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# State

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**ADOPTING OVERSEAS:**  
*One Family's Story*

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STATE (ISSN 0278-1859) (formerly the Department of State Newsletter) is published by the U.S. Department of State to acquaint its employees, at home and abroad, with developments that may affect operations or personnel. There are 11 monthly issues (no issue in September).

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Editor (acting) Barbara Quirk  
Staff assistant Kim Banks □



These charmers are the children of Alan Roecks, a computer systems analyst in New Delhi, and his wife, Jane. Story on Page 2.

# LETTERS

## Did you serve in Vietnam?

ARLINGTON, VA

DEAR EDITOR:

A Foreign Service author wishes to interview State Department Foreign Service officers who served in Vietnam during the period, 1955-1975, or who had significant Vietnam-associated experiences elsewhere. Of particular interest are those officers who have knowledge of the period prior to 1965, when crucial decisions were made which led to later increasingly massive American involvement.

Selections from the resulting interviews will be included in a book on the role of the Foreign Service in Vietnam 1955-1975, a truly unique experience in the history of our institution.

Those willing to share their experiences should contact me, Terry McNamara or Stu Kennedy at the Association for Diplomatic Studies, 4000 Arlington Boulevard, Arlington, Va. 22204, (703) 302-6990.

Sincerely,

Francis Terry McNamara  
Foreign Service officer (retired)

## Attention: male partners

WASHINGTON

DEAR EDITOR:

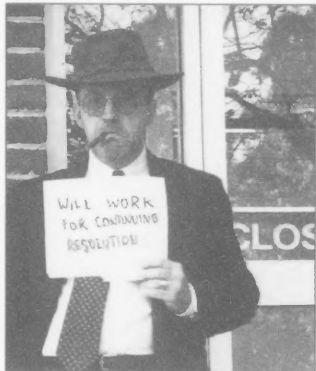
This is intended as an open letter to male partners of Foreign Service employees and everyone interested in strengthening support structures in the Foreign Service.

As women join the Foreign Service in increasing numbers, the nature of the entire Foreign Service community is changing. "Significant others" (including, but not limited to spouses) are more likely to have careers of their own. The Department has recognized the increasing difficulty of maintaining the mobility the Service requires, particularly through efforts such as the Family Liaison Office, community liaison officers, the Overseas Briefing Center and the Employee Consultation Service. When my wife, Jan Levin, joined the Foreign Service in June, I was encouraged by the extent to which I was welcomed in the orientation course. I am grateful for the opportunity to participate in other training programs as well.

I was pleased to be invited to join the umbrella organization which initiated the Family Liaison Office and which, among other things, serves as a support group for spouses, but I was surprised to learn that this group is called the Association of American Foreign Service Women (AAFSW). I had assumed that AAFSW was composed of only female employees. AAFSW has welcomed my interest in participating in the Foreign Service community, but I am not sure that many men feel inclined to join the organization.

I would be interested in hearing from other husbands or male partners

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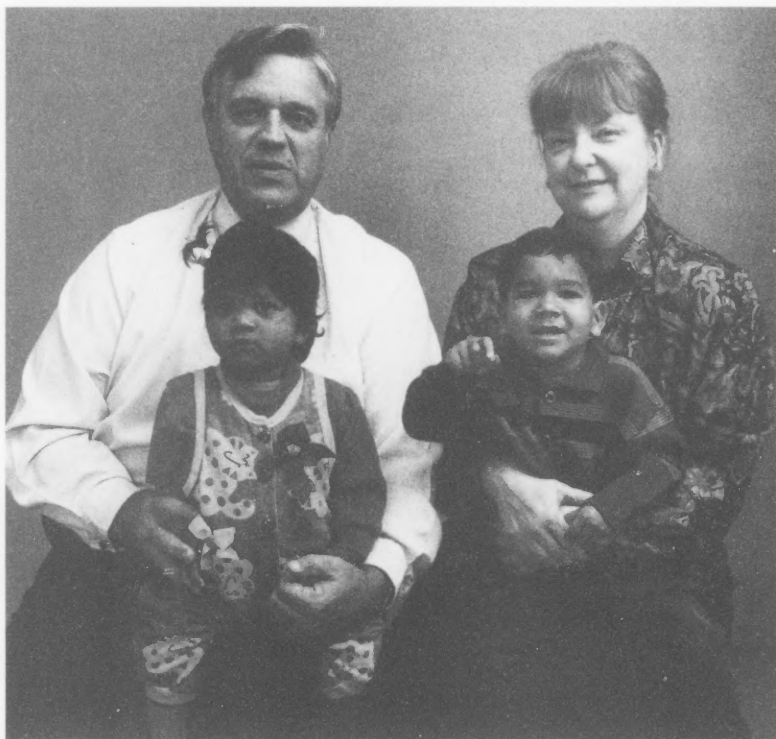
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# And Delhi Makes Four

BY ALAN ROECKS

*The author is a computer systems analyst at the embassy in New Delhi.*



*Alan Roecks and his wife, Jane, with their children, Jasmyn and Adam.*

Calcutta, like most of India, is hot and humid in July. I needed to go there for work so my wife, Jane, and I took the scenic 19-hour sleeper train from Delhi. When we left the United States just a few weeks earlier, we promised friends that if we ever got to Calcutta we'd visit Mother Teresa and request a blessing for them. Given Mother Teresa's myriad of activities, we assumed our chances would be slim—but we said we'd try.

Can you imagine our surprise when we were granted an appointment with her at 3:00 the following day? Mother Teresa's orphanage is located in the poorest part of Calcutta, where there are still human rickshaws. It was identified

by only a small sign in a poorly-lit alley. When we arrived, we were told Mother Teresa had been detained and asked if we'd like to see the orphanage.

The tour left no doubt that the orphanage was a low-budget operation. Children, mostly girls, were crowded three to a bed. They were cared for by volunteers, all of whom were sweating profusely from the monsoon-generated humidity. We were surprised at the excellent care the children received, given the harsh conditions.

Mother Teresa, small and frail, arrived at 5:30, apologizing for the





Jasmyn and Adam



The author's daughter, at Mother Teresa's orphanage.

delay. She explained that she had been giving last rites to a leper. There was no space to meet in her sparse office, so we sat outside in the hallway on wooden benches. Mother Teresa thought I was a con-

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*"Being able to speak the local language helped us make friends with the orphanage staff."*

---

sular officer and wanted to talk about visas for her staff to visit the United States. She was disappointed when I told her I worked in a different part of the embassy, but I assured her I'd share her request with the consular section.

Mother Teresa positioned her chair between ours and clasped our hands. We talked about the need for those who have more to give to those with less, and the process of allowing loved ones to die peacefully. The latter was especially important to us, as both of our fathers were bedridden and would die a few months later. At the end of the talk, we were in tears. But we didn't realize the impact this visit would have on our lives in the years to come.

My wife, an elementary teacher at the American Embassy School, and I had been considering adoption for nearly a decade. Our nephew and niece had lived with us in India and Zaire, but we had no children of our own. While on home leave in the summer of 1994, we visited reference libraries and read several books on adoption. We chose not to tell anyone about our decision until we were sure things would work out.

Of the couples we knew, some had easy adoptions, while others were painfully difficult. We sought advice from Rob and Cathy Evans, teachers at the American School, who had orchestrated an "easy" adoption. They recommended that we visit Mother Teresa's orphanage in Old Delhi. Once there, we met briefly with Sister Joyce, who handled foreign adoptions. She referred us to a social worker, who performed our "home" or pre-placement study.

The social worker looked over our income tax forms and asked us many questions: What was the "long-term viability" of our jobs? Did we own our own home? A car? Did we have savings; how much? Were we in debt? Did we have medical problems? What kind of health insurance did we have, and were



The author's son—once considered deaf—now "quite musical."

children covered?

Other questions concerned our families and our views on mixed-race adoption. Were our families close; was divorce prevalent? We were asked how we planned to raise an Indian child in the United States, where Indians are a minority. Would our families accept an adopted child of a different race?

We weren't prepared for still other questions concerning the kind of child we wanted: What age were we looking for? Would we accept a

female, since adoptable males are scarce in India? How about a child whose mother had been on drugs? A baby that was addicted to heroin or HIV-positive? What about a child with disabilities, and how severe could those disabilities be? We realized we had some serious thinking to do.

We decided we wanted two children—ideally a brother and sister. But we were told this combination is seldom available. Because of our ages (we're both over 40), the orphanage suggested we take a child

(Continued on Page 26)

# NEWS HIGHLIGHTS

## New efforts to promote State's mission

In support of Secretary Christopher's "America desk" initiative, the Bureau of Public Affairs is taking steps to expand the Department's outreach to the American public. The bureau's goal is to increase awareness of State's foreign policy objectives and the work of the Foreign and Civil Service. Their efforts include town meetings and a new unit designed to provide regional news media with a direct link to the Department.

This year State will sponsor 20 town meetings across the United States. Senior officials will spend a day in cities around the country, including Lexington, Ky., St. Louis and Los Angeles. They will meet with business, academic and local government leaders to discuss the foreign policy challenges the United States faces—and to underscore the value of diplomats in supporting American interests. Among the topics they will address is the need for adequate funding for international affairs and State operations.

The newly established Regional Media Outreach Unit will work closely with bureaus to ensure visibility of the Department's priorities. The unit recently coordinated radio outreach on Haiti, in conjunction with the inauguration of the new Haitian president. They also plan radio and print interviews to coincide with the Secretary's visit to Latin America, as well as extensive outreach in Bosnia. The effort will also highlight the work of State employees in hometown newspapers, as well as national outlets. For more information, call Helaine Klasky, (202) 647-0001 or 647-0793. □

At an event honoring Black History Month, from left: Jennifer Douglas, Open Forum chairman Alan Lang, Rev. Lewis Anthony, Richard McCall.

## Secretary honors staff in Sarajevo

Secretary Christopher lauded staffers in Sarajevo when he presented them with a group Superior Honor Award, February 10. In his speech, the Secretary said, in part: "I know from my own experience that I can find members of Embassy Sarajevo at work 24 hours a day, seven days a week. About the only time you're not at your desks is when you're next to your desks—in your sleeping bags and cots ... Your dedication has overcome the most trying circumstances. Whether traversing Mt. Igman, dodging sniper fire or surviving rocket attacks, each of you has exhibited great personal courage.

"As a small token of our appreciation for all that you have already accomplished, I am pleased to present you with this Group Superior Honor Award. The citation reads: 'For extraordinary courage, dedication and professionalism in carrying out mission duties from May 1 to December 1, 1995 an historic period when American shuttle diplomacy and leadership at the Dayton

peace talks moved Bosnia from war to peace.' " □

## Black History Month at State

Several events commemorated Black History Month last month at State; among them were festivities sponsored by the Open Forum, the EEO Office and the Bureau of Consular Affairs. The first, sponsored by the forum's working group on conflict resolution, civil society and democracy, on February 9, featured Lewis M. Anthony, pastor of Washington's Metropolitan Wesley A.M.E. Zion Church, on the theme, "The Power of Love in an Age of Possibility." On February 22 the EEO Office, with the forum, A.I.D. and A.C.D.A., presented Congresswoman Carol Mosley Braun (D-O.) on, "The Dream: African-American Past, Present and Future." Ambassador Ruth Davis spoke at the consular bureau's commemoration, February 20. In addition to keynote speakers, the events featured music by local choirs, as well as exhibits on the history and achievements of black Americans. □



## Asian-Americans hold 2 events at State

The Asian-Pacific Federal Foreign Affairs Council will sponsor a conference on careers in foreign affairs for college and high school students in the Department's exhibit hall, March 22. Anthony Quinton, the director general, is scheduled to offer opening remarks. The conference is supported by Georgetown University's Center for Minority Affairs.

That event follows the council's civil rights seminar on "The Japanese American Internment: Lessons for American Society," January 30. The seminar in the Department library featured Rep. Robert Matsui (D-Calif.), whose family was interned during World War II. Deputy Secretary Strobe Talbott also spoke. □

## Now: an alternative to filing grievances

The Department is now using alternative dispute resolution methods to resolve workplace disputes, according to a Department notice. Instead of filing formal grievances, employees may now have EEO and other complaints resolved by mediators. Through such methods as facilitation, conciliation and "neutral expert fact-finding," the technique offers faster and less costly solutions than traditional procedures, such as litigation. A pilot program resolved nine out of twelve cases, saving the Department an estimated \$246,000, the notice said.

To learn more, contact Alfred Carroll, Room 6217, Main State, (202) 647-2675, for a copy of "ADR Guidelines," or attend the ADR Working Group's monthly meetings, at



VLADIVOSTOK, Russia—At the opening of this consulate general, from left: Valentin Dubinin, acting governor in

the region, consul general Desiree Millikan, Ambassador Thomas Pickering, and interpreter Steven Seymour.

2:00 p.m. on the third Thursday of every month in Room 1105 or 1107, Main State. □

## Alarms for floor-specific fires now in place

A new fire alarm system has been installed at Main State which will activate alarms only on those floors where a fire or smoke occurs, according to the Safety Office. The state-of-the-art system notifies affected areas through a five-minute series of slow "whoop" sounds, pre-recorded or situation-specific instructions and strobe lights, as well as horns in the building's mechanical areas, which contain no speakers. An "all-clear" message will be broadcast when the emergency ends. In events with the potential to affect the entire building, all floors will continue to be evacuated. □

## Get back leave lost during the furlough

Employees who weren't permitted to take their annual leave during the December 16-January 6 furlough may request restoration of that leave, which was forfeited during the lapse in appropriations. The restoration applies only to leave which was approved before November 26.

Employees should submit their leave requests and a copy of their earnings and leave statement for Pay Period 26 to their office directors, domestically, or their principal officers, overseas, who have the authority to certify restoration of the leave, by March 25. For more information, contact Don Youso, (703) 516-1657. ■



# A P P O I N T M E N T S

## Princeton Lyman named for bureau on international organizations

President Clinton has named Princeton Nathan Lyman, ambassador to South Africa, as his choice for assistant secretary for international organization affairs. Mr. Lyman would succeed Douglas J. Bennet. The nomination would require confirmation by the Senate.



Mr. Lyman

Mr. Lyman has served as chief of mission in Pretoria since 1992. Before that, he was director for refugee programs, 1989-92. Mr. Lyman began his foreign affairs career in 1961 as an international relations officer at A.I.D. After an assignment as a program officer there and studies at Harvard, he was director of A.I.D.'s Office of Civic Participation, 1968-71.

In the latter year Mr. Lyman became director of the Africa bureau's Office of Development Resources. Next, he was A.I.D.'s director for Ethiopia, 1976-78, then an office director at the International Development Cooperation Administration, 1978-80. The following year he was named deputy assistant secretary for African affairs. He also taught at Johns Hopkins, 1980-86. He served as ambassador to Nigeria, 1986-89.

Mr. Lyman was born in San Francisco on November 20, 1935. He earned a bachelor's from the University of California and a master's and doctorate from Harvard. His foreign language is French. He is the author of publications on Korea and foreign policy issues. His honors include the Presidential Outstanding Service and Meritorious

Service Awards, the Superior and Meritorious Honor Awards, Senior Foreign Service performance awards and the William Jump Memorial Certificate for Public Service. He is a member of the American Foreign Service Association, the African Studies Association and the Council on Foreign Relations. He is married to Helen Lyman and has three daughters. □

## Bilateral envoys: 2 more named

President Clinton as of mid-February had named two more persons to ambassadorships. The nominations would require Senate confirmation. The countries and the persons named are:

— Cape Verde—Lawrence Neal Benedict, chargé in Addis Ababa, to succeed Joseph M. Segars.

— Sri Lanka and the Maldives—Peter Burleigh, principal deputy assistant secretary for personnel, to succeed Teresita Schaffer. (This nomination has been confirmed.)

Following are biographic sketches of the persons named. □

### Cape Verde

Lawrence Neal Benedict has served as chargé at the embassy in Addis Ababa since last year. Before that, he was deputy chief of mission in Khartoum, 1992-95.

Mr. Benedict joined the Foreign Service in 1974 and was assigned to Dhaka. After serving as vice consul and economic and commercial officer there, he was posted to Rio de Janeiro in 1977. Two years later he became desk officer for Bangladesh. He served on the Turkey desk before becoming a financial economist in Ankara in 1982. Mr. Benedict was named deputy director of the Office of Development Finance in 1986. He was economic counselor in Islamabad, 1989-92.

Mr. Benedict was born in Independence, Mo., on December 17, 1942.



Mr. Benedict



Mr. Burleigh

He earned a bachelor's from California State University. He speaks Turkish and Portuguese. He served in the Air Force and the California Air National Guard. His honors include two Superior Honor Awards. He is married to Gloria Kay (Bruning) Benedict, who is also a Foreign Service officer. □

### Sri Lanka and the Maldives

A. Peter Burleigh, a career Foreign Service officer, served as principal deputy assistant secretary for personnel from 1992 until last year. He joined the Service in 1967 and the following year became political officer in Colombo. After serving as desk officer for Nepal, Sikkim and Bhutan, he went to Calcutta as political officer in 1972. He served as economic and commercial officer in Manama, 1975-77.

