills of hydrocarbons and hazardous substances along the inland boundary. The talks took place in Mexico City, April 26-27. On May 6, Mr. Bittner spoke at National Defense University on "Critical Transnational Issues," with particular reference to the "Global 2000" project projections on the environment and resources. ANITA WOODRUFF joined the staff of the office. She replaces EVELYN SHALI, who has been transferred to Embassy Monrovia.

Deputy assistant secretary THEODORE G. KRONMILLER gave the keynote speech at the annual convention of the National Fisheries Institute, in New York, April 22. RAY ARNAUDO, Office of Fishery Affairs, attended the 25th annual meeting of the North Pacific Fur Seal Commission, in Ottawa, April 13-16. Management of the herd, population trends and the problems of entanglement in discarded nets were discussed by the member states—Canada, Japan, the Soviet Union and the United States.

Deputy assistant secretary JAMES B. DEVINE attended a nuclear power seminar at Lake Bled, Yugoslavia, April 19-20, where he gave a speech on the Reagan administration's nonproliferation and nuclear export policies. Other speakers included KENNETH DAVIS, deputy secretary of energy, and the Department of Energy's assistant secretary for nuclear energy, SHELBY BREWER. Mr. Devine also was a member of the U.S. delegation to the Committee on Assurances of Supply, which met in Vienna the week of April 19. □

Politico-Military Affairs

Bureau director RICHARD R. BURT appeared as the representative of the administration on the nationally-broadcast ABC News "Nightline" show, which discussed nuclear weapons issues and the activities of Ground Zero Week. Appearing on the April 22 show with Mr. Burt were former Secretary of State HENRY KISSINGER; Soviet political analyst GENNADI GERASIMOV;

HERMAN KAHN, director of the Hudson Institute; FRANZ JOSEF STRAUSS, head of the Bavarian wing of the Christian Democratic party in Germany; Monsignor BRUCE KENT, secretary general of Britain's Committee on Nuclear Disarmament; former presidential adviser McGEORGE BUNDY; and the executive director of Ground Zero, ROGER MOLANDER. Mr. Burt presented a speech on the administration's arms control policy, to the Advertising Council of America, April 23. On April 30 he addressed a White House conference of Midwestern editors and broadcasters, on the same topic. Mr. Burt accompanied the Secretary for his May 4 testimony before the Weicker subcommittee of the Senate Appropriations Committee, on the fiscal year 1983 appropriations for the Department budget. On May 6 he testified before the Senate Appropriations Committee on the binary chemical weapons modernization program.

At an awards ceremony in late March, Mr. Burt presented Superior Honor Awards to ARNOLD KANTER, director of the Office of Policy Analysis; JAMES DOBBINS, director of the Office of Theater Military Policy; and JOSEPH H. MELROSE JR., bureau executive director. The Navy Meritorious Service Medal was presented to Commander THOMAS H. MILLER for his service as commanding officer of the frigate USS Elmer Montgomery prior to his assignment to the Office of Policy Analysis in January. The Army Meritorious Service Medal was awarded to Major JON T. SMRTIC for his service as assistant professor of political science and economics at the U.S. Military Academy, West Point, prior to his assignment as special assistant to the director of the bureau last summer. Quality step increases were awarded to GREGORY PROCTOR of the front office and MARIEANN FREY of the Office of Policy Analysis. Length-of-service medals for 30 years were presented to deputy director LESLIE H. BROWN and to GEORGE BARBIS, who serves in the State-Defense Exchange Officer Program as the political adviser to General EDWARD C. MEYER, chief of staff of the Army. CLYDE BRYANT, chief of the Support Services Division of the Office of Munitions Control, received a 25-year service medal. Twenty-year medals were presented to IRWIN PERNICK, formerly deputy director of the Office of Security Assistance Special Projects and currently director of the Office of Plans in the Bureau of Public Affairs, and to JAMES TAYLOR, DAVID COX and MARK FASTON of the Office of Security Assistance and Sales. Ten-year medals were awarded to APRIL ABDULMALIK of the Office of Policy Analysis, BONNIE MOSS and BARBARA MCCOY of the Office of Munitions Control and LOUIS SELL, former member of the Office of Strategic Nuclear Policy, who is currently assigned to the Arms Control and Dis-