After stints as a congressional fellow for Congressman John Cavanaugh and Senator William Proxmire, Mr. Burleigh was named deputy director for Arabian peninsula affairs in 1978. He was a legislative management officer in the Office of Congressional Relations, 1979-80. In the latter year he became deputy chief of mission in Kathmandu.

Mr. Burleigh served as deputy director of the intelligence bureau's Office of Analysis and Research for Near East and South Asia, 1982-85. He was director of the Office of Northern Gulf Affairs, 1985-87. In 1987 he be-

(Continued on Page 46)



## Making it in Montevideo

BY DAVID BEAM

*The author is a consular officer at the embassy in Uruguay.*

There's no doubt that the furlough eroded the confidence of the Uruguayan people in the U.S. government. Because work stoppages and nationwide strikes are frequent in Uruguay, the first assumption on the part of the people here in November was that the embassy was on strike, and there was some sense of solidarity. They viewed the month-long shutdown somewhat differently, however. What we heard repeatedly was, "How could something like this happen in the United States? It's the greatest nation on earth." As the days went by, their bewilderment grew, and all of us in the embassy were frustrated by our inability to say when things would return to normal.

The administrative and consular sections faced the greatest challenges. The administrative staff scrambled to figure out whether or not the costs of operating the embassy could be covered. Our worst fear was that we were not authorized to pay the local guards who protect the embassy and control access to the building. If the guards walked off the job because they weren't being paid, who could blame them?

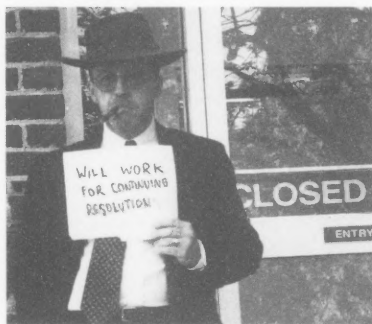
I experienced first-hand the chaos created by the shutdown of consular services. We're a relatively low-volume visa issuing post, but the phones rang from morning to night with would-be travelers pleading their case as the one exception we should make on humanitarian grounds. How did our colleagues

## First The FURLOUGH

## Then The BLIZZARD:

# How we fared

*The month-long furlough, followed by the four-day blizzard in Washington, disrupted Department operations and employees' lives. Five employees tell their stories here.*



**Michael Mates, vice consul in Canberra, outside his embassy's closed consular section. His sign reads: "Will work for continuing resolution."**

in high-volume posts cope we wondered?

As the days wore on, the pleas of visa applicants grew in scale. Many were compelling and some were heart-wrenching, but we had been told to hold the line—to issue visas only in life-or-death emergencies.

One case that struck a personal note for me involved a doctor who needed a visa renewal to return to a position at Children's Hospital in Philadelphia. My parents told me that had it not been for the attention I received there shortly after birth, I would have died. I couldn't help thinking: What if some critically-ill child arrives at the hospital before the next continuing resolution and the visa applicant in front of me has the special skill to save that child? I had to send the doctor away without a visa. Fortunately, the next day I received a fax detailing his responsibilities, including evidence that his knowledge of certain case histories was critical, and he passed the "life or death" litmus test.

All was not gloom during the furlough; we set up a fund to help those on the lower end of the pay scale when a week's pay was delayed. Within 24 hours we had enough money pledged to cover all requests for loans and enough left over to ensure that the guards would be paid in full. What impressed me most was the generosity of our Foreign Service nationals, who contributed to the fund despite the uncertainty of their own pay and recent layoffs. (In the past two years, A.I.D. and the Drug Enforcement Agency have closed down, the Peace Corps announced its closing and State and U.S.I.A. have reduced staff.) Two Uruguayan colleagues bore the brunt of the work in the consular section by answering phone calls all day, as did Foreign Service national employees from other sections who relieved them. They never lost their composure, regardless of how irate a caller might be. Their example sustained me throughout a difficult period, and the bond we forged will be one positive legacy of the furlough here in Montevideo. □

## A furlough “point of light”

BY MARGARET DEAN

*The author is a member of the Senior Seminar.*

**T**he 32 of us taking the Senior Seminar at the Foreign Service Institute never thought we'd be designated “excepted” employees during the furlough, but we hoped we could keep coming to classes voluntarily. We had some great speakers lined up to speak on the U.S. economy. After we learned we couldn't attend classes—because it would be a violation of U.S. law—we tried to view our time away from class in a constructive way. Some of us repaired our houses; others caught up on their readings. A few became computer-literate and learned to surf the “net.” I became a “point of light.”

I decided to draw on an earlier experience I'd had with the Seminar last October, when we were required to spend a week performing community service or working in a minimum-wage job. Along with two of my classmates—Marie Huhtala and Pamela Corey-Archer—I had volunteered at a thrift shop which helps fund shelters for homeless persons in Arlington, Va. The store accepts donated clothing, household goods and other items, which are given to the shelters or sold at a discount in the store.

With classes shelved, I returned to the site of my October project. I sorted bags of donations, hung clothes, put books on display, balanced vases, blenders and other appliances on already-crowded shelves and happily bargained with customers.

I'd always wanted to get more involved in my community—but the Foreign Service life had minimized the



amount of time I could commit to my neighborhood at home or abroad. The Senior Seminar gave me the time to research where I might make that commitment. But it was the furlough that gave me the chance—if only for a little while—to be a “point of light.” □

## The view from a humvee

BY GREG HOLOBAUGH

*The author is a management analyst in the Legal Adviser's Office.*

**I**'m a member of the 629th military intelligence battalion in the Maryland Army National Guard. On the Sunday before the big storm, my first sergeant called me and ordered me to be on call. (I wondered what the Army was going to do to me this time.) He said I



The author on military duty.

might be needed since I was one of my battalion's humvee drivers. The humvee is the Army's four-wheel-drive vehicle, and it can get through just about anything, including several feet of snow.

After the governor declared a state-wide emergency, someone from my battalion drove a humvee into my snow-covered, "nuclear-free" Takoma Park neighborhood and picked me up. This event raised my standing among some of the kids on my block.

I was first assigned to a Montgomery County police station. Police cruisers couldn't make it into communities that hadn't been plowed, so I drove officers around on their patrols and picked up and drove home officers who lived in rural areas. After one 12-hour shift, far-off shrubs started looking like people standing by the road. I knew then that I had to get back to headquarters and take a break.

I also transported doctors and nurses to and from work. Some of the soldiers used their trucks as ambulances. We worked 15-hour-shifts and catnapped when we could. I didn't mind, partly because the hospital fed us, and their food is considerably better than Army chow.

Once, late at night, I found myself on the deserted Beltway, after taking a doctor to Bethesda. I passed gigantic, lumbering bulldozers and huge dump-trucks removing snow from the highway. The surreal lighting used by roadside workers made the sight seem oddly futuristic, like the scene from *Star Wars* where the giant machines attack the good guys. To banish the thought, I drove faster.

On another trip, the hospital asked me to take a discharged homeless man to a shelter. The man had been admitted because he was hearing voices. I got lost trying to find the shelter and, worse, mistakenly pulled into a

one-way street off a busy road. I had to back out, but my visibility was poor. I found it absurdly funny that I had no choice but to ask my rider, who suffered from delusions, if his side was clear. He said it was, and we managed to back the humvee out of harm's way.

After four days my battalion replaced me and I was able to go home. Last summer we participated in an exercise that simulated fighting the North Koreans. It was fun to help people during the blizzard, instead of preparing to fight a war. □

## Timing is money

BY CAMILLE PISK DONOGHUE

*The author is an international relations officer in the Office of Andean Affairs.*

Since I was seven months pregnant, if we wanted a weekend getaway, *now* seemed like the best opportunity. And it sounded so romantic: a weekend in the Poconos, cross-country skiing. The Poconos—land of the heart-shaped bathtub, and a lover's paradise. Even if we were going to bring our almost three-year-old daughter, Hope, along with us—one of the attractions of this resort was its on-site babysitting service. I had asked for two days' annual leave and remember being "psyched" that because of the furlough, I wasn't going to have to use my leave for the trip . . . I could save it for after I had my baby.

When I told friends about our impending trip, I got some strange looks from people who thought cross-country skiing was not appropriate for a woman in the advanced stages of my condition. I spent some of my furlough time shop-



The author with her husband, Dan, and daughter, Hope.

ping for a pair of water-resistant sweat-pants at secondhand stores. Even though I was pretty sure I was going to like cross-country skiing—sure enough to have bought a pair of skis years earlier at a white elephant sale at the embassy in Belgrade, I wasn't about to spend a lot of money outfitting my pregnant figure. When I found a pair at the first place I looked, it seemed like a good omen.

Our drive up to Pennsylvania was uneventful. My husband, Dan, a native Jersey boy, insisted on doing all the driving—a fact I would come to appreciate later in the weekend.

The next day was sunny and clear—perfect for cross-country skiing. We left Hope at the "tiny tots" program, which would give us just an hour-and-a-half of ski time, but it didn't take long for us to drive down to the snow-covered golf course which doubled as a cross-country trail. Dan had skied before when he was a communicator at the embassy in Stockholm, and he gave me a few pointers. Sure, I fell down a few times, but a fall while cross-country skiing is about as dangerous as slipping

(Continued on Page 45)

# FROM THE UNDER SECRETARY

## Re-engineering: more than a buzz word

BY RICHARD MOOSE

*The author is the under secretary for management.*

State is facing steep operating reductions, not only because of budget cuts this year, but because our operating budgets have essentially been flat since 1993. Our buying power has been eroded by nearly 15% by inflation and exchange-rate losses. The cumulative workload has risen (visas and passports have increased, as has the number of "logistically challenging" embassies and international negotiations), while the workforce has shrunk. The results are gaps in information management, equipment and training. Our quality of life has suffered, particularly in housing and education, and employees are increasingly anxious about their future.

A proven but difficult technique which addresses these issues is "business process reengineering," or BPR. The term "reengineering" is often used imprecisely and has come to be regarded as something of a buzz word. BPR, however, is a systematic technique for the redesign of work processes. Its methods are being used by such companies as Ritz-Carlton Hotels, Boeing and Proctor and Gamble. BPR methods are also being applied in the public sector as an outgrowth of Vice President Gore's National Performance Review.

The method looks at systems or processes—the "how"—not the "what" of work. For example, instead of looking at requisitioning, procurement, inventory management and shipping as separate steps, BPR examines the *process* of getting supplies into the hands of the customer, from ordering to delivery and payment, without regard to existing



Mr. Moose

organizational or functional divisions.

Under the sponsorship of Genie Norris, the deputy assistant secretary for operations, a Logistics Reengineering Project team has been formed to reengineer logistics at State. The team relies

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*'... We will drive change  
or be driven by it...'*

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upon input from service providers and customers of logistics services. Team members have already interviewed more than 50 logistics providers in the Department and sought the views of customers through focus groups with personnel who have served at hardship posts, as well as missions in industrialized countries. The team has visited posts in Asia, West Africa and the Middle East.

In discussions with Foreign Service employees, families and Foreign Service

national staffers, the team has tracked the functioning of our current systems under the variety of conditions under which we live and work. They have documented challenges, identified what people need and what they find unsatisfactory. The most frequently cited shortcomings are unresponsiveness on the part of logistics providers, complicated ordering procedures, lengthy processing and delivery times, the high costs of delivered goods and services and deficiencies in quality or dependability.

Structural problems underlie these perceptions. The Department has often made the mistake of applying information technology by simply automating manual logistics—redundant data entry, reconciliation between incompatible systems and poor access to information that is itself sometimes unreliable or incomplete. Another problem is that when customers request supplies, they order from numerous government and private sources, but are often poorly informed about the best or most economical sources. This often results in long lead-times for delivery of goods. Fragmented systems for requisitioning, procurement, receiving, transportation, finance and property management and a bewildering array of disjointed services poorly serve our employee-customers.

Genie Norris tells me that at every post she visits, people say they want the tools to do their jobs delivered quickly, dependably and without red tape. Our people also want better information—about the best sources of supply, about how to get what they need and from whom, and about the status of pending transactions.

The team's preliminary findings have inspired several initiatives which will be launched this year. These projects will reduce the cost and processing time for obtaining supplies in industrialized countries, provide customized supply service to hardship posts,

*(Continued on Page 46)*

# POST OF THE MONTH

## BERN

This embassy is located in west-central Switzerland, near the Alps. One-quarter of the nation, which is about the size of New Jersey, consists of mountains, glaciers and lakes; another quarter is covered by forests. Foreign Service people there are featured as part of STATE's continuing series.



The late ambassador, *Larry M. Lawrence*, and his wife, *Shelia*. Mr. Lawrence died in Bern on January 9. See obituary on Page 50. (Photo by Aschi Hegg)

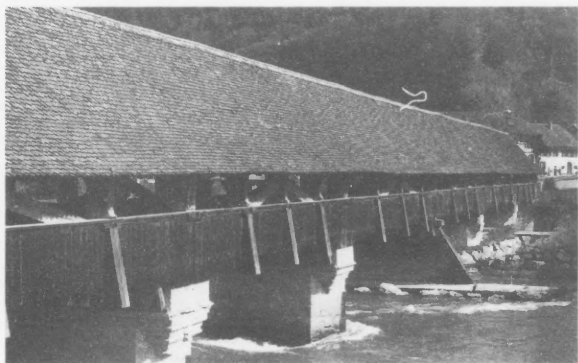


Bern's medieval clocktower.





Regional security officer *Peter Ford*, left, with political/economic officer *Allen Nelson*, near Grindelwald.



A covered bridge near Bern.



*James Schell* of the Defense Attache's Office and his wife, *Vicki*, in the city's old section.



At the embassy's chili contest, from left: Kay Kulman, the commercial attache; Marine Brett Clarke, Vincent Krager, a staffer at the ambassador's residence and winner of the contest, for his "toxic waste" chili; Nancy Humphreys, wife of drug enforcement officer Richard Humphreys; Marine Joeseph Cieslewicz, and economic officer Eileen Lewiston. (Photo by Sam Westgate)



Patricia Kozłowski, the ambassador's secretary, on her horse.



Cross-country skier *Allen Irvine*, the community liaison coordinator. (Photo by *Kandel Coolman*)



Political officer *Diane Blust* and deputy chief of mission *Mike Polt*, at Grindelwald. (Photo by *Hallie Polt*)



Regional security officer *Peter Ford*, left, with Marine *Randy Leer*, part of an embassy team that took part in clearing roadways for Earth Day. (Photo by *Pat Conroy*)



Regional security officer *Peter Ford* and his wife, *Susan*, on the slopes.



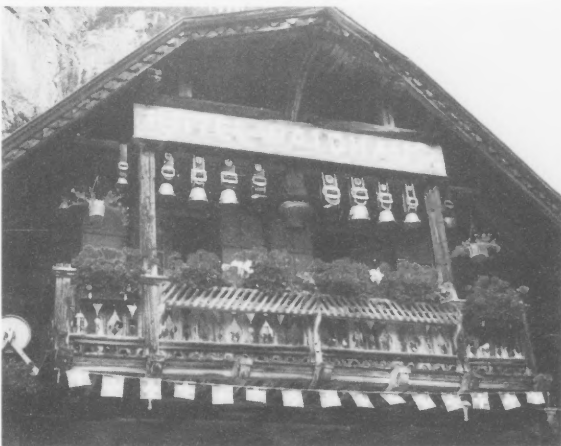
Swimming near Kandersteg: administrative officer *Glenn Mansfield* and daughters *Christine* and *Renee*.



Student intern *Petra Wanderlich* and cultural affairs assistant *Hugo Sanchez*, at a dancing lesson.



"Tellspiel," an outdoor theatre production depicting the story of William Tell.



A farmhouse restaurant near Kandersteg.



On a ski outing, from left: Sheldon Krebs, the consul general in Zurich; Marine Matt Triple, political/economic counselor Allen Nelsen and administrative officer Earl Mannoia. (Photo by Diane Blust) ■



# HONORS & AWARDS

## Edmund Hull is top DCM; Polt, Nagy, are runners-up

Edmund James Hull, deputy chief of mission in Cairo, is the latest winner of the \$2,000-Baker-Wilkins Award for Excellence in the Direction and Management of Overseas Missions. Lagos' Tibor Nagy and Bern's Michael Polt were named runners-up.

Mr. Hull was nominated by Edward Walker Jr., ambassador to Egypt, who said: "As chargé, he contributed directly to a critical stage in the Middle East peace process. Cairo was at the center of the peace negotiations, and Mr. Hull and his team made numerous demarches to Chairman

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*"The chargé has taken an exceptionally disciplined approach."*

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Arafat (and other principals). Notably, Arafat's first criticism of anti-Israeli terrorism resulted from one of Mr. Hull's initiatives.

"As DCM, Mr. Hull played a significant role in defining one of Vice President Gore's initiatives: the Egyptian-American Partnership for Economic Growth and Development. Designed to carry our relationship beyond the era of massive aid, this is becoming the pillar of U.S.-Egyptian relations. Mr. Hull's sceneretter for the September visit won the highest praise from the Vice President's staff.

"Both as chargé and DCM, he fostered teamwork among the embassy's 14 agencies and sections. This was exemplified by the mission's support for the



Mr. Hull



Mr. Nagy



Mr. Polt

U.N. Conference on Population and Development in Cairo last September, which was cited by Secretary Christopher as one of our most significant accomplishments. Mr. Hull led the year-long preparatory effort, and he and his political section analyzed Egypt's evolving position, which was largely adopted by the Islamic bloc. He brought these same managerial talents to our 're-invention' exercise. He has built a smoothly functioning council whose work is helping this mission manage financial austerity.

"In the middle of promoting the peace process, deterring aggression in the Gulf and curbing the world's population growth, the embassy was inspected. The judgment of the IG was: 'Direction of the mission is characterized by outstanding management of policy issues and cooperation. The chargé has taken an exceptionally disciplined approach to the mission's role as a constructive participant in issues of importance to the United States.'

"Mr. Hull's work with subordinates is in the best mentoring tradition. He meets monthly with junior officers, most of whom he has helped win tenure and career-enhancing assignments. Both his rating and reviewing statements were cited by the last promotion boards, and he has recognized his staff with numerous awards.

Mr. Nagy was cited by Walter Carrington, ambassador to Nigeria, who wrote: "For two-and-a-half months between ambassadors, he had to man-

age the ending of an authorized departure, the beginning of sanctions, and the continuation of pressure on narcotics issues. He handled all of these (issues) superbly.

"He has excellent relations with all sides in the current political imbroglio. He can make a tough demarche to the regime's number two on the need for better counternarcotics cooperation and then shift gears and, in the next breath, ask for Nigeria's help in the Security Council.

"The period leading up to the anniversary of the aborted 1993 presidential election, when Tibor was serving as chargé, was fraught with anxiety among diplomats. Tibor's quiet but self-

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*"His experience in difficult environments has been of invaluable benefit."*

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assured leadership maintained our mission on an even keel. He was the first diplomat contacted by a newly formed pro-democracy group, which has since become the focal point for the democratization struggle.

"Crime, medical problems, chronic shortages and substandard housing produce recurring personnel problems here. Tibor's experience in managing people

and resources in difficult environments has been of invaluable benefit. He has shown the patience of Job in listening, and when necessary, offering solutions.

"He meets regularly with junior officers, and the discussions, I understand, are frank and open. When we heard that there were personnel problems in Abuja, he flew there and spent the day in highly charged one-on-one meetings to resolve them. His open door admits a never-ending stream of people confident that they will receive guidance."

Mr. Polt was commended by M. Larry Lawrence, the late ambassador to Switzerland, who said: "Mike Polt took over our embassy as chargé three months before my arrival. He used (these) months to set in motion a comprehensive agenda that addressed every element of embassy operations. He put in place initiatives ranging from a deeper dialogue with the Swiss on European and global security issues to more aggressive engagement on restrictions on market access.

"We have struggled at this post with high operating costs and a sharply reduced budget. Mike has come up with tough but workable solutions to a projected \$400,000 shortfall and proposed the painful but necessary downsizing of the consulate general in Zurich.

"He has sensibly weeded out our reporting and given focus to our analytical efforts. Mike obtained beef import quotas with senior Swiss officials and won concessions valued at more than \$200,000 annually in embassy staff privileges and immunities from the government. He made some waves with op-ed pieces he commissioned on issues ranging from export controls to the international narcotics trade. His activism has raised eyebrows in traditional Switzerland, but we are having success with this more aggressive diplomacy.

"This year we will open a consular, business and public information center that will draw on the resources of private citizens and government.

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*"We are having success with this more aggressive diplomacy."*

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American volunteers will join the embassy in administering the center, and the cost to the U.S. Treasury will be minimal. Mike opened the dialogue on this project with the Geneva American Community.

"Until he arrived, the embassy represented little more than shared real estate for the half dozen agencies represented at this post. Mike instituted

equal administrative rules for all agencies, personnel-sharing across agency lines during peak demand times and linked E-mail systems. We are a cooperative country team today.

"Mike has been a faithful deputy as well as a patient friend. Conscious of the attacks I had been under as a political appointee, he shielded me from further criticism by introducing me thoroughly to the often Byzantine world of diplomatic intercourse. There was never a hint of the vaunted Foreign Service arrogance, and he solicited my business advice. With this man we do not need to 're-invent government'—he has done so on his own." ■



CALGARY, Canada—Consul Celio Sandate, center, with astronauts Jim Halsell, left, and Chris Hadfield, who orbited the

Russian space station, Mir. Mr. Halsell, a Canadian, presented the consulate with a collage of photos and the Canadian flag, which he carried with him into space.

# EDUCATION & TRAINING

## "Kids-eye" view of life at post

What will my new room look like? Does the post have a Pizza Hut? Do the people at the school look weird? Such questions are high on the list of concerns Foreign Service children have when they move to a new post. The Overseas Briefing Center and the Foreign Service Youth Foundation developed a way to answer them, through a "KidVid Contest." Family members ages 10 through 18 were invited to submit a 15- to 30-minute video production depicting life at post. Visitors to the center can view their efforts.

The winning posts were Valletta (first place), Lome (second place) and Dublin (third place). Honorary mentions went to Kuala Lumpur (Peter Mele, Audra Mason, Raylyn Mason and Junci Mauger), Manila (Thomas Rosen-Molina) and Jakarta (Paul Vickers, Alex Hastings, Svea Stromme, Sean Pereira, Will Moog, Melissa Murphy and Julie Platt).

First-place winners, Beth and Meg Patterson (twins, age 12), present a tour of the island of Malta, from their home to their moat-surrounded school (an old British fort) to the beaches and historic ruins. In Lome, Heather and Bobby Johnson (ages 12 and 10) take viewers to a volleyball game at the Marine House, on trips through the market and zoo and introduce their pet monkey. The third-place winner, Kyle Torpey (age 13), gives an armchair tour of Dublin, explaining what activities are available and what kids are like in Ireland, and takes viewers on hikes in the hills and through the streets of Dublin. □



VALLETTA, Malta—Winners of the Overseas Briefing Center's "kid video contest," from left: Meg and Beth

Patterson, daughters of Charles N. 'Pat' Patterson Jr., the deputy chief of mission.

## Credit Union announces \$15,000 in scholarships

The State Department Federal Credit Union has opened its annual scholarship competition; applications must be received by April 12. To qualify, applicants must:

- need financial assistance to continue their education,
- be members of the credit union,
- be enrolled in a degree program,
- have completed 12 credit hours,
- have a minimum grade point average of 2.5,
- and submit their cumulative transcripts.

Past winners of the credit union's scholarships are eligible to re-apply. Students who plan to apply their scholarship award to a graduate program

must submit a copy of their admission letter and transcripts.

Applications are available in Room 1827 at Main State and at the credit union's branches. Students overseas should contact their credit union liaisons or write: SDFCU, Attention: Marketing Department, 1630 King Street, Alexandria, Va. 22314. For more information, call (703) 706-5000; fax: (703) 684-1613.

In addition to scholarships, the Credit Union offers three education loans: the Federal Stafford Loan, Federal Unsubsidized Stafford Loans (for middle-income students who might not qualify for financial aid) and Federal Parent Loans to Undergraduate Students. For information, call the credit union's student loan processor, (703) 706-5098. □

## Attention: Civil Service secretaries

The Foreign Service Institute is recruiting Civil Service secretaries who are interested in being mentored by more senior secretaries at State. This effort is the outcome of a pilot program the Institute ran last year. In the pilot, mentors helped their "protégés" familiarize themselves with the Department's organization and people, understand standard practices at State and improve their productivity.

For more information, call the Civil Service secretarial instructor, Thomasine Hurd, (703) 302-6923. □

## Course on proofreading

The Foreign Service Institute will offer an eight-hour workshop on improving proofreading skills, for clerical staffers, March 19-20, and July 11-12. The course includes exercises, proofreading symbols and remedial assistance in the use of grammar and punctuation. For information, call (703) 302-6926; to register, call (703) 302-7140. □

## Word processing training schedule

The Foreign Service Institute will offer 8 word processing courses at the National Foreign Affairs Training Center through September:

—Introduction to Windows for Office Support Personnel, April 3, May 2, June 4. An overview of computer mouse skills and the Windows environment.

—Introduction to Word for

Windows, March 12, April 9, May 6, June 11. Creating, formatting, editing and printing documents. Prerequisite: Introduction to Windows, or knowledge of Windows environment.

—Introduction to WordPerfect for Windows, March 14, April 11, May 7, June 13. Creating, formatting, editing and printing on this software.

Prerequisite: Introduction to Windows, or knowledge of Windows environment.

—Designing and your word processor, March 28, May 30. Graphics, binder covers and spines, PowerPoint. Prerequisite: Introduction to Windows.

—Intermediate Word for Windows, March 19-20, May 13-14. Formatting, headers/footers, columns and page layout. Prerequisite: Introduction to Word for Windows or its equivalent.

—Intermediate WordPerfect for Windows, April 16-25. Formatting, headers/footers, columns and page layout. Introduction to WordPerfect for Windows or its equivalent.

—Advanced WordPerfect for Windows, April 25, June 25. Mail merge, labels, envelopes, columns, master document, sort and macro functions. Prerequisite: Introduction to WordPerfect for Windows.

—Advanced Word for Windows, March 26, May 29. Style, merge, section layouts, macros and other features. Prerequisite: Introduction to Word for Windows.

To apply, send DS-755 (Request for Training) to the registrar's office, M/FSI/EX/REG, SA-42, Room F2210. For information, call Kathy Bleyle, (703) 302-6926. □

## Computer training, too

The Foreign Service Institute will offer 17 computer courses at the National Foreign Affairs Training Center through August:

—PC Survival Skills, April 1, 15,

29, May 13, June 10, 24, July 1, 15, 29. Personal computer skills for the first-time user.

—Introduction to Windows 3.1, March 12, April 2, 16, 30, May 14, June 11, 25, July 2, 16, 30. Mouse skills, file management, customizing windows, the help function and other accessories.

—Word 6.0 for Windows, March 13-14, 27-28, April 3-4, 17-18, May 1, 15, 29, June 12, 26, July 17, 31. Creating, editing, formatting and printing documents; managing files.

—Word 6.0 for Windows (Intermediate), March 20-21, April 10-11, 23-24. Formatting and editing techniques, table and graphing functions, for users with Word 6.0 experience.

—Basic Overview of Windows 3.1 and MS Word 6.0 for Resume Layout and Design, March 20. Resume preparation and Word 6.0 basics, for the novice user.

—Excel 5.0 for Windows, April 1-2, 8-9, 29-30, May 8-9, June 3-4, July 1-2, 8-9, 29-30. Creating, editing, formatting and printing spreadsheets. Computer mouse experience required.

—Excel 5.0 for Windows (Intermediate), March 18-19, April 22-23, May 13-14, 20-21, June 10-11, 17-18, July 22-23. Advanced spreadsheet functions. Completion of basic Excel course is required first.

—Introduction to PowerPoint 4.0 for Windows, April 3-4, May 1-2, 29-30, June 26-27, July 31-August 1. Creating, editing and printing charts. Basic knowledge of Windows required.

—PowerPoint 4.0 for Windows (Intermediate), April 12. Personal logos, graphs, audience handouts, speaker notes and slide shows. The introductory course is required first.

—Access 2.0, March 13-14, April 10-11, June 5-6, July 10-11. Creating databases and tables, designing and printing forms. Knowledge of Windows required.

—Access 2.0 (Intermediate),





"Flash Portrait," an oil painting by Washington expressionist David X. Young. A musical slide show of Mr. Young's work was presented by the

Association of American Foreign Service Women in the Diplomatic Reception Rooms, December 12.

March 18-19, April 15-16, May 13-14. Crosstabs, action queries and parameter functions, advanced features of forms, copying and moving databases. The basic Access class is required first.

—MS Project 4.0, March 11-13, April 15-17, May 13-14, June 10-11, July 15. Introductory course in management software. Introduction to Win-

dows 3.1 is required first.

—Windows for Workgroup User Skills, March 18, April 8, 22, May 6, 20, June 3, 17, July 8, 22. Basics of LAN operations and Workgroups functions. Basic knowledge of Windows environment required.

—Banyan Vines 5.5 Administration, May 20. Components of Vines

software. Knowledge of MS/DOS required.

—Windows for Workgroups Administration, April 9-11, May 14-16, June 25-27, July 30-August 1.

Workgroups components on this software. Knowledge of Windows required.

—Windows NT 3.5 Fundamentals, March 25-29, May 6-10, June 3-7, 24-28, July 29-August 2. Familiarity with LAN, DOS and Windows required.

—Internet Concepts, Tools and Techniques, March 15, April 5, May 17, June 14, July 19. Retrieving information on the Internet. Knowledge of Windows and DOS recommended.

To register, fax DS-755 (Request for Training) to the registrar, Foreign Service Institute, (703) 302-7152. Participants should arrive at the National Foreign Affairs Center, Room F3313, before 9 a.m. For information, call (703) 302-6752. □

## Research your post

The Foreign Service Institute's Overseas Briefing Center has announced expanded hours for employees and their families who wish to perform research on their prospective posts. The center will remain open until 8:30 p.m. on Wednesdays, through July 24, and from 9:00 a.m.-4:00 p.m. on Saturdays, through July 20. For information, call (703) 302-7277. □

## Courses for employees and their families

The Foreign Service Institute's Overseas Briefing Center has announced its schedule for courses through September:

"Introduction to Foreign Service Life," March 4-8, May 20-24, August 12-16.

(Continued on Page 24)



# ASK DR. RIGAMER



This column by Elmore Rigamer, 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. Rigamer directly. In either case, your privacy will be respected; your post will not be identified.

**Q.**

AFRICA

*I recently requested emergency visitation travel to visit my terminally ill sister. I was surprised when the request was denied. It was my understanding that the Department would approve this travel for critically ill family members, especially when the illness is terminal. Why was my request denied?*

**A.**

The regulations (3 FAM 699.5-2) only permit travel in the event of a death of a sibling. If a sibling passes away within 45 days of travel at your own expense, you can be reimbursed for the travel in lieu of returning for the funeral. Regulations authorize only one trip home in the event of a sibling's death.

**Q.**

SOUTH AMERICA

*I requested emergency visitation travel to be with my family while my father*

*had quadruple bypass surgery. The request was denied because "though this was considered a serious medical problem, it did not meet the standard for emergency visitation travel." What are the standards for approval and denial of such requests?*

**A.**

The regulations (3 FAM 699.5c) define a serious illness or injury as one in which death is imminent or likely to happen, based on a competent medical opinion or one in which the absence of the employee (or eligible family member) would result in great personal hardship. The Office of Medical Services recommends the approval or denial of medical issue requests, and the Bureau of Personnel's Office of Employee Relations recommends approval or denial in personal hardship situations. There are many medical situations where the problem or operation is very serious, but the overall risk is very minimal. Open-heart (bypass) surgery is now considered to pose less than a 5% risk for death and does not meet the standard for emergency visitation travel approval.

**Q.**

SOUTH ASIA

*What does the State Department cover as a secondary payer? Recently, I was medevaced to have a baby and used my husband's health insurance. The policy does not have obstetric coverage so I submitted the bills to the Office of Medical Services. They would not pay them.*

**A.**

As the secondary payer, the Office of Medical Services pays to the maximum benefit of the insured's policy. This means that the Office of Medical Services will pay deductibles and co-pays, but only for items specifically cov-

ered by your policy. Your benefits are determined by the policy you purchase. If your policy has no coverage for obstetrics, the Office of Medical Services does not pay any obstetrical expenses. Remember, it *does* matter what type of health insurance you purchase when you live overseas.

**Q.**

NEAR EAST

*The mental health benefit of my health insurance policy is very limited. It provides for a certain number of visits at a fixed payment amount. I have checked around and mental health specialists charge more than the payment specified in my policy. Will the Office of Medical Services pay the difference if I am medevaced and hospitalized for a mental health condition?*

**A.**

No. The Office of Medical Services will only pay to the maximum benefit of the policy. If your policy specifies a flat amount for the services and no co-pay, then that is the maximum benefit of the policy. There are several things you can do to lower your out-of-pocket costs. First, shop around for a health insurance policy that meets your needs. If you are going to need the service, pay a higher premium to get the additional coverage. Second, check with the insurance company to see if there is a preferred provider network in which the provider accepts the policy payment level. Finally, negotiate with the provider. Explain to them how much the insurance company is paying and see if they will accept that as payment in full. Today's health care environment requires the patient to be an informed consumer to ensure they are obtaining the maximum from the insurance they are purchasing. ■



**FOREIGN SERVICE INSTITUTE**— At a professional development seminar, left to right, Wilma Smith (instruc-

tor), Diane Kirk, Phyllis DeSmet-Howard, Vianna Fieser, Beverly Harrison, Gloria Marshall, Pamela Ash, Cheryl Busch,

Lilia Browne, Valerie Towns, Ginny Taylor (program director).