POLITICO-MILITARY AFFAIRS—
At awards ceremony, left to right:
James Dobbins, Richard Burt, Joseph H. Melrose Jr., Mark Easton, Clyde Bryant, Arnold Kanter, David Cox, April Abdulmalik, George Barbis, MarieAnn Frey, Leslie H. Brown, Gregory Proctor, Major Jon T. Smrtic.

armament Agency.

Principal deputy director ROBERT BLACKWILL was the senior State representative at the Moroccan and Jordanian Joint Military Commission meetings, at the end of April. Deputy director Brown traveled to Carleton College, Minn., April 23, to participate as a panelist in a two-day seminar entitled "The Prospects for Nuclear War." On May 12 Mr. Brown traveled to the Naval War College in Newport, R.I., to attend a seminar on "Security Policy in an Insecure Age." Deputy director ROBERT W. DEAN presented the keynote address, entitled "Deterrence, Arms Control and Public Opinion," to the seventh international arms control symposium, in Philadelphia May 7. Mr. Dean was the senior State representative on the U.S. delegation to the high-level group which met in Naples, May 10. On May 10 the U.S. Senate confirmed the nomination of Ambassador JAMES GOODBY as vice chairman of the U.S. delegation to the Strategic Arms Reduction Talks (START) and senior State Department representative. Mr. Goodby spoke at a symposium sponsored by the Lawyers' Alliance for Nuclear Control, in Dallas, April 20. The topic of the symposium was "Building our Nuclear Arsenal: Deterrence or Disaster?" On the same day, he was interviewed by the editorial board of the Dallas Times-Herald, and appeared on KERA-TV in Dallas on the administration's arms control policy. On May 6 Mr. Goodby addressed a group of Air Force officers from the Air War College, on the upcoming START negotiations.

JEREMY AZRAEL, senior adviser on Soviet affairs, delivered the Helmsley Lecture at Brandeis University, entitled "Soviet Foreign Policy: Domestic Sources and Constraints," April 22. He presented an address entitled "The Soviet Threat and U.S. National Security Policy," at the Yale University symposium in commemoration of Dean Acheson, April 26. During May 5-7, Mr. Azrael participated in the Berlin conference of U.S. ambassadors to Warsaw Pact countries. The special assistant to the director, JON T. SMRTIC, presented a speech on the formulation of U.S. national security policy, to a group of foreign military officers from 19 countries, April 22, in Washington. Major Smrtic addressed a group of 105 Allied military officers attending the U.S. Army Command and General Staff College, at Fort Leavenworth, on "International Security Principles of U.S. Foreign Policy and Defense Policy," May 11. On May 13 he spoke to a group of Air Force officers from the Air Staff Training Program on the role of the bureau in State-Defense policy coordination. On April 20 special assistant JED SNYDER addressed a group of Allied naval officers attending the U.S. Naval War College, on "Politico-Military Priorities for the Reagan Administration." He also addressed Allied officers attending the Air War College on the

same topic, May 4. On May 7 JED SNYDER addressed a group of presidential management interns on "The Relationship between Foreign and Defense Policy."

RICHARD HAASS, director, regional security affairs, addressed the Executive Seminar in National and International Affairs of the Foreign Service Institute, April 21, on the public debate over the foreign and defense policies of the administration. Colonel DONALD POORMAN, of the Office of Regional Security Affairs, traveled to Norfolk, Va., April 20, to participate in the critique of "Expanded Sea 82," a worldwide naval control of shipping exercise sponsored by the commander-in-chief, Atlantic.