*(Education, from Page 22)*

"Understanding Regulations, Allowances and Finances," April 10-12, June 5-7.

"American Studies," March 14-15, June 13-14, August 22-23.

"Protocol and U.S. Representation Abroad," March 16, May 29, July 20.

"Employment Planning," March 25-29.

"Post Options for Employment and Training," March 29, June 22.

"Targeting the Job Search," March 26-27, June 20-21.

"English Teaching," April 23-25, July 30-August 1.

"Introduction to Effective Training Skills for Foreign Service Spouses," April 15-19.

"Security Overseas Seminar,"

March 11-12, April 22-23, May 20-21, June 3-4, June 17-18, July 8-9, July 22-23, August 5-6, August 19-20, September 9-10.

"Advanced Security Overseas Seminar," March 26, April 9, May 7, June 11, June 25, July 16, August 13, August 27, September 24.

"Saving Taxes in the Foreign Service," March 12, March 27.

"Going Overseas Workshops for Singles, Couples, and Families," March 30, May 18.

"Managing Your Rental Property from Overseas," April 24.

"Legal Considerations in the Foreign Service," May 22.

"Traveling with Snoopy and Garfield," June 12.

"Promoting American Wines Overseas," July 24.

To register, call (703) 302-7268. □

## You can 'manage' those files

The Foreign Service Institute will offer a one-day course in records management for office support staff, March 27, April 23, May 30, June 12, July 23, August 28 and September 26. The class features exercises in identifying official records, preparing file guides, instruction in using the mandatory records retirement form, records regulations, and Department policies on managing E-mail, faxes and personal papers. To apply, call Kathy Bleyle, (703) 302-6926. ■

# AT POSTS O V E R S E A S

## A post closes in Poznan

By JANET WEBER

*The author served as consul general in Poznan.*

**T**he consulate general in Poznan closed its doors on December 1, the first victim of the current wave of budget cuts in the Department. The closure has been wrenching for our Foreign Service nationals, the local community and the American officers fortunate enough to have served here.

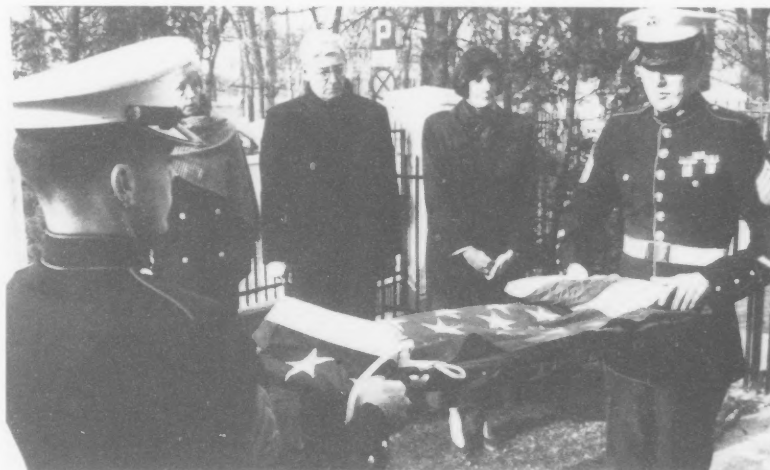
At the closing ceremony, our 20-year U.S.I.A. veteran, Urszula Dziuba, recalled what it had been like to work at the consulate under the former Communist regime. She said, in part: "We had the chance to work in a world that was different and better than the one surrounding us. At 8:30 we would pass through a gate which led to a world where honesty, fairness and mutual respect were a priority."

Urszula was chosen to continue representing U.S. interests in Poznan as our consular agent. She will assume some commercial and cultural responsibilities, in addition to her consular portfolio.

U.S.I.A. has donated the consulate's American library to Poznan's Adam Mickiewicz University. The collection will be accessible to students and non-students alike. The library and consular agency will ensure that a little bit of America remains in Poznan.

Our main concern in the months before the post closed was the fate of our 25 Foreign Service nationals. With support from Embassy Warsaw, we were able to offer training in computer skills, English and security techniques.

Employees were also provided assistance in preparing resumes, which were distributed to the local American Chamber of Commerce and Polish busi-



Ms. Weber, right, watches Marines fold the flag that flew over the consulate general, with Ambassador Nicholas Rey and his wife.



Senior Foreign Service national Urszula Dziuba, beside the consulate general's plaque.

ness groups. As the consulate closed, many of them had already found jobs.

I regret that more of my colleagues didn't have the opportunity to serve at this tiny post. They will never benefit from the dedication of our chief administrative employee, Blazej Mikolajczak, or witness the "TLC" Jola Spik-Dziamska and Hanna Guleczynska gave to American citizens in distress. They will never get to know Boleslaw Karaszewski, our tenacious 72-year-old maintenance worker who refuses to retire (and who asked me for a letter of recommendation to show his next employer)! They won't see the model

Statue of Liberty, which Janusz Buszynski meticulously crafted during the long days of martial law.

It's because of people like them that we chose this wording for the plaque which will adorn the building of the former consulate. The bronze plaque was donated by a local craftsman whose father was liberated from Buchenwald by American soldiers during World War II. It reads: "From 1959-1995, this building proudly served as the Consulate of the United States of America. Through some of Poland's most difficult years, the consulate was a living symbol of America's commitment to the return of a free and independent Poland. The grateful government and people of the United States dedicate this plaque to the many Polish employees of the consulate who faithfully served the cause of Polish-American friendship for so many years."

I hope Poznansians will remember us as they pass our stately building on Chopin Street. I know all of us who served here will remember Poznan and its people the rest of our careers. ■

(Continued from Page 4)

over a year old. We asked for a girl, preferably two or three years old, and we were willing to accept a child with a correctable disability. After two weeks the social worker completed our home study, approving us for adoption.

Unlike in the movies, you can't just walk into an orphanage and pick the child who's immediately right for you. We found it took several trips before the children became comfortable with us. And citizens of the host country get first choice—before foreigners—in selecting children. We met several Americans who didn't understand or accept this. Some spent many agonizing months trying to convince the orphanage they should get first choice. While some succeeded, many did not. The children available to foreigners often had physical defects, which were sometimes correctable, such as a deformed extremity or a facial scar.

When we first began visiting the orphanage in July 1994, there were no children "cleared" for us in the age bracket we were looking for. But being able to speak the local language helped us quickly make friends with the orphanage staff. Finally, in late August, the orphanage's adoption committee cleared two boys who were 14 months old. We were surprised to be offered boys, although both had problems. We really liked one little boy, who'd been declared deaf six months earlier, although the orphanage was no longer sure their diagnosis was correct. A happy child, he was a favorite among the sisters.

Before we made our decision, the sisters allowed us to seek further medical evaluations. We took the boy to a local pediatrician who'd

done his residency at Boston Children's Hospital. Before any tests could be done, the child had to be rid of a high fever due to bronchitis. After several days, he began an exhausting battery of tests.

Waiting for the results was nerve-racking. Jane couldn't sleep, and I kept wondering if we were making the right decision. Finally, on September 2, the test results arrived. The reports showed the boy was "developmentally delayed," underweight, malnourished, carried the parasite giardia, and had asthma. But on the plus side, he was

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*"We were asked how we'd raise an Indian child in the United States, where Indians are a minority."*

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free of tuberculosis, HIV, malaria and other debilitating maladies. The best news was that his hearing would be normal, once a middle-ear infection was cured.

We decided to adopt the boy, and that evening, excitedly brought him home. (India allows you to assume temporary custody, once a home study is completed.) We sent faxes to our families (phones aren't reliable in India) informing them they had a grandson—Adam Ramesh. Both our mothers called us, not believing what they'd read. My mother-in-law, happy to have her first grandchild, gave us a special surprise. Her friends threw a "grandson" shower, and she mailed Adam's presents to Delhi.

It took us time to get Adam well. During his first six months with us, he had to take a variety of medications. (And forcing a reluctant infant to take medicine three

times a day can be trying.) American medicines couldn't cure his giardia; finally, after four tries, our medical unit consulted a local pediatrician who recommended a medication that worked. We went through a similar scenario with Adam's ear infection; after a long period of trial and error, we found a South Asian specialist who cured the problem that had plagued our son since birth. A year-and-a-half later, he's developmentally normal, happy and quite musical.

After Adam came to live with us, we continued to visit the orphanage. The sisters loved to hear him speak, remembering the times "when Ramesh could not hear." After a few visits, he became more comfortable at the orphanage, realizing his permanent home was with us. We still wanted a second child.

After 10 months (and Adam's adoption), the orphanage told us they had a girl cleared for adoption who closely resembled Adam. A condition of her adoption was that she be raised by Christians, which explained why she wasn't chosen by a Hindu or Moslem family. As with Adam, we had to cure her of a high fever and a respiratory infection before the doctor could conduct medical tests. Jasmyn Priti, who joined us 10 days shy of her first birthday, was underweight and had scabies. Fortunately, she didn't have the more serious health problems of her brother.

We began adoption proceedings for Jasmyn last September. Our lawyer, retained by the orphanage, helped us select an adoption agency in the United States on the Indian government's "approved" list. We had to provide seemingly endless "core documents"—which included

(Continued on Page 33)



## Computerization: Do we have the willingness to change?

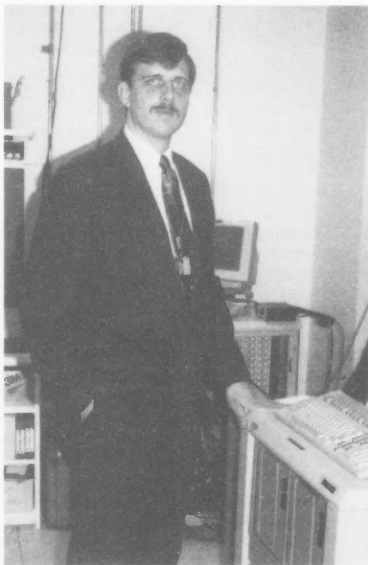
BY MICHAEL BRICKER

*The author is an information management officer in Monrovia.*

**T**he Department seems to be embarking on a new, "lean" Foreign Service, armed with state-of-the-art computerization. However, computers can hinder—as well as assist—progress. We need to do more with less, but computers aren't the only thing that needs to be state-of-the-art. Our thinking does, too.

The idea that computers can save time in the office is a great myth. There are indeed systems that perform what they promise, but they are very specialized and well-designed. Exchanging a Wang for a personal computer connected to a local area network neither cuts personnel nor increases productivity. Indeed, since personal computers—not to mention 'lan' servers, are more complex, the work to maintain them actually increases.

Word processing demonstrates a similar problem. In the old days of typewriters, creating a cable or document required more deliberation, since changes demanded total re-typing. If a document needed approval from another person, that person weighed the need to make changes against the time it would take to re-type the document. The document may not have been perfect, but at least information got out in a timely manner. Now, it's not unusual for a document to be revised half-a-dozen times, simply because it's in the computer. Ironically, information doesn't get out as quickly, and more work seems to be involved.



Mr. Bricker

Computerization still offers rich possibilities, however. Just a few years ago, special lines were required for video conferencing. Today, Cornell University has a copyright on a pro-

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gram that allows free videoconferencing on the Internet. Imagine applying that technology to Dosnet. A video conference room at every post could be used to communicate with the people in the Department, who could handle many of the administrative tasks that now require a staffer at an embassy. Couple that concept with an optical scanner or fax machine to send or receive documents. Moving some functions from overseas posts to the Department could be the greatest cost-cutting measure derived from automation at State.

Another area where we could save time and money: phasing out cable traf-

fic. There's no reason for this obsolete mode of communication to still exist. E-mail could become the official communication of the Department, with copies automatically going to a central archiving depository. E-mail creates accountability by sending communications to individuals, as well as offices, and providing proof that a message has actually been received. It induces action and responsibility.

And with E-mail, the user—not the communications office—sorts traffic, allowing communications employees more time to perform other activities that demand their expertise. If we're really going to utilize technology, these staffers should be seen as what they are—the focal point of a successful mission.

Here's another point I'd like to make: "Look for it off-the-shelf" should become our rallying cry. One of my biggest surprises, coming from the private sector, was encountering our almost pathological need for home-grown or vendor-created computer applications. Some of these applications are fantastic, but they simply can't compete with off-the-shelf applications in efficiency and user-friendliness. It is true that some applications are too specialized to find off-the-shelf, but the vast majority are not. Even if we have to change our procedures slightly to conform with commercial software, the gains would far outweigh the losses. (If they didn't, every large corporation would be writing its own software.)

The budget cuts we're facing right now can be the kick in the pants that we need. The private sector should be viewed as a reservoir of management knowledge, against which we can measure our own performance. Along with a computer "vision," we need well-planned implementation—as well as the courage to question why we're doing things the way we are and the willingness to change. ■



# CIVIL SERVICE PERSONNEL

## Promotions (February)

### GS-5

**Cummings, Sharyol M.**, New Orleans Passport Agency  
**Dews, Deloris**, Passport Operations

### GS-6

**Mooney, Aisha M.**, Personnel  
**Reed, Lorie T.**, Personnel  
**Smith, Andre Edward**, Personnel

### GS-7

**Badger, Charles E.**, National Passport Center  
**Carroll, Thomas J.**, National Passport Center  
**Feldman, Marsha**, Foreign Buildings  
**Hudson, Steven W.**, National Passport Center  
**Jimenez, Alicia**, Miami Passport Agency  
**LaPointe, David L.**, National Passport Center

### GS-8

**Calhoun, Shirley**, Chicago Passport Agency  
**Korp, Paul Carl**, New Orleans Passport Agency

### GS-9

**Adrian, Paula**, San Francisco Passport Agency  
**Albright, Verna G.**, Inspector General  
**Benson, Amy K.**, Executive Secretariat  
**Coy, David**, Foreign Service Institute  
**Hoffman, Tai Li**, Administration  
**Lehrisse, Michael A.**, Information Management

### GS-10

**Moses, Helen M.**, Policy Planning Council

### GS-12

**Boyd, Antoinette Yvonne**, Personnel  
**Brophy, Barbara Joyce**, Los Angeles Passport Agency  
**Proctor, Inez E.**, Information Management  
**Silverman, Robin F.**, Personnel

### GS-13

**McGarry, Jean F.**, Personnel  
**Young, Gloria T.**, Passport Operations

### GS-14

**Margolis, Jonathan Ari**, Oceans Bureau  
**O'Mara, Martin J.**, Political-Military Affairs

### GS-15

**Helal, Gamal R.**, Languages Services

### XP-8

**Young, Ralph E.**, Information Management

## Appointments (February)

**Aikens, Althena**, Consular Affairs  
**Bannister, Michael B.**, Consular Affairs  
**Dicola, William M.**, Philadelphia Passport Agency  
**Glavis, George O.**, Foreign Buildings  
**Johnson, Carol R.**, Inspector General  
**Menzies, John**, Sarajevo  
**Monroe, Tywanda E.**, Consular Affairs  
**Moon, Seung-Dae**, Foreign Buildings  
**O'Connell, Jerome T.**, Medical Services  
**Thrower, John W.**, Foreign Buildings  
**Wile Jr., Alan R.**, Intelligence and Research  
**Zelando, Michele Lynn**, Intelligence and Research

## Reassignments (February)

**Tyer, Mable Maxine**, East Asian and Pacific Affairs to Office of the Secretary

## Resignations (February)

**Algarin, Karlin Elena**, European Affairs, Office of European Union and Regional Affairs

European Union Affairs  
**Arrington, Celia D.**, Economic and Business Affairs  
**Delano, Antoinette L.**, Inter-American Affairs  
**Downing, Valencia D.**, Information Management  
**Edwards Jr., Yates**, Diplomatic Security  
**Jacobs, Sandra L.**, Administration  
**Levy, David A.**, Legal Adviser  
**Springsteen, Martha L.**, Administration  
**Thomason, Stephanie R.**, Information Management, Telecommunications  
**Wiggins, Terri Lynne**, Office of the Secretary

## Retirements (February)

**Bryant, Herbert**, Chief Financial Officer

## Promotions (March)

### GS-3

**Garcia, Erin C.**, Office of Chief Financial Officer, Associate Comptroller

### GS-4

**Gleckner, Carolanne**, Philadelphia Passport Agency

### GS-7

**Burridge, Lisa Marie**, Office of Foreign Buildings, Human Resources Branch  
**Muscarello, Mary Ann**, New Orleans Passport Agency  
**Stewart, Pamela Y.**, Bureau of Consular Affairs, Office of Legislation/Regs/Advisory Assistant Coordination Division  
**Tracy, Miles C.**, Office of the Secretary

### GS-8

**Brandon, Arlene M.**, Office of the Secretary  
**Jones, Merrill E.**, Office of Chief Financial Officer, Payroll Operations Branch  
**Larsen, Rosario L.**, East Asian and Pacific Affairs