PETER B. SWIERS, deputy director of the Office of Theater Military Policy, attended a Stanley Foundation conference in New York, on the second UN Special Session on Disarmament, May 7-9. On April 17 he participated in a Newport Institute seminar on "The Nuclear Debate and NATO," in Newport, R.I. Mr. Swiers was the State representative at the NATO conference of national armaments directors, in Brussels, April 20-21. DAVID N. SCHWARTZ of the Office of Theater Military Policy presented a lecture on U.S. policy on intermediate-range nuclear forces, to the political science department at Yale, April 13. Mr. Schwartz gave a speech on the same topic to a group at Columbia University, April 29. Colonel WILLIAM K. HARRIS, ALEXANDER T. LIEBOWITZ and GREGORY W. SANDFORD, all of the Office of Theater Military Policy, participated in the annual NATO symposium sponsored by National Defense University, at Fort McNair, April 28-30 . . . ROBERT MANTEL, director of the Office of Security Assistance Special Projects, accompanied Senator ROBERT KASTEN (R.-Wisc.), chairman of the Foreign Operations Appropriations Subcommittee, on a trip to Israel, Jordan, Egypt and Greece, April 2-16 . . . STEVEN AOKI, who recently joined the Office of Nuclear Policy and Operations from his previous position with Lawrence Livermore National Laboratory, discussed nuclear proliferation in the Middle East and South Asia, at a conference on "Strategies for Managing Nuclear Proliferation," April 23-25, in New Orleans . . . JOSEPH P. SMALDONE, chief of the Arms Licensing Division in the Office of Munitions Control, spoke on commercial arms sales policy, at an export control seminar organized by the E-Systems Corp., in Washington, April 26 . . . BRUCE MACDONALD of the Office of Strategic Nuclear Policy, addressed the symposium on disarmament at Riverdale School, New York City, April 29, where he presented the administration's views on arms control policy to the student body. The students were also addressed by representatives of the Council on Foreign Relations, the Physicians for Social Responsibility and the Riv-

erside Nuclear Disarmament Committee. On May 10, Mr. MacDonald traveled to Charlotte, N.C., where he appeared in a panel discussion on nuclear policy and arms competition broadcast live on WTVI-TV . . . JOSEPH A. LIMPRECHT of the Office of Policy Analysis attended briefings on the Rapid Deployment Force, in Tampa, in late March. In early April, Mr. Limprecht served as the political adviser to the commander of the Rapid Deployment Joint Task Force, LIEUTENANT GENERAL KINGSTON, for the military exercise "Gallant Eagle '82," in California. On May 3 Mr. Limprecht presented a lecture to students at the Harvard Business School on industrial management practices in Germany. □

Public Affairs

OFFICE OF THE HISTORIAN

WILLIAM Z. SLANY, who had been acting historian of the Department, was appointed historian, April 20. He succeeded DAVID F. TRASK, who became chief historian at the Army's Center of Military History last July . . . A ceremonial copy of the pamphlet "The Most Friendly and Beneficial Connexion" was presented, April 19, to QUEEN BEATRIX of the Netherlands during her State visit, which coincided with the 200th anniversary of U.S.-Dutch diplomatic relations . . . NEAL PETERSEN, LOUIS SMITH and DAVID PATTERSON attended a symposium on "The Theory and Practice of American National Security, 1945-60," sponsored by the U.S. Military Academy, West Point, April 21-23 . . . Mr. Slany took part in a meeting of the National Historical Public Records Commission, at the National Archives, April 30 . . . MARY GRANT and NINA NEVE were detailed to the law of the sea conference in New York, during April. On May 17 Ms. Grant transferred to the Policy Planning Staff. □

Refugee Programs

JEROME HOGANSON, director of Office of Assistance and Protection, attended consular conferences in Rome and Lisbon, April 7-14 . . . JAMES KELLEY was joined by ROBERT PAIVA, THOMAS CORNELL and LILY WILLENS on a three-week assignment to Sudan, to review policy and strategy for U.S. Government involvement in refugee affairs in Sudan . . . ROBERT FUNSETH has joined the bureau as the new deputy assistant secretary for refugee admissions. From April 6-May 3, he was detailed to the Office of the Secretary, to assist in the U.S. effort to achieve a peaceful settlement of the dispute in the South Atlantic between Argentina and

the United Kingdom. He was a member of the U.S. team that accompanied the Secretary on his visits to London and Buenos Aires, and provided support for his meetings in Washington with the Argentine foreign minister and the British foreign secretary. ■

22 Foreign Service teens win \$500 merit awards

Twenty-two graduating high school students have been selected as winners of \$500 merit awards sponsored by the American Foreign Service Association in cooperation with the Association of American Foreign Service Women. The students, who are dependents of Foreign Service personnel, were picked for "academic and community achievements." The 22 are:

Anne E. Birn, Karen A. Bofinger, Christopher P. Bolster, Louise M. Brown, Susan L. Duncan, Sonia E. Flaten, Robin L. Fritts, David R. Heatley, Paul R. Hughes Jr., Gretchen A. Lamb, Richard J. Lyne, Sheila R. Moore, Steven Q. Morefield, Michelle J. Nadeau, Brian K. Nelson, Catherine A. Piez, Frederic H. Rogers, Christopher D. Rowell, Andrew G. Russell, Jerome D. Sayre, Jennifer L. Smith, Jonathan E. Tarrant.

Receiving honorable mention were:

Joseph P. Brogley, Joyce E. Burson, James W. Busch, Christie Eustis, Martin G. Gross, John W. Kimball III, Lewis A. Lukens, Michael A. Powers, Sherry L. Savage, Elizabeth A. Sterner. □

Overseas schools meeting

The executive committee of the Overseas Schools Advisory Council will meet June 8 at 9:30 a.m. in Conference Room 2722B of the Department. Members of the public wishing to attend should call Judy Knott (703) 235-9600. The public may participate in discussions at the chairman's discretion. □

Retirees in Washington State

Eleanor Paulson, a retired Foreign Service officer, is organizing a retirees' luncheon group in the state of Washington. Those interested may write to her at 17014 N.E. 2nd Place, Bellevue, Wash. 98008, enclosing a self-addressed stamped envelope. □

Obituaries

Orlan C. (Clem) Ralston, 63, former deputy assistant secretary for foreign buildings operations, died on February 10. Mr. Ralston joined the Department in 1965 as deputy director of the office. He later became a foreign buildings officer and, in 1973, was named acting director. He was appointed deputy assistant secretary in January 1974, retiring five years later.

Mr. Ralston was a Foreign Service Reserve officer of Class 1, with unlimited tenure. He won the Department's Superior Honor Award in 1972. He leaves his wife, Flora, of the home address, Box 443, Flushing, O. 43977. □

Jack S. Clawson, 52, a Foreign Service budget and disbursement officer who retired in 1980, died on March 11. Beginning his career in 1957, he served as a clerk in Amman; assistant disbursement officer in Asuncion; accounting clerk in Guatemala; budget/disbursement specialist in Burcharest; general services officer in Cotonou; budget/disbursement officer in Stockholm and Cairo; budget officer in Saigon; and budget and management officer in Yaounde.

Department assignments were in the Bureau of African Affairs, the Bureau of Economic and Business Affairs and the Office of Communications, as budget officer.