**Robinson, Paula M.**, Office of the Secretary

### GS-9

**Bourgeois, Catherine A.**, Office of Oceans Affairs, Cooperative Programs  
**Clark, Debra C.**, Stamford Passport Agency  
**Collins, Ronald S.**, Office of the Secretary  
**Figueroa, Luz C.**, Stamford Passport Agency  
**Fletcher, Herbert R.**, Diplomatic Security, Global Support Branch  
**Harris, Joethel**, Office of Chief Financial Officer, Payroll Systems Branch  
**Mack, Jennifer L.**, Office of the Secretary  
**McGaffey, Jennifer J.**, Office of the Secretary  
**Rothman, Ricki I.**, Office of the Secretary  
**Rothstein, Danny**, Office of the Secretary

### GS-11

**Boettcher, Ruth S.**, Bureau of Consular Affairs, Africa Division  
**Dao, Ke Thi**, Office of Chief Financial Officer, Financial Controls Branch  
**Hogan, Ann Elizabeth**, Office of the Inspector General  
**Hoover, Jane Kadlee**, Office of Allowances  
**Horowitz, Mark Bruce**, Office of the Secretary  
**Mattocks Sr., Charles L.**, Transportation Advisory Section  
**Semakis, Florence M.**, Office of the Secretary, Foreign Missions Travel Division  
**Williams, Iris D.**, Bureau of Administration, Information Management, Foreign Affairs Data Processing Center

### GS-13

**Alms, Kenneth Richard**, Bureau of Administration, Information Management, Systems Operations Branch  
**Dilday, William E.**, Bureau of Ocean Affairs  
**Ettleman, Greg Forest**, Bureau of Administration, Information Management, Software Engineering Branch

**Hogg, Linda J.**, Bureau of Administration, Information Management, Software Engineering Branch  
**Lashley, Marise E.**, Foreign Service Institute  
**Silverman, Wendy B.**, Office of the Secretary

#### GS-14

**Eighmy, Beverly A.**, Office of the Secretary, International Narcotics  
**Wiesnet, Timothy Michael**, Los Angeles Passport Agency

#### XP-7

**Pridgen, Stephen**, Bureau of Administration, Information Management, Printing Services Branch

### Appointments (March)

**Caramanica-Devlin, Beth A.**, Office of the Inspector General  
**Curd Jr., John D.**, Office of Chief Financial Officer, Financial Systems Division  
**Deocampo, Maryann D.**, Office of the Inspector General  
**Foster, Judith Ann**, Office of Foreign Buildings, Acquisitions Division  
**Galiano, Philip D.**, Office of Foreign Buildings, Evaluations Branch  
**Goodman, Michelle E.**, Office of Foreign Buildings, European and Canadian Area Branch  
**Hagler, Zembraylenn**, Houston Passport Agency  
**Holland, Patrick J.**, Office of the Inspector General  
**Lucich, Michael A.**, Office of Chief Financial Officer, Financial Systems Division  
**Oswald, Jerry D.**, Office of Chief Financial Officer, Financial Systems Division  
**Powell, Earl L.**, Bureau of Administration, Information Management, Printing Services Branch  
**Schindel, Rachel S.**, Office of Foreign Buildings, Africa/East Asian and Pacific Area Branch  
**Toussaint, Joseph W.**, Office of Foreign Buildings, Program Execution Office

**Vargas Jr., Eugenio**, Bureau of International Organization Affairs, General Services Section  
**Walgren, Howard L.**, Office of Legislative Affairs  
**Walker Jr., Angress**, Office of Chief Financial Officer, Disbursing Division

### Reassignments (March)

**McGrath, Karen A.**, Diplomatic Security, Office of Physical Security Programs to Diplomatic Security, Security Support Division

### Resignations (March)

**Bavaria, Joseph A.**, Bureau of Near Eastern Affairs  
**Clark, Jean T.**, Bureau of Consular Affairs, Communications and Records Section  
**Clark, Mary R.**, Office of Foreign Buildings  
**Coleman, Sereta**, Office of Foreign Buildings, Administrative Management Division  
**Croft, Caroline J.**, Office of the Secretary, Bureau of Democracy, Human Rights and Labor  
**Curry, Mary L.**, Bureau of East Asian and Pacific Affairs  
**Ellis, Clyde**, Office of Foreign Buildings, Building Design and Engineering Division  
**Fitzpatrick, Eric D. Wayne**, Los Angeles Passport Agency  
**Gibson, Kathryn Lezah**, Office of Foreign Buildings, Administrative Management Division  
**Goeschl, Malcolm K.**, Seattle Passport Agency  
**Goodman, Ann M.**, Office of Foreign Buildings, Program Management Division  
**Goodrich, Rosann Juliet**, San Francisco Passport Agency  
**Kanney, Valerie**, Office of Foreign Buildings  
**Keary, Barbara S.**, Office of Foreign Buildings  
**Kristie, Louis E.**, Los Angeles Passport Agency  
**Lackey, Sydney S.**, Bureau of

Personnel  
**Lee, Meilin**, National Passport Center, Portsmouth, NH  
**Lewis, James A.**, Office of the Secretary  
**Mayo, Gerrod Alan**, Office of Foreign Buildings  
**Messina, Jennifer A.**, Houston Passport Agency  
**Mitchell, Marie L.**, Miami Passport Agency  
**Morris, James L.**, Office of Chief Financial Officer, Associate Comptroller, Financial Management  
**Reuben, Mark Robert**, Office of Foreign Buildings  
**Sewell, Gary B. M.**, Diplomatic Security  
**Snyder, Sandra A.**, Office of the Secretary  
**White Jr., William H.**, Bureau of International Organization Affairs, Assistant Secretary  
**Williams, Frederick B.**, Office of Chief Financial Officer, Associate Comptroller, Budget and Planning  
**Woodard, Michael B.**, Bureau of Oceans Affairs

### Retirements (March)

**Ambre, Earl A.**, Bureau of Personnel, Career Transition Division  
**Banyas, Joseph G.**, Office of Chief Financial Officer, Office of Reimbursements  
**Bolij, Genevieve**, Bureau of Economic & Business Affairs  
**Brennan, Edward T.**, Office of the Inspector General  
**Burnard, Elizabeth**, Diplomatic Security, Office of Investigations and Counterintelligence  
**Caha, Jean E.**, Bureau of Administration, Information Management, Office of Applied Technology  
**Croft, Caroline J.**, Office of the Secretary, Bureau of Democracy, Human Rights and Labor  
**Daniel, Ernest H.**, Office of Chief Financial Officer, Associate Comptroller, Budget and Planning  
**Fox, John D.**, Bureau of International Organization Affairs  
**Gaines, Charles S.**, Foreign Service Institute  
**Gallman, Dorothy K.**, Medical Services  
**Gee Jr., Willie**, Bureau of Administration, Information Management, Records Management Branch  
**Gravitt, Gladys Lee**, Bureau of Consular Affairs, Public Issuance Division  
**Hinson, William J.**, Office of Chief Financial Officer  
**Jenkins, Wardell L.**, Bureau of Administration, Information Management, Beltsville Communications Center  
**Jones, Annette J.**, Deputy Assistant Secretary for Operations, Immediate Office of DAS for Operations  
**Kelly Jr., Elijah**, Bureau of Administration  
**Lee, Joan Marie**, Diplomatic Security  
**Martinez, Judith N.**, Office of European Affairs  
**McGarry, Jean F.**, Bureau of Personnel  
**Miller, Helen C.**, Bureau of International Organization Affairs, International Conference Administrative Division  
**Monroe, Eldora**, Office of Chief Financial Officer, Retirement Accounts Division  
**Myers, Henry Stephen**, Bureau of Intelligence and Research  
**Phillips, Barbara H.**, Deputy Assistant Secretary for Operations, Office of Languages Services, European Interpreting Branch  
**Picard Jr., Percy**, Bureau of Administration, Information Management  
**Robinson, Vernon M.**, Bureau of Administration, Information Management, Beltsville Communications Center  
**Rudy Jr., Joseph J.**, Office of Foreign Buildings  
**Smith, Kay M.**, Office of Supply and Transportation  
**Swanson, Nils J.**, Medical Services  
**Ware, Calvin H.**, Bureau of African Affairs  
**Watzman, Sanford**, Bureau of Personnel, State Magazine  
**Wilson, Phien**, Office of Economic and Business Affairs ■

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

## Appointments (February)

**Menzies, John**, Sarajevo

## Transfers (February)

**Alderman, J. Mikel**, Chief Financial Officer to African Affairs  
**Alexander, Susan Elaine**, European Affairs to Consular Affairs  
**Andrzejewski, Gertrude A.**, Brussels to Inter-American Affairs  
**Benzinger, Robert A.**, Inspector General to Oceans Bureau  
**Blackmon, Joyce C.**, Cairo to Ottawa  
**Brown, Warrington Edwin**, The Hague to Cairo  
**Bultemeier, William W.**, Budapest to Nouakchott  
**Caldwell, Mark William**, Diplomatic Security, Houston Field Office to Athens  
**Caldwell, Ronald**, Information Management to Hong Kong  
**Carlson, Peter M.**, Diplomatic Security, Washington Field Office to Warsaw  
**Caruso, John L.**, Madrid to Paris  
**Caton, Margaret S.**, Bureau of Economic and Business Affairs to Foreign Service Institute  
**Chapman, Suzanne B.**, Muscat to Luxembourg  
**Cheever, Jr., Francis S.**, European Affairs to Chisinau  
**Cobb, Elizabeth L.**, East Asian and Pacific Affairs to European Affairs  
**Cocbran, June Ellen**, Casablanca to Tunis  
**Crisp, Florence Medley**, Panama to Kiev  
**Cutright, Jacqueline N.**, Personnel to European Affairs  
**Daniels, Joseph A.**, Ankara to Vienna  
**Davis, Mark J.**, La Paz to Zagreb  
**Delare, Thomas Lawrence**, Milan to European Affairs  
**Desoto, Oscar G.**, Vienna to Personnel  
**Dinkelman, John W.**, Majuro to The Hague  
**Elliott, James S.**, London to Moscow  
**Fallin, Martha Carmichael**, East Asian and Pacific Affairs to Medical Services  
**Feeney, John J.**, Arms Control and Disarmament Agency to European Affairs

**Finnegan Jr., John J.**, Vienna to Valletta  
**Fleming, John F.**, Tunis to Sanaa  
**Gappa, Howard L.**, Nairobi to Vienna  
**Garred, Lawrence Keefe**, Zurich to Personnel  
**Glenn, James Hogan**, Dublin to Brussels  
**Grout, Deborah Zamora**, Bonn to Guadalajara  
**Guerrero, Simon M.**, Monterrey to Kinshasa  
**Harding, Jamie**, Near Eastern Affairs to European Affairs  
**Hart, Patricia Ann**, Rabat to Beijing  
**Hedgbeth, Llewellyn H.**, Kingston to Ulaanbaatar  
**Hedges, William L.**, Bangkok to La Paz  
**Hester, Atha Frances**, Pretoria to St. Petersburg  
**Hettel, Thomas Joseph**, St. Petersburg to Tallinn  
**Hiatt, Edwin L.**, Bangkok to Medical Services  
**Hill, Glenna Kathleen**, Foreign Service Institute to Belgrade  
**Hill, William R. G.**, Athens to European Affairs  
**Hinton, Michael J.**, Hong Kong to Pretoria  
**Hirakawa, Marlene S.**, Sanaa to Moscow  
**Hitchcock, John B.**, Geneva to International Organization Affairs  
**Hoff, Andrew Clyde**, Information Management to Ndjamena  
**Hon, Laura T.**, East Asian and Pacific Affairs to Shanghai  
**Hudson, Melissa Anne**, Pre-Assignment Training to Chisinau  
**Humpbreds, Liam J.**, Ouagadougou to Intelligence and Research  
**Huscilowite, Maria Carmen**, Near Eastern Affairs to Inter-American Affairs  
**Ioane, Falaniko Ateliano**, Vientiane to Damascus  
**Ioannou, Madeleine Bennett**, Nicosia to Bucharest  
**Isaacson, Diane S.**, Foreign Service Institute to Frankfurt  
**Jackson, Nancy L.**, Almaty to Jerusalem  
**James, Makila**, Executive Secretariat to African Affairs  
**Johnsen, Mark S.**, Bonn to Kuala Lumpur  
**Johnson, Gilbert Matthew**, Economic and Business Affairs, Office of Bilateral Trade Affairs to African Affairs  
**Johnson, Thomas N.**, Bangkok to Panama

**Jones, Laurence K.**, Consular Affairs to International Organization Affairs  
**Joyce, David C.**, Beijing to Dakar  
**Keegan, Patricia King**, African Affairs to Accra  
**Kott, Robert J.**, Public Affairs to African Affairs  
**Lebl, Leslie S.**, East Asian and Pacific Affairs to International Organization Affairs  
**Lemandri, John M.**, Panama to Pretoria  
**Lindsey, Kevin A.**, Prague to European Affairs  
**Lyons, John Robert**, Tunis to Islamabad  
**Massingill, Joseph L.**, Islamabad to Near Eastern Affairs  
**Morris, Lorraine F.**, Praia to Kuala Lumpur  
**Mueller, Jonathan D.**, Warsaw to Foreign Service Institute  
**Mullen, Kathleen J.**, Mexico City to Rome  
**Nelson, Robert L.**, East Asian and Pacific Affairs to Department of Commerce  
**Neve, Blanca M.**, Tel Aviv to Antananarivo  
**Niebel III, Harold H.**, Lagos to Pretoria  
**Nordquist, Nels Peter**, Bangkok to Paris  
**Norman, Marcia L.**, Lome to African Affairs  
**Nyren, Peter B.**, European Affairs to Kiev  
**Pendleton, Mary C.**, Moldova to Personnel  
**Powell, Bernice Ann**, Luanda to International Organization Affairs  
**Prabar, Peter Alan**, European Affairs to Foreign Service Institute  
**Riley, Robert A.**, Lilongwe to Abidjan  
**Rosenman, Richard G.**, Oceans Bureau to Consular Affairs  
**Sarsour, Ismail, K.**, International Organization Affairs to European Affairs  
**Scarlett, Earle St. Aubin**, Non-Governmental Organization to Personnel  
**Schafer, David F.**, European Affairs to Foreign Service Institute  
**Schofield, William Potter**, European Affairs to Foreign Service Institute  
**Shanahan, Joseph M.**, Bonn to Frankfurt  
**Sbelton, Grace W.**, Kuala Lumpur

to Minsk  
**Sheppard, Margaret Dugan**, Helsinki to Dublin  
**Shippy, Amelia Ellen**, Foreign Service Institute to Office of Science, Technology and Health  
**Shivers, Kenneth**, Bureau of Consular Affairs to African Affairs  
**Shumann, Catherine A.**, Minsk to Ottawa  
**Shuster, Charles Ralph**, Financial Service Center to Vilnius  
**Sibert, Alonzo**, Economic and Business Affairs to European Affairs  
**Sinnott, Christopher V.**, Vienna to Valletta  
**Slatin, Steven R.**, Chisinau to Dushanbe  
**Spirnak, Madelyn E.**, Edinburgh to Dublin  
**Stefan Jr., Carl E.**, Information Management to Brussels  
**Stefanick, Michelle L.**, Yaounde to Nairobi  
**Stewart, Nan E.**, Pre-Assignment Training JOC FSI Training to Rome  
**Taylor, Robert**, Mexico City to Rio de Janeiro  
**Terry Jr., Prince Albert**, Kingston to Pretoria  
**Tong, Kurt W.**, Foreign Service Institute to Tokyo  
**Torres, Sergio E.**, Bombay to Near Eastern Affairs  
**Traweck, James Lafayette**, Port-Au-Prince to Port-of-Spain  
**Wojciechowski, Jimmy L.**, New Delhi to Canberra  
**Wooden, Dean B.**, Personnel to Bujumbura  
**Yeskoo, Paul D.**, Helsinki to European Affairs  
**Zimmerman, Kathryn L.**, Warsaw to Moscow

## Resignations (February)

**Beigle, Christine Anne**, Santo Domingo  
**Bikamba, Kimanuka F.**, Kigali  
**Blystone, Betty L.**, Paris  
**Breedlove, Ben Lee**, Montreal  
**Brown, Susy Yeh**, Beijing  
**Christy, Susan K.**, Leave-without-pay status  
**Coleman, Anne Christine**, Frankfurt  
**Collins, Mary B.**, Leave-without-pay status  
**Davidson, Minnie Chu**, Seoul  
**Duffy, Patrick J.**, Ouagadougou  
**Giacobbi, Sandra Hewitt**, Abidjan  
**Greenfield, Ruth G.**, Kinshasa

Hadley, Martha Cecilia, Moscow  
 Hyland, Leslie, Tokyo  
 Jenkins, Thomas D., Damascus  
 Johnson, Acey R., Leave-without-pay status  
 Johnston, Lawrence Paul, Nouakchott  
 Lancia, Susan M., Kuala Lumpur  
 Littlefield, Anastasia S., Rio de Janeiro  
 Lynn, Suzanne L., Ndjamena  
 Mardirossian, Anouche, Leave-without-pay status  
 Monico, Jolaine-Mari M., Diplomatic Security  
 Rhodes, Fatima H., Leave-without-pay status  
 Roper III, Farrel H., Department of Commerce  
 Rutledge, Patrick J., Leave-without-pay status  
 Senger, Sara, Moscow  
 Stryker, Brian J., Beijing  
 Weiler, Roger Paul, Leave-without-pay status  
 Wong, Mei Lai, Shanghai