Survivors include a brother. □

Herbert T. Krueger, 75, a Foreign Service officer who retired in 1960, died of cancer in Washington on March 27. Born in California, he earned a bachelor's and master's at the University of Southern California. He was a math and history teacher, 1934-42, then served overseas during the war as a Navy lieutenant commander. Joining the Foreign Service in 1947, he was a



Mr. Krueger

consular attache in Singapore, Batavia, Nanking and Manila, and a consular officer in Istanbul, Tunis and Lagos. His last assignment was to the Bureau of Intelligence and Research as an intelligence and research specialist. Mr. Krueger leaves his wife, of 4501 Connecticut Ave. N.W., Washington, D.C. 20008. □

Charles F. Knox, 75, a retired Foreign Service officer, died on April 27. Mr. Knox held several positions with the Bureau of Foreign and Domestic Commerce, Commerce Department, before becoming a Foreign Service officer in 1939. During World War II he was a member of the Foreign Requirements Commission of the Board of Economic Warfare; assistant chief, American Hemisphere Exports Office; and an adviser on the American republics. He later was a commercial attaché at Caracas, counselor of mission at Tel Aviv, and consul general at Curacao. He retired from the Service in February 1952.

Mr. Knox is survived by a sister and a nephew. Contributions may be sent to St. Boniface Mission, Midnight Pass Road, Sarasota, Fla. 33581. □

Richard Ford, 85, who served as counselor in Tel Aviv and Bogota before retiring in 1951, died on February 25. Joining the Foreign Service in 1923, he was a consular officer in Colombo, Penang, Tegucigalpa, Seville, Montreal and Tabriz. In Buenos Aires and Tehran, he served as first secretary and consular officer. From 1945-49, he was assigned to Barcelona as consul general.

Mr. Ford was born in Texas. He attended the University of Missouri and the Naval Aviation Ground School at the Massachusetts Institute of Technology. He served as a second lieutenant with the Marine Corps, 1918-20. Survivors include his wife. □

Philip S. O'Shaughnessy, 73, a retired Foreign Service Reserve officer, died on March 22. Mr.

O'Shaughnessy was an engineer with the Panama Canal, 1934-48, and a consulting engineer with a construction company in Latin America, 1948-68, before he joined AID as a general engineering officer in December 1968. He held assignments in Bogota, Colombia, and Asuncion, Paraguay. He retired in March 1976. He leaves his wife, Barbara, % Ulzurrun, 7312 Pine Tree Lane, Lake Clarke Shores, Fla. 33406. □

Clarence C. Brooks, 87, who was consul general in Sao Paulo before retiring in 1954, died on February 2. Beginning his career in 1921, he served as assistant trade commissioner in Buenos Aires and Santiago; commercial attache in Montevideo, Bogota and Santiago; and counselor for economic affairs in Rio de Janeiro and Paris. His Department assignments included chief of the Latin American section, Bureau of Foreign and Domestic Commerce, 1931-33.

Mr. Brooks was born in New Jersey. He attended the University of Florida and Georgetown University. During the first world war he served in the Army. Survivors include his wife. □

Shirley Linda Poussevin, 22, daughter of Jacqueline Poussevin of State's Language Services Division, died of accidental drowning at her home in Silver Spring, Md., on April 11.



Miss Poussevin was a graduate of Walter Johnson High School in Bethesda and the Washington School for Secretaries. She attended the University of Maryland and was employed as a secretary. Survivors include her mother and father, Jacques Poussevin; a sister, Patricia; and her grandmother, Leonie Poussevin, all of Kensington, Md. A memorial fund has been estab-

lished in Miss Poussevin's name at Children's Hospital National Medical Center, 111 Michigan Ave. N.W., Washington, D.C. 20010. □

Jeanne-Marie "Jeannette" Kryza, wife of a retired ambassador, E. Gregory Kryza, died of cancer on April 11 at Georgetown University Hospital. She accompanied her husband on assignments to Tangier, Santo Domingo, Curacao, Brussels, Belgrade, Nairobi, Kinshasa, Rio de Janeiro and Nouakchott.

Born in France, Mrs. Kryza was a graduate of the University of Paris. She was a teacher in France, and also in Arlington, Va. Besides her husband, of 2028 Wellfleet Court, Falls Church, Va. 22043, she leaves two sons, a brother and a sister. □

Philip Booher, 30, son of retired Foreign Service staff officer Ralph Booher, died suddenly on April 16. He had accompanied his parents on assignments in Yugoslavia, Norway, Liberia, Pakistan, Guinea and Cameroon. Besides his father, who lives in the Philippines, he leaves his mother, a brother and a sister, of 110 E. Luray St., Alexandria, Va. □

Alys E. Harrington, wife of retired Ambassador Julian F. Harrington, died on January 11. The former Alys Kenny of Dublin, she married her husband in July 1928. Mr. Harrington is a former minister in Ottawa, Manila and Hong Kong, and a former envoy to Panama. ■

State Department's current publications

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy. The publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520. Telephone: (202) 632-6575-6.

Secretary Haig

"American Power and American Purpose," U.S. Chamber of Commerce, Washington, April 27 (Current Policy No. 388).

"Peace and Deterrence," Georgetown University's Center for Strategic and International Studies, Washington, April 6 (Current Policy No. 380).

Africa

"Role of the U.S. Private Sector in Zimbabwe," Chester A. Crocker, assistant secretary for African affairs, conference on Zimbabwe sponsored by the American Bar Association and the African-American Institute in New York, March 26 (Current Policy No. 384).

Arms control

"Nuclear Common Sense," Richard T. Kennedy, under secretary for management, Atomic Industrial Forum, New York, March 22 (Current Policy No. 382).

"The Nuclear Freeze," U.S. Department of State, April 1982 (Pamphlet).

Europe

"U.S. Relations with West Germany," Arthur F. Burns, ambassador to the Federal Republic of Germany, Subcommittee on Europe and the Middle East, House Foreign Affairs Committee, April 5 (Current Policy No. 385).

"Indicators of East-West Economic Strength, 1980," Lucie Kornei, Office of Analysis for Western Europe, Bureau of Intelligence and Research, October 26 (Special Report No. 95).

"The most friendly and beneficial connexion,' The Netherlands recognizes the United States April 19, 1982," paper prepared for publication in connection with the bicentennial celebration of the establishment of relations (Reprinted in Department of State Bulletin, June 1982).

Human rights

"1981 Human Rights Report," excerpted from "Country Reports on Human Rights Practices for 1981," Department of State report to Congress, February (Bulletin reprint).

Inter-American affairs

"Commitment to Democracy in Central America," Thomas O. Enders, assistant secretary for inter-American affairs, Subcommittee on Inter-American Affairs of House Foreign Affairs Committee, April 21 (Current Policy No. 386).

"Background on Caribbean Basin Initiative," State Department Report, March (Special Report No. 97).

Near East and South Asia

"Chemical Warfare in Southeast Asia and Afghanistan, Report to Congress from Secretary Haig, March 22, 1982," (Special Report No. 98).

GIST

Central America: U.S. Policy (4/82).
POW/MIAs in Southeast Asia (4/82).
The United States and Nicaragua (4/82).
World Food Security (3/82).

Background Notes

Australia (4/82).
Barbados (3/82).
Cyprus (2/82).
Ecuador (2/82).
Greece (2/82).
Ireland (3/82).
Italy (3/82).
Jamaica (3/82).
Netherlands (4/82).
New Zealand (4/82).
Panama (2/82).
Singapore (4/82).
Trinidad and Tobago (1/82).
Tunisia (4/82).
Uganda (2/82). □

Money quiz

Q—Are there any tax benefits from owning U.S. savings bonds?

A—Yes. Reporting of interest for federal income tax purposes may be deferred until EE bonds are cashed, disposed of or reach final maturity, whichever occurs first. Also, your bonds are exempt from state and local income taxes and personal property taxes.

Q—Do U.S. savings bonds become part of an estate?

A—If, upon the death of the owner, there's a surviving owner or beneficiary named on the bonds, the bonds do not form a part of an estate for probate purposes. However, their value must usually be included in computing the gross estate for estate tax and inheritance tax purposes.