## Retirements (February)

Blystone, James, J., Riyadh  
 Dangelo, Luciano, Rome  
 Dillard Jr., Leonard Andrew, Foreign Buildings  
 Gustafson, Marianne U., Stockholm  
 Moyer, Larry D., Mexico City

## Appointments (March)

Sheehan, Kathleen S., Shenyang

## Transfers (March)

Bahroski, Elizabeth F., London to Suva  
 Bond, Michele Thoren, Consular Affairs to Foreign Service Institute  
 Bromell, Wanda G., Accra to African Affairs  
 Bucklew, Carl L., Lome to London  
 Campbell, Piper A., Executive Secretariat to International Organization Affairs  
 Campello, Marie, Beijing to Jakarta  
 Carter, Lee M., Madras to Georgetown

Casey, Margaret E., Paris to Near Eastern Affairs  
 Chapman Jr., Roland R., Madrid to Seoul  
 Chatelain, Timmie Thomas, Abidjan to Kuala Lumpur  
 Clark, Mary K., Beijing to Geneva  
 Coleman Jr. Robert E., Frankfurt to Bureau of Administration, Information Management User Contacts Division  
 Coombs, Gene, Caracas to International Organization Affairs  
 Coskun, Barhara Eloise, Accra to Dushanbe  
 Daley, Paul Brennan, European Affairs to Foreign Service Institute  
 Danaher, Angelica, Guangzhou to Mexico City  
 Danilowicz, Jon E., Executive Secretariat to Maputo  
 Davis, Ruth A., Benin to Consular Affairs  
 Dempsey, Nora B., Office of the Secretary to Rome  
 Douthit, David Alan, Harare to Lilongwe  
 Enstrom, Karen L., Manama to Executive Secretariat  
 Estes, Ellis Merrill, Dhaka to Frankfurt  
 Fair, Janice R., Caracas to Inter-American Affairs  
 Feldman, Roherta A., Prague to Bogota  
 Fern, Daniel David, Moscow to Hanoi  
 Fieser, James Edward, Abu Dhabi to Bogota  
 Findlay, Barbara Cape, Ankara to Dakar  
 Gardner, Gail Lois, Pretoria to Majuro  
 Gillam, Laila M., Dhaka to Geneva  
 Grandfield, Mary E., African Affairs to Central American and Panamanian Affairs  
 Griffith, Oliver William, Foreign Service Institute to Port of Spain  
 Grogan, William M., Riyadh to Chicago Field Office  
 Gross Jr., Kenneth E., Kuala Lumpur to Port-Au-Prince  
 Gudjonsson, Mary T., Personnel to Jeddah  
 Hogan, Brian C., Algiers to Near Eastern Affairs  
 Hurst, Cathy L., Executive Secretariat to Consular Affairs  
 Kendrick, Frances T., Monterrey to Mexico City

Kengott, Raymond, Pre-Assignment Training to Bogota  
 Kleinwaks, Elise H., Hanoi to European Affairs  
 Koutsis, Steven C., Consular Affairs to European Affairs  
 Kragen, Robert Edward, Abidjan to Diplomatic Security  
 Kushner, Todd Andrew, Economic and Business Affairs to International Organization Affairs  
 Leonnig, Douglas Bayard, Foreign Service Institute to Sofia  
 Lichtenwald, Daniel Henry, Florida Regional Center to Cairo  
 Lincoln Jr., Philip Thomas, East Asian and Pacific Affairs to Political-Military Affairs  
 Lynn Jr., Robert S., Ndjamena to Ashgabat  
 Marcellin, Colette, Bridgetown to Singapore  
 McBride, Diane E., Cotonou to Hong Kong  
 McCouhrey, Mary Jean, Office of the Secretary to Islamabad  
 McCumher Patricia E., Inter-American Affairs to London  
 McIlhenny IV, William Whit, Foreign Service Institute to Paris  
 McKean, Margaret Bernard, Peshawar to Port-Au-Prince  
 Mergens, Stephen J., Diplomatic Security, Technical Surveillance and Countermeasures Branch to Canberra  
 Michal, Edward Joseph, Pacific Island Affairs to Port Moresby  
 Miller, Chris R., European Affairs to Seoul  
 Moore, Roderick W., European Affairs to Foreign Service Institute  
 Mosher, Robert Allen, Political-Military Affairs to Foreign Service Institute  
 Myers Jr., Robert P., Career Development and Assignments to Assignments to Non-Governmental Organizations  
 Diplomats-in-Residence  
 Nagy, Eleanor J., Executive Secretariat to European Affairs  
 Nelson, Hugh M., Lima to Inter-American Affairs  
 Nohle, David Adelbert, San Salvador to Inter-American Affairs  
 Nugent, Steven R., Brussels to European Affairs  
 Nyman, Elisha, Pre-Assignment Training to Warsaw

Offutt, Denison Kyle, Bogota to Information Management  
 Management to Warsaw  
 Ogot, Onnie Berber, Information Management to Warsaw  
 Orlando, Jack P., Brasilia to Montreal  
 Ostrander, Frank W., Stuttgart to Toronto  
 Parrott, F. Coleman, La Paz to Personnel  
 Pawlowicz, Patricia Lynn, Paris to Moscow  
 Pawlowicz, Stephen M., Paris to Moscow  
 Penick, Barhara V., Moscow to Vienna  
 Perez, Julio Trejo, Guadalajara to Luanda  
 Peterson, Kathleen A., Wellington to Paris  
 Pollard, Robert A., Udorn to Bangkok  
 Pratt, Genevieve J., Khartoum to Personnel  
 Pyhus, Nani Suzette, Lisbon to Sarajevo  
 Rhea, Bryan D., Lusaka to La Paz  
 Rice, R. Peter, Manila to Information Management  
 Roherts, Morris William, Kuala Lumpur to Manama  
 Rogus, David Francis, International Narcotics to Personnel  
 Rones, Henry L., Mexico City to Inter-American Affairs  
 Rosenherry, Sara A., Executive Secretariat to European Affairs  
 Rosenstein, Douglas J., Ankara to Brussels  
 Ruebensaal Jr., Clayton F., International Organization Affairs to Inter-American Affairs  
 Ryan, Carmen S., Abu Dhabi to Beirut  
 Saeed, Ferial Ara, Foreign Service Institute to Yokohama  
 Schilling, Elin C., East Asian and Pacific Affairs to Moscow  
 Scott, Kristina Luise, Bonn to Dusseldorf  
 Seung, N. Janet, Cairo to Tegucigalpa  
 Simmons Jr., Donald Barnard, Personnel to Chief Financial Officer  
 Simms, Lois Esther, Manila to Warsaw  
 Simpson, Barbara E., London to Cairo  
 Simpson, Richard G., Rome to Dublin  
 Skotte, Philip J., Manila to Vatican  
 Sullivan, Barbara J., Jakarta to Bucharest



Sweeney, Ruth M., Madrid to Warsaw  
 Tally, Mark P., Buenos Aires to Madrid  
 Tolliver, Barbara J., Lagos to Berlin  
 Uncu, Lucy Perron, Ankara to Stockholm  
 Valderrama, Diana, Inter-American Affairs to Vienna  
 Vargas Jr., Felix C., Personnel to Cincusnaveur-Polad, Londo  
 Vinal, Dennis G., Information Management to Managua  
 Wade, Miyuki V., Tokyo to Prague  
 Waltz-Davis, Karen R., New Delhi to Tokyo  
 Warner, Joseph Lacy, Nairobi to Personnel  
 Whittemore, Simone, Amsterdam to Consular Affairs  
 Wilhelm, Steven A., Montevideo to Information Management  
 Yellin, James Howard, Rabat to Bujumbura

**Resignations (March)**

Angello, Rita, L., Cairo  
 Beardsley, James M., Bangkok  
 Bevan, George W., Dakar  
 Bland, Esther Spiegel, Port-Au-Prince  
 Chader, Eric D., Oslo  
 Cornell, Darryl J., St. Petersburg  
 Farago, Natalie, Caracas  
 Gipson, Dewey Lee, Information Management  
 Jarek, Raymond V., Diplomatic Security  
 Kochanek, Louis J., Personnel  
 Layton, David M., Leave-without-pay  
 McKelvey, Kathrine A., Casablanca  
 Miller, Deborah E., Madrid  
 Nanevie, Frank K., Montreal  
 Ockey, Ellen Reed, Naples  
 Orris, Mei, Hong Kong  
 Reinke, Edwin J., Bonn  
 Remington, Scott, Santo Domingo  
 Runnebaum, Catherine Ellen, Pretoria  
 Schmoll, Pamela G., Bangui  
 Simano, Sharon B., Leave-without-pay  
 Surikov, Cyril, Moscow  
 Turner, Susanne, Minsk  
 Vanlancker, Suzanne M., Leave-without-pay  
 Wauldron, Anel V., Bogota  
 Weber, Kimberly Ann, Bucharest  
 Winburn, Janalea, Mexico City

**Retirements (March)**

Allitto, Kathleen, Seoul  
 Bailey, Eugene C., Foreign Buildings  
 Baskey, Jr., Nicholas S., London

Baxter, Marilyn Jean, The Hague  
 Bowers, Jeffrey Warren, Diplomatic Security  
 Brandt, Frederick C., Inspector General  
 Broadbent, Paul W., Jakarta  
 Bryant, James H., Foreign Buildings

Burgess, Harold Tony A., Munich  
 Caldwell, Linda E., Secretariat Staff  
 Castro, Emil, Madrid  
 Chester Jr., George A., Inter-American Affairs  
 Dankert, Roger L., Inspector General  
 Diaz-Rodriguez, Luis F., Kingston  
 Dillard, Diane, Consular Affairs  
 Eisner, Adolph H., Information Management  
 Fierke, Lewis Frederick, Rio De Janeiro  
 Franke, Herman H., Abidjan  
 Gewecke, Thomas Howard, London  
 Hoog, John F., Seoul  
 Jacobini, Charles Bowman, Singapore  
 Jaeger, Norma L., Bonn  
 Jones, George F., Guyana  
 Joyce, John M., Public Affairs  
 Kirby Jr., William A., Non-Governmental Organization  
 Krehhiel, Albert D., Bridgetown  
 Lawton, Elsie C., Ottawa  
 Lyons, John Robert, Islamabad  
 Markowski, Herbert, Prague  
 Matthews, Francis Edward, Rio De Janeiro  
 Mills, Carol J., Seoul  
 Petronis, Janet, African Affairs  
 Pettit, Thomas A., Procurement Executive  
 Poynter, Rosalind, Warsaw  
 Rodgers Jr., H. Clark, Montreal  
 Saylor, Wilford, Information Management  
 Scheer, Stuart C., Medical Services  
 Seel, Audra Claire, Sanaa  
 Stone, Susan R., Near Eastern Affairs  
 Stottman, Charlotte Ann, Zagreb  
 Toussaint, Joseph W., Foreign Buildings  
 Tracey, Margaret E., Hong Kong  
 Wardlaw, Frank P., East Asian and Pacific Affairs  
 Watson, Douglas K., International Narcotics and Law Enforcement ■

*DATIPURU, Erehwon: Another victim of the budget impasse, Ambassador Spalding Bluestone is lowered into a pit filled with rabid hamsters where, according to Erehwon law, he must remain until local embassy employees are paid.*



(Delhi, from Page 26)

our income tax, wage and bank statements, medical papers attesting to our psychological and physical well-being, photos of our home and family, birth, adoption, marriage and divorce certificates, and home and follow-up studies.

As foreigners, we couldn't officially adopt but were granted "guardianship" instead. Court documents gave us permission to take our child out of the country for adoption, and, as a federal employee, I was able to place her on Government orders. But before we could go to the States, we had to obtain an immigrant visa—another exhaustive procedure involving more documents.

Less than half the couples we knew were able to get their children adopted during their first trip to the United States. Many states aren't accustomed to processing overseas citizens' adoptions, and each state has a separate set of laws, as well as judges who interpret the law differently. We avoided potential pitfalls by faxing adoption documents to our lawyer several months before our actual court date. Our lawyer discussed the documents with the judge and got back to us about any difficulties.

I'd like to pass on other "lessons learned":

- If you plan to adopt, establish a central location to store your paperwork—"core documents," E-mail, faxes and other correspondence. We labeled it all and kept it in an accordion file we brought with us to the States.

- When you visit orphanages, take someone with you who speaks the local language. Being able to speak directly with day care workers

is a real advantage. And understanding the language or culture of your child's country of origin pays off when they're older.

- Select your social worker carefully; that person writes the home and follow-up studies sent to the judge in the States. If the court rejects this professional's work, new studies will have to be done, adding further costs and delays.

For adoption information, contact:

- the consular bureau's Office of Children's Issues, telephone: (202) 647-7000; auto fax: (202) 647-3000.

- the Family Liaison Office, telephone: (202) 647-1076; fax: (202) 647-1670.

- or your consular section's American citizens' branch.

For information on naturalization, contact the Office of Employee Relations, telephone: (703) 516-1675; fax: (703) 516-1677. □

- Identify a reputable lawyer and adoption agency early. Make sure they've had experience handling adoptions in your home state.

- Visa requirements take a lot of time; submit your fingerprints as soon as your home study is approved. Before going to the States, contact the immigration office in your home city, preferably several months in advance.

- Make sure you understand the requirements of the state in which you want to adopt.

- Finally, don't forget to update your will to provide for your adopted child's care, in case something happens to you.

Children have definitely changed our lifestyle. Instead of dreaming of retirement, we're plan-

ning to work longer to set aside money for the children's college. We're getting a lot less sleep, but we've made a whole new group of friends. Our weekend schedule now includes morning outings with the kids, a nap after lunch and playing in the backyard the remainder of the afternoon. And both of us have embarked on a much needed weight loss program.

As veterans of two adoptions, Jane and I have formed a support group here for people who wish to adopt locally. When Hillary Clinton and her daughter Chelsea visited Delhi last year, it was the highlight of our year. We were one of several couples with adopted children who greeted the First Lady and her daughter at Mother Teresa's orphanage.

Another high point for us involved a couple we befriended from Finland. Annika and Timo had been living in Delhi for two years, and despite considerable effort, had been unable to adopt. They couldn't understand why they were failing and asked us for our help, three months before they were scheduled to leave the country. As it turned out, the orphanage thought they were tourists. Once the language barriers were overcome and the sisters understood that they were, in fact, diplomats residing in Delhi, they were allowed to begin adoption. Our Christmas was brightened when Annika and Timo called us from Helsinki, to tell us how delighted they were with their baby girl.

Looking back, all the effort behind the adoptions was well worth it. And to think it started when Mother Teresa thought I was the consular officer... ■

# BUREAU NOTES

## THE SEVENTH FLOOR

### Office of the Secretary

SECRETARY CHRISTOPHER traveled to Paris, December 13-14, for the Bosnian peace signing ceremony, and to Damascus, Jerusalem, Amman and Cairo for peace talks, returning to Israel and Damascus, January 9-14. . . . On January 18 the Secretary traveled to Boston to give an address at the John F. Kennedy School of Government's Institute of Politics Forum. . . . From February 1-10 he traveled to the Balkans for bilaterals with President Tudjman; to the Middle East for meetings with Prime Minister Peres and Chairman Arafat; and to Helsinki for bilateral meetings with Foreign Minister Primakov. □

### Office of the Under Secretary for Political Affairs

Under Secretary PETER TARNOFF and executive assistant DAVID GOLDWYN traveled to Atlanta, January 18, to meet with Olympic committee officials. . . . On January 22 Mr. Tarnoff traveled to Baltimore to address the Council on Foreign Relations on foreign policy and the U.S. political system. □

### Policy Planning Staff

Director JAMES STEINBERG traveled with the Secretary to Madrid and Brussels, December 1-6, and to Paris in mid-December. . . . Mr. Steinberg took part in Northeast Asian Cooperation Dialogue talks in Beijing, January 5-11. . . . He participated in radio call-in shows on U.S. foreign policy, December 8 and December 12, addressed Harvard fellows visiting the Department on January 17 on the role of the Policy Planning Staff and spoke about the administration's foreign policy record at the Foreign Policy Association in New York, January 24. . . . On January 19 the Washington Times published an article he authored on the administration's foreign policy successes. . . . He hosted policy planning talks with French officials, January 22.

Associate director DANIEL HAMILTON conducted 35 radio talk show interviews in December and January on Bosnia and European security issues with radio stations across the country and with European media. . . . On December 1 he spoke on relations with the European Union to regional college students. . . . On December 3 he briefed senior fellows of the Atlantic Council on European Policy. . . . On December 8 and January 18 he spoke on European policy at the National Foreign Affairs Training Center. . . . On January 26 he spoke at the annual U.S. Conference of Mayors/Sister Cities International on the role of local

communities in international affairs.