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

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

Library Booklist

The military in politics

General

- COHEN, Eliot A. *Commandos and politicians: elite military units in modern democracies*. Cambridge, Mass., Harvard Univ., 1978. 136p. U21.5.C63
- HERSPRING, Dale R. *Civil-military relations in communist systems*. Boulder, Colo., Westview, 1978. 273p. JF195.C5C55
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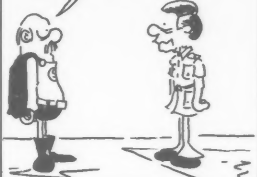
The Super Bureaucrat
SUPERC RAT

BY
CHIP BECK

SUPERC RAT RELATES
AN IMPORTANT MESSAGE
TO THE EMBASSY IN
RATAN....



MR. AMBASSADOR, I'D LIKE
TO GIVE AN "ALCOHOLISM
AWARENESS" LECTURE TO
THE EMBASSY STAFF.



BUT SUPERC RAT, WE HAVE
NO ALCOHOLICS HERE!



MAYBE NOT, BUT COULD YOU
ASSEMBLE THE CHRONIC
PARTY LOVERS AND TIPSY
PEOPLE I NOTICED AT THE
LAST RECEPTION?



OH SURE
WE HAVE
PLENTY
OF THEM.

SOME OF YOU PEOPLE MAY BE
DELUDED YOURSELVES.



FOR INSTANCE, DO YOU KNOW
THE DIFFERENCE BETWEEN
AN ALCOHOLIC AND A
DRUNKARD?



SURE! US DRUNKS
DON'T HAVE TO GO
TO THEM DARN
MEETINGS...



MY BUREAUCRATIC SENSES
TELL ME ALCOHOLIC TENDENCIES
MAY BE RELATED TO PAY
SCALES. IN THE
FOREIGN SERVICE
I THINK THE
PROBLEM CAN BE
BROKEN DOWN
BY RANK.



AMBASSADORS ARE
A LITTLE TOO
FOND OF
CHAMPAGNE
AND GOOD
WINES!

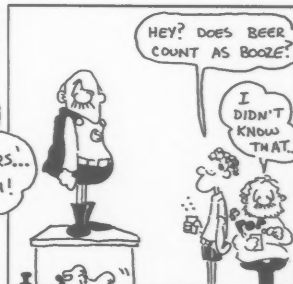


MID-LEVELS SHOULD
KEEP AN EYE OUT
FOR THE EVILS
OF GIN...

PRINCIPAL OFFICERS OF
ALL SECTIONS ARE
IN DANGER AROUND
SCOTCH!

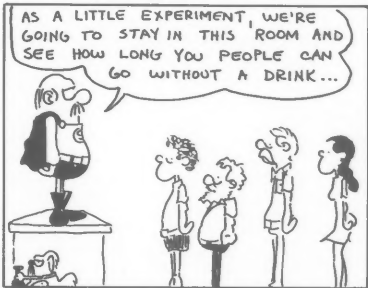
AND THOSE
'BEER-
GUZZLERS...
SHEESH!

HEY? DOES BEER
COUNT AS BOOZE?



I
DIDN'T
KNOW
THAT.

AS A LITTLE EXPERIMENT, WE'RE
GOING TO STAY IN THIS ROOM AND
SEE HOW LONG YOU PEOPLE CAN
GO WITHOUT A DRINK...



VIBRATIONS! TREMORS!
EARTHQUAKE!



'D.T.'!!
'FESS UP!



LATER
THANKS SUPERC RAT,
YOUR TALK REALLY
DID HELP.



WELL, PEOPLE
NEED TO BE
REMINDED
FROM TIME TO
TIME.

IN THE FOREIGN SERVICE, LIKE
ANYWHERE, IT'S EASY TO BECOME
TRAPPED. REMEMBER, THE
ONLY TIME IT'S
OKAY TO DRINK
LIKE A FISH....



... IS WHEN YOU DRINK
WHAT FISHES DO!



TO BE CONTINUED...

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