Special adviser WILLIAM ANTHOLIS is teaching a class on global affairs for the Washington semester program of Syracuse University's Maxwell School of Public Affairs. . . . Member MIRIAM SAPIRO traveled to Paris, December 11-14, for the signing of the Bosnia peace agreement. . . . Member WILLIAM BREER spoke on U.S.-Japan relations at the National War College, January 19. □

### Secretary's Open Forum

On December 8 Open Forum chairman ALAN LANG presented Stephen Weissman, author of "Culture of Deference: Congress's Failure of Leadership in Foreign Policy." Mr. Weissman discussed the role of Congress in formulating U.S. foreign policy. . . . On December 13 the Open Forum cosponsored its 25th anniversary celebration with the Women's Action Organization. . . . MADELEINE ALBRIGHT, U.S. permanent representative to the United Nations, addressed the gathering. . . . On December 14 the Open Forum cosponsored with the Bureau of Economic and Business Affairs, A.I.D. and the Industrial College of the Armed Forces a one-day conference, "Information Technology, National Security and Foreign Economic Policy: A Business-Government Roundtable." Conference proceedings will be available in March. . . . On January 30 the Open Forum cosponsored with the Asian Pacific American Federal Foreign Affairs Council and the library a discussion on the Japanese-American internment, featuring Congressman Robert T. Matsui (D-Calif.) Deputy Secretary STROBE TALBOTT delivered welcoming remarks.

### Office of Equal Employment Opportunity and Civil Rights

Deputy assistant secretary DEIDRE DAVIS attended the meeting of the National Council on Disability, January 25. The Council is focusing on a study to examine the implementation and effects of the Americans with Disabilities Act after its fifth year. . . . Ms. Davis and RICHARD MOOSE, under secretary for management, presented the annual Equal Employment Opportunity Award on December 13 to WILLIAM CLARK, deputy assistant secretary for countermeasures and information security. Mr. Clark was commended for his commitment to the professional development of minority employees in the Bureau of Diplomatic Security. . . . On December 14 KATHRYN RANSOM and AZUCENA VASQUEZ, affirmative action outreach coordinators, participated in a program sponsored by Federally Employed Women, Inc., to examine the recently issued sexual harassment report by the Merit Systems Protection Board. The report states that "sexual harassment is

alive and well in the government and continues to be a problem faced mostly by women." □

### Protocol Office

Protocol chief MOLLY RAISER welcomed 5th graders from Ketchum Elementary School in the District to trim the Christmas tree in the Diplomatic Lobby. . . . Ms. Raiser greeted prime minister Peres of Israel and Angolan president Dos Santos at the White House. She swore in WILL ITOH as ambassador to Thailand. . . . In January she advanced President Clinton's trip to Bosnia. . . . On January 23 the diplomatic corps were escorted to the U.S. Capitol to hear the President's state of the union address. Ms. Raiser also greeted Russian chairman Chernomyrdin for his talks with the President and the Vice President, as well as French president Chirac, Japanese foreign minister Ikeda, Tunisian foreign minister Ben Yahia, Israeli foreign minister Barak and Argentine minister DiTella.

The assistant chief of protocol for visits, MEL FRENCH and his staff coordinated the following visits: CARLOS ELIZONDO—the president of Angola and the president of France; LAURA WILLS—the schedule of the French president's wife; CHRISTINE HATHAWAY—the prime minister of Israel, the prime minister of the Czech Republic and the foreign minister of Japan; MARIA SOTIROPOULOS—the prime minister of Uganda; PATRICK DALY—the foreign minister of Israel and the foreign minister of Argentina; DAPHNE MARTINEZ—the foreign minister of Tunisia; and Ms. Turner—the chairman of the Russian federation. JESSIE DUKES, TANYA TURNER, HILLARY LUCAS, DEAN LEWIS and MICHELLE SNYDER assisted with these visits. MARY MASSERINI handled press for all visits to Washington. . . . In connection with the visits, the assistant chief of protocol for ceremonies, JOAN BALDRIDGE, and her staff arranged the following functions: luncheons hosted by the Secretary in honor of the Japanese, Tunisian and Israeli foreign ministers; a luncheon hosted by Vice President Gore in conjunction with the Gore-Chernomyrdin commission; and a dinner hosted by the Vice President and Mrs. Gore in honor of the chairman of the council of ministers of the Russian federation and Mrs. Chernomyrdin. . . . The staff also escorted the diplomatic corps to the State of the union address.

In residence at Blair House: the Angolan and Israeli presidents, the Russian chairman and the French president. . . . Blair House was the setting for a tea hosted by the restoration fund in honor of the "Friends of Blair House". The facility was also the setting for a meeting between President Clinton and members of Congress. . . . Prior to the President's state of the union address, the diplomatic corps gathered there for dinner. The Blair House staff assisted with the preparation of these events. □

Buy U.S. savings bonds through the Payroll Savings Plan. □

## ADMINISTRATION

### Office of the Procurement Executive

ROB LLOYD was elected to the rank of fellow by the National Contract Management Association. This distinction is awarded for significant contributions to the contracting profession. □

### Office of Operations

**Front Office:** The office bid farewell to ANNETTE JONES, who retired in December after 29 years with the Department and welcomed SANDRA DUNCAN, secretary to the director of support planning.

**Facilities Management and Support Services:** Office director RICHARD ISELIN attended the Federal Executive Institute's "leadership in a democratic society program" . . . GEORGE KUCKENBAKER received a Meritorious Honor Award for his performance as acting building manager. CHUCK MAYS, DAVID STOTTLEMYER, JAMES CHAPMAN and WILLIE MOBLEY served temporarily as building managers for the Florida Regional Center; BARBARA MARTIN will fill the position permanently.

**Supply and Transportation:** The commissary and recreation staff will conduct workshops in the African region in May. For information, contact CLINT KISER, (703) 875-6088; or fax (703) 875-6105 . . . The branch conveys appreciation to

Department personnel who participated in the inventory of personal property last year; this is an important task in protecting the Department's assets.

**Office of Language Services:** MARCEL BOUQUET and DONALD BARNES led a team of interpreters in support of Treasury Secretary Rubin at the Western Hemisphere money laundering summit in Buenos Aires . . . Interpreters PETER AFANASENKO and CAROL WOLTER and translator THOMAS MALIONEK traveled to Paris to assist during the signing ceremony of the Bosnian peace agreement . . . GAMAL HELAL accompanied SECRETARY CHRISTOPHER to the Middle East and then joined Vice President Gore during his travels in the region . . . NIKOLAI SOROKIN traveled to Siberia to assist the F.B.I. during meetings on organized crime . . . MARTA ZIELYK and JOHN CAEMMERER traveled with Defense Secretary Perry to Kiev for trilateral meetings with the Russian and Ukrainian defense ministers.

**Office of Overseas Schools:** ERNEST MAN-NINO, SAL RINALDI and BEATRICE CAMERON attended the 100th anniversary of the Southern Association of Colleges and Universities. The association accredits schools in the American republics; fifty of fifty-four American-sponsored schools have been accredited or are in candidate status . . . In January the advisory study committee, composed of college and university admission directors, reviewed its program to strengthen guidance to 125 overseas schools with high school programs . . . The American International School of Lisbon acquired land to build a new school. Ambassador ELIZABETH BAGLEY was instrumental in securing support for the school from the Portuguese government. □

## AFRICAN AFFAIRS

**Office of Central African Affairs:** Ambassadors ROBERT GRIBBIN (Rwanda) and CHARLES TWINING (Cameroon and Equatorial Guinea) were sworn in and departed for their posts in January. . . . Rwanda/Burundi special coordinator RICHARD BOGOSIAN traveled to the region for a chiefs of mission conference in Nairobi and consultations in Burundi . . . Desk Officer IRENE COHN visited Chad and Central African Republic for orientation.

**Office of West African Affairs:** Director and special envoy for Liberia DANE F. SMITH, traveled to New York, January 26, for consultations at the United Nations. He went to Ghana, Liberia and Brussels for discussions on the Liberian peace process. He included stops in Cape Verde and Guinea-Bissau . . . Ambassador GERALD W. SCOTT was sworn in January 7, and assumed duties in The Gambia, January 16 . . . DAVID RAWSON, formerly ambassador to Rwanda, was sworn in January 18 as ambassador to Mali and will proceed to Bamako in late February . . . Desk officer MAKILA JAMES made orientation visits to Sierra Leone and The Gambia, December 5-20. □

**BRAZZAVILLE, Congo**—At the first annual Congo/Zaire chiefs of mission conference, on a neutral sandbar in the Congo River; from left: Clarence Smith, J. Ecsodi, Marie Garcia, Mrs. Simpson, Scott Reynolds, Bridget Reynolds, Ambassador Ramsay, Mrs. Ramsay, Ambassador Simpson, Kristen Schulz, John Smith, Steve Weeks.





## BUREAU OF INTELLIGENCE AND RESEARCH

**Front Office:** Assistant Secretary TOBY GATI presented the John Jacob Rogers award to several long-time bureau employees prior to their retirements: HENRY MYERS, senior editor of the "Secretary's Morning Intelligence Summary" and executive assistant; ANNE SLAUGHTER, office administrator in the executive office; GEORGE HARRIS, director, Office of Near East and South Asia Analysis; ANNE MALONE, budget analyst, and JOHN ELLIS JR., management analyst, Office of Intelligence Liaison . . . Ms. Gati, on January 5, met with the director of the "New Imagery Organization," Rear Admiral Joseph Dantone, for discussions on State's requirements for the new office . . . Deputy assistant secretary THOMAS FINGAR participated in policy planning talks with French counterparts, January 22, hosted by the Policy Planning Staff . . . Ms. Gati and deputy assistant secretary JENNIFER SIMS attended an orientation tour on January 25 of the J-2 Alert Center, by its head, major General Patrick Hughes . . . Also on that day Jeffrey Laurenti, executive director, policy studies, the U.N. Association of the United States, visited Ms. Gati to discuss U.N. reform.

**Office of the Geographer and Global Issues:** On January 27 cartographer LEO DILLON participated as a judge in the annual map design competition of the American Congress on Surveying and Mapping, at Montgomery College, Rockville, Md.

**External Research Staff:** Working with other bureau offices, the staff sponsored a conference on "troubled states: anticipation and prevention," at the National Defense University, January 11; a seminar on estimating the behavior of the Russian electorate, January 26, and a seminar on regional security in Central Asia, January 30.

**Office of Analysis for Inter-American Affairs:** Director ROBERT HOMME chaired briefings November 21 and December 5 for visiting British government delegations; Middle America-Caribbean Division chief DAVID SMITH, South America Division chief JAMES BUCHANAN, and analysts LAURA LUFTIG, MONICA ADLER, PETER SWAVELY, CARLOS MEJIA, JR. and DAVID SAVASTUK also participated . . . Analyst VIVIAN GILLESPIE participated in the North American Institute's November 25-26 Toronto conference on Canada, Mexico and U.S. trade integration . . . On November 30 Mr. Smith delivered a lecture on Cuba, and analyst HOWARD DAVIS spoke on Haiti, for the Latin America foreign area studies program at the National Foreign Affairs Training Center . . . Mr. Savastuk attended the Woodrow Wilson Center's December 6 seminar on the Guatemalan peace process . . . Mr. Buchanan lectured at a graduate studies seminar at American University, December 12, on domestic politics in South America . . . He also participated in a panel discussion for the

National Foreign Affairs Training Center's January 25 Andean seminar.

**Office of East Asia and Pacific Analysis:** Korea analyst KENNETH QUINONES traveled to Hawaii, January 12-14, to attend bilateral talks with North Korea on soldiers missing-in-action . . . Northeast Asia Division chief ROBERT CARLIN attended trilateral talks with South Korea and Japan, January 24-25, also in Hawaii. He met with members of Stanford University's Center for International Security and Arms Control in California, January 27-28. □

## CONSULAR AFFAIRS

**Front Office:** Assistant Secretary MARY A. RYAN, accompanied by special assistant DIANNE ANDRUCH, traveled to Shanghai, Guangzhou, Hong Kong and Seoul, January 24-February 2, for consultations and to participate in a China posts consular conference in Guangzhou.

**Overseas Citizens Services:** VIKIE LOPATKIEWICZ and MIKE MESZAROS traveled to Cali, December 22-30, to assist the families of victims of American Airlines Flight 965, which crashed December 20 . . . BARBARA DEROSA, Office of Children's Issues, attended the women's executive leadership program in Hagerstown, Md., February 4-16.

**Executive Director:** On February 1 and 2, JOHN MERCER, project officer, attended a conference on optical security and counterfeit deterrence techniques in San Jose, where he presented a paper on design and strategies for opto-biometric identification.

**Fraud Prevention Programs:** KEVIN OVERSTROM conducted antifraud training for Immigration and Naturalization Service inspectors and deportation officers at the Federal Law Enforcement Training Center in Glynco, Ga., January 18. BARBARA PREVITI provided similar training on January 24, and MARC GORELICK addressed classes of inspectors and examiners there, January 9 and 10.

**Passport Services:** Managing director LARRY EMERY visited the San Francisco Passport Agency December 5 to meet with employees . . . The Los Angeles Passport Agency welcomed CATHERINE BARRY as the new assistant regional director. She was most recently director of the Department's Operations Center . . . Ms. Barry, along with BARBARA BROPHY, customer service manager, attended a meeting of the Naturalization Advisory Committee, January 17 . . . Under Secretary RICHARD M. MOOSE joined Washington Passport Agency employees following the partial government shutdown by assisting applicants awaiting their passports . . . PAULA WILLIAMS, customer services manager at the Washington Agency, visited the Naval Medical Center to observe a video training session via satellite to remote sites. In March Ms. Williams will hold a similar session for passport acceptance agents in remote areas . . . Washington agency employees TOMMYE GRANT and GLADYS GRAVITT received Meritorious Awards for innovations last year . . . GLORIA YOUNG of the Washington Passport Agency and WALLIS DOERGE, Public Affairs and Policy Coordination, completed the advanced consular course at the National Foreign Affairs Training Center in January. □



CONSULAR AFFAIRS—Sakae Hawley, right, regional director of the Los Angeles Passport Agency, receives the John Jacob Rogers award from Larry

Emery, Passport Services' managing director, at her retirement party, December 29, after more than 45 years of government service, including 34 with the Department.

## DEMOCRACY, HUMAN RIGHTS AND LABOR

Assistant Secretary JOHN SHATTUCK traveled to Budapest in early December to participate in discussions with the Organization for Security and Cooperation in Europe on implementing the human rights elements of the Dayton agreement . . . On December 16 he accompanied a presidential delegation to Haiti to observe the elections and on the 19th traveled to Brussels to discuss conditionality on economic assistance to Bosnia . . . He and Ms. Nix returned to Bosnia, January 17, to follow through on the human rights aspects of the peace implementation. Mr. Shattuck testified before the House International Relations Committee.

GARE SMITH, acting deputy assistant secretary, traveled to New York to participate in panel discussions on global sourcing and human rights before the Business for Social Responsibility conference, January 30.

In December JIM BIGUS, deputy director of the bilateral affairs office, traveled to Bosnia to prepare for the submission of the annual human rights country report for 1995. □

## DIPLOMATIC SECURITY

### Office of the Assistant Secretary

ERIC J. BOSWELL was sworn in as assistant secretary for diplomatic security, January 5 . . . Special agent MICHAEL HALL is now special assistant to Mr. Boswell. He replaced DAVID NOBLE, who returned to the Security Technology Operations Division. □

### Diplomatic Security Service

*Office of Intelligence and Threat Analysis:* Division chief JACKIE JONES gave a presentation on trends in Latin American terrorism for Citibank's South American security managers in Orlando, December 13 . . . Composite threat list coordinator RUSSELL ROSS participated in a Center for Strategic and International Studies task force on terrorism and global crime, January 5. □

*Doug Lamb*, a special agent in the Bureau of Diplomatic Security, placed first among all of Virginia's 30-39 year-old males in Ski Magazine's public ski racing program. Mr. Lamb was ranked against 1994 Olympic gold medalist Tommy Moe, scoring just 7 percent behind the Olympian in the magazine's ranking.

## EAST ASIAN AND PACIFIC AFFAIRS

*Office of the Assistant Secretary:* Assistant Secretary WINSTON LORD, accompanied by special assistant LARRY DINGER, traveled to Thailand, Cambodia, Laos, Vietnam, Hong Kong and the Philippines, January 11-24, for bilateral discussions in each capital . . . Mr. Lord led the U.S. side for trilateral discussions with Japan and South Korea in Honolulu, January 24-25. Others on the U.S. delegation were Korea director DAVID BROWN, Seoul deputy chief of mission CHUCK KARTMAN, Korea desk office JEFF GOLDSTEIN, the intelligence bureau's BOB CARLIN and Mr. Dinger.

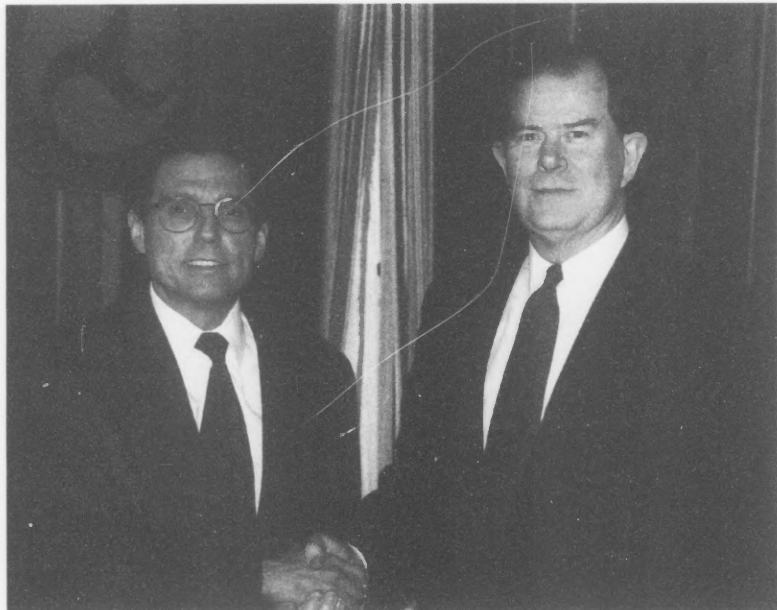
Principal deputy assistant secretary THOMAS HUBBARD traveled to Beijing, January 8-10, to participate in the "Northeast Asia

Cooperation Dialogue IV." He then traveled to Tokyo and Seoul for consultations with posts and bilateral discussions. Mr. Hubbard was the keynote speaker at a conference sponsored by the Japan Institute of International Affairs and the Pacific Forum Center for Strategic and International Studies in San Francisco, January 17-18. The conference was on "change and renewal: the U.S.-Japan security relationship into the 21st century."

JOHN WOLF has assumed duties as U.S. coordinator for Asia-Pacific economic cooperation, formerly held by SANDRA KRISTOFF, who has moved to the National Security Council. Mr. Wolf most recently served as the coordinator for the Secretary Strategic Management Initiative last year.

*Office of Economic Policy:* NEIL EFFIRD, economic officer, attended the Asia Pacific Economic Cooperation Human Resources Development working group meetings in Wellington, January 21-25. □





## ECONOMIC AND BUSINESS AFFAIRS

Assistant secretary DANIEL K. TARULLO traveled to Ottawa for talks with officials from the G-7 countries December 18-19. . . . Mr. Tarullo also traveled to Davos, Switzerland, February 1-6, to attend the World Economic Forum and meet with his G-7 counterparts there.

On January 11 SHAUN DONNELLY became deputy assistant secretary for trade policy and programs, after serving 15 months as deputy assistant secretary for energy, sanctions and commodities. . . . On January 17 he received a Superior Honor Award for earlier work in the Bureau of European and Canadian Affairs.

MATT MCMANUS spoke on power sector issues at the Conference on Latin America and the Caribbean in Miami, December 5.

JONATHAN BEMIS, Office of Bilateral Trade Affairs, took part in the working party on Ukraine accession to the World Trade Organization, December 11-12, in Geneva, and the negotiation of the commercial space launch agreement with Ukraine, December 13-14, in Vienna.

JOEL S. SPIRO became the deputy assistant secretary for transportation affairs, January 29, after assuming the position of special negotiator for six months. Mr. Spiro replaces JAMES TARRANT, who has accepted a one-year teaching assignment at the National Defense University. JOHN BYERLY will now serve as special nego-

**ECONOMIC AND BUSINESS AFFAIRS**—Secretary of Transportation *Federico Pena* congratulates *James Tarrant* at a ceremony marking the completion of his assignment as the bureau's deputy assistant secretary for transportation affairs.

tiator . . . Mr. Spiro traveled to Beijing for civil aviation negotiations between the United States and China, December 16-24.

EDWARD O'DONNELL, director, Office of Aviation Negotiations, led the U.S. delegation in negotiations with Fiji, January 10-11, which resulted in expanded rights for U.S. carriers.

DANIEL FANTOZZI, deputy director, Office of Aviation Negotiations, led the U.S. delegation in negotiations in Thailand in mid-January.

DONALD GRABENSTETTER, Office of Maritime Affairs, participated in the Organization for Economic Cooperation and Development's working group on shipbuilding, December 21-22, in Paris, while SUSAN BENNETT represented State January 29 at the organization's session on its international air transport project.

Deputy Assistant Secretary ALAN LARSON and Office of Investment Affairs director WES SCHOLZ traveled to Paris, January 22-31, for negotiations on a multilateral agreement on investment in the Organization for Economic Cooperation and Development.

BRIAN BLOOD, Office of Investment Affairs, co-chaired discussions with Hong Kong on a bilateral investment agreement, January 30-31. □

## FOREIGN MISSIONS OFFICE

ERIC BOSWELL, director of the Office of Foreign Missions, became the new assistant secretary for diplomatic security, January 5. He will continue to serve as director of the Office of Foreign Missions, as the two offices move toward consolidation.

LISA O'HANLON COWLES and STEVEN DIETERICH, New York Regional Office, traveled to Philadelphia to host an administrative seminar for the consular community, January 31-February 1.

The Los Angeles Regional Office hosted an administrative seminar, January 24, for the consular community. Regional director BRENDAN HANNIFFY addressed property matters; TANYA MCCAIN presented a session on the utility tax program and ELLEN FROST gave a presentation on the Customs' clearance form. Other speakers included inspector Mitch Malpee, U.S. Customs, on "expedite" procedures at Los Angeles International Airport; Beverly Wilson, Immigration and Naturalization Service; on procedures for detention and deportation; and Kathy Keranen, Los Angeles Police Department, who discussed her division's consular liaison program.

CLAY HAYS, a diplomatic motor vehicles officer, conducted training classes on the Department's role in cases involving immunity from jurisdiction. The courses included first-line supervisors at the Defense Protective Service training center in Arlington, November 17; entry-level officers at the Maryland State Policy Academy in Pikesville, November 21; entry-level personnel at the Eastern Shore Criminal Justice Academy, Salisbury, November 27; and in-service training for officers at the Defense Protection Service training center, Arlington, December 1.

CARLA PONCIN, a systems trainer, and MARY GLASS, of tax and customs programs, left the office in December; KATHLEEN TURNER is now systems trainer and STEPHANIE BROWN has replaced Ms. Glass. □

## FOREIGN SERVICE INSTITUTE

**Orientation Division:** New Civil Service employees and the 77th class of new Foreign Service officers were sworn in at a joint ceremony, January 26. The director general was the keynote speaker. The Foreign Service officers saw their course disrupted by two furloughs and two snowstorms.

**Overseas Briefing Center:** EILEEN STONE and SHERI MESTAN BOCHANTIN received Meritorious Honor Awards for their efforts in establishing the advanced security overseas semi-

nar . . . TERRI WILLIAMS has been named an honorary community liaison office coordinator by the CLO Association, for her work with coordinators around the world . . . The center continued its offerings of Saturday courses, with "Post Options for Employment and Training," in January and "Adapting to Life Overseas" in February. The Wednesday evening sessions offered were "Personal Finances and Investments for Beginners" and "The Logistics of Going Overseas." For those who cannot take advantage of these courses, some presentations are now on video . . . The "KidVid" contest awarded cash prizes to three winners; the 1996 contest will begin next month . . . The center presented briefings to the World Bank volunteer services staff, U.S.I.A. junior officers, defense attache's spouses, the Foreign Agriculture Service, Marine Guard detachment commander spouses and the Foreign-horn spouse group from the American Association of Foreign Service Women. □

## INSPECTOR GENERAL'S OFFICE

The office began distribution of its 1996 annual plan, as well as the semiannual report to Congress for April-September 30. Copies can be obtained in Room 6817, Main State (703) 284-1833 or fax (4-1843) . . . The office collected \$1,052.50 over the holidays for Children's Hospital . . . The Office of Inspections reached 232% of its goal for contributions to the Combined Federal Campaign, and five members of the staff were awarded eagle pins for their contributions.

Inspector general JACQUELYN WILLIAMS-BRIDGERS and assistant inspector general for inspections RICHARD MELTON addressed the Foreign Service officer class at the National Foreign Affairs Training Center in December . . . Also in December, Mr. Melton received a letter of appreciation from DEIDRE A. DAVIS, deputy assistant secretary for equal employment opportunity and civil rights, at the annual equal employment opportunity awards ceremony in December. Mr. Melton was cited for his commitment to providing support for the affirmative action goals of the Department.

Because of budget uncertainties, inspections of 15 posts scheduled to begin in January were postponed. Conduct-of-relations and security oversight inspections in Pakistan and several African posts are being revised as well. The office has been consulting with the posts to reschedule these reviews . . . The following inspections are planned for February, March and April: team 1, led by ROBERT FARRAND, Bolivia and Ecuador; team 2, led by GORDON BROWN, Australia, New Zealand, Cambodia and Laos; team 3, led by JOHN MONJO, Fiji, Papua New Guinea and Germany; team 4, led by FERNANDO RONDON, Cote d'Ivoire, Ghana, Togo

and Namibia; and team 5, led by DANIEL O'DONOHUE, Bangladesh and Pakistan. Senior inspector RUBEN ENRIQUEZ will lead follow-up reviews of Guatemala and El Salvador.

The Office of Inspections bids farewell to senior inspector EDWARD BRENNAN, who retired in December after 24 years of service.

WILLIAM CRANE, director, Special Operations Division, Office of Investigations, completed a one-year study for advanced certification in computer forensics from the International Association of Computer Investigative Specialists, the only independent, international body involved in training and certifying computer forensics specialists.

FREDERICK BRANDT, assistant inspector general for security oversight, retired in January after 21 years of service. . . . Acting assistant inspector general DONALD NORMAN presented a briefing on the Inspector General's Office to the Civil Service orientation class, January 26, 1996. . . . Training for Office of Security Oversight auditors and inspectors was held in December at the Diplomatic Training Center, Dunn Loring, Va. The class was addressed by the inspector general and the former assistant secretary for diplomatic security ANTHONY QUANTON . . . TOM ALLSBURY, an inspector with the Office of Security Oversight, qualified in January as a certified protection professional by the American Society for Industrial Security. □

## INTER-AMERICAN AFFAIRS

*Office of Central American Affairs:* JOHN HAMILTON, director, moved to the front office as acting deputy assistant secretary for Central American and Caribbean Affairs. He will replace ANNE PATTERSON, who has taken over the portfolio of principal deputy assistant secretary MICHAEL SKOL. Mr. Skol retired, January 26. GARY MAY-BARDUK is now acting director of Central American affairs; HUGH SIMON is deputy director.

*Office of Caribbean Affairs:* Deputy director BOB MILLSPAUGH accompanied presidential counselor Mack McLarty to Kingston, January 29, and remained for consultations, January 30 . . . JOYCE DESHAZO, HAZEL THOMAS, EUGENE AARON and SUSANNE HOBSON, student intern, Haiti working group, served as international election observers for the Haitian presidential election, December 17.

*Summit of the Americas Coordinating Office:* ERIC FARNSWORTH accompanied Mr. McLarty on trips to Miami, December 4-7, to address the annual meeting of Caribbean/Latin American Action; to Venezuela, December 14-15, to meet with President Caldera; and to Chile, January 19-22, to meet with President Frei and attend the fifth meeting of the Summit of the Americas implementation review group. □



Peter Romero, right, the ambassador to Ecuador, receives the Una Cox Foundation's Walter Stoessel Award from Mr. Stoessel's widow. With them is Roy

Atheron, the foundation's executive director. Mr. Romero will attend an executive seminar run by the Aspen Foundation.



## INTERNATIONAL NARCOTICS AND LAW ENFORCE- MENT AFFAIRS

**Front Office:** Assistant Secretary ROBERT GELBARD testified before subcommittees of the House International Relations Committee, on international crime and drug issues, December 7, and on Haiti, January 4 and 31. He traveled to European capitals and Bosnia on a recruiting trip for the Bosnia international police task force, January 15-24. He was accompanied by Office of Policy Planning and Coordination director CHUCK ENGLISH, program analyst BOB GIFFORD and diplomatic security liaison STEVE BRUNETTE. On January 30 he traveled to New York for meetings at the United Nations on Balkan issues.

Principal deputy assistant secretary JANE BECKER attended the Summit of the Americas ministerial conference on money laundering in Buenos Aires, November 30-December 2. She was accompanied by Office of International Criminal Justice deputy director ROSS RODGERS and special adviser RAYBURN HESSE. The conference was chaired by Treasury Secretary Rubin and achieved an agreement among Western Hemisphere countries to increase their efforts to combat financial crimes. December 14-15, Ms. Becker traveled to Patrick Air Force Base, Fla., to attend the air division contractors mid-period review and to discuss air wing deployment issues.

Deputy assistant secretary JONATHAN WINER addressed the Bankers Association for Foreign Trade at its midwinter conference on international finance in Washington, January 18. Mr. Winer spoke at the Heritage Foundation conference on organized crime, drug cartels and nuclear proliferation, January 23, in Washington.

**Office of Policy Planning and Coordination:** Security adviser ROBERT MCGARITY traveled to Panama City to coordinate counternarcotics operations with the Southern Command, January 23-26. He was accompanied by Department of Defense liaison DAVID HUNT.

**Office of International Criminal Justice:** Mr. Hesse traveled to Tokyo, to attend the Asian meeting of the financial action task force, December 11-14. Senior adviser JAMES PULEO traveled to Berlin to attend consultations on asylum, refugee and migration policies in Europe, North America and Australia, January 30-February 3. Diplomatic security liaison DARWIN CADOGAN traveled to Kiev, Minsk, and Budapest, to brief country teams and host governments on the International Law Enforcement Academy and regional training. He also attended the International Law Enforcement Academy dedication in Budapest, January 28-February 8. □

## INTERNATIONAL ORGANIZATION AFFAIRS

**Front Office:** Acting assistant secretary GEORGE WARD traveled to New York, December 6, for meetings with U.N. officials on peacekeeping operations, followed by a speaking engagement at the Woodrow Wilson School, Princeton University, on U.N. reform. Mr. Ward delivered remarks on U.S. policy towards U.N. peacekeeping to the American Defense Preparedness Association's annual symposium in Washington, December 13. He traveled to Japan and South Korea, January 14-19, for talks with government officials on U.N. issues. He then visited Brussels for semi-annual European Union troika consultations on the United Nations. On January 30 Mr. Ward participated in a Council on Foreign Relations U.N. Reform study group in New York.

**Office of International Conferences:** The office hosted the Food and Agriculture Organization/World Health Organization conference on food hygiene, November 27-December 1, with JOAN BIGGE as administrative officer. COOKIE CLARKE and DEBORAH CHAMBERS served as documents officers. KENNETH PLUMMER and Ms. Bigge attended a site survey in Ankara and Istanbul, for the "habitat II" conference, scheduled June 3-14.

**Office of Economic and Social Affairs:** JOHN MCGUINNESS, deputy director, attended a conference on U.N. reform in Steyning, England, January 15-19. SHARON KOTOK, officer-in-charge of international women's programs, spoke at Dartmouth College, January 24-25, on U.S. participation in the "Fourth World Conference on Women."

**Office of Technical and Specialized Agencies:** NEIL BOYER, deputy director, health and transportation programs, served as a member of the U.S. delegation to the executive board of the World Health Organization in Geneva, January 15-24. □

## LEGAL ADVISER'S OFFICE

MICHAEL MATHESON, principal deputy legal adviser, accompanied by STEVEN SOLOMON, attorney-adviser, Office of Political-Military Affairs, traveled to Geneva for consultations on international landmines controls. JOHN CROOK, assistant legal adviser for U.N. affairs, and RONALD BETTAUER, assistant legal adviser for international claims and investment disputes, participated in the New York University Law School colloquium on the 15th anniversary of the Algiers accords and the Iran-U.S. claims tribunal. JAMES HERGEN, assistant legal adviser for East Asian and Pacific affairs, partici-

pated in status-of-forces-agreement talks in Manila. MICHAEL DENNIS, attorney-adviser, Office of Human Rights and Refugees, headed the U.S. delegation for the U.N. Commission on Human Rights working group on the rights of indigenous people. ROBERT HARRIS, assistant legal adviser for law enforcement and intelligence, and ELIZABETH KIINGI, attorney-adviser, same office, conducted extradition treaty negotiations with government officials in Santo Domingo. Mr. Harris and KENNETH PROPP, attorney-adviser traveled to Mexico City for bilateral law enforcement consultations on fugitive issues. SAMUEL WITTEN, attorney-adviser, chaired a U.S. delegation on extradition treaty and mutual legal assistance treaty negotiations, in Washington, with the attorney generals of the members of the Organization of Eastern Caribbean States—Antigua and Barbuda, Dominica, Grenada, St. Kitts and Nevis, St. Lucia, St. Vincent and Grenadines. PAOLO DI ROSA, attorney-adviser, traveled to Brasilia to meet with government officials on a pending extradition case. ROBERT DALTON, assistant legal adviser for treaty affairs, advised participants at the signing of the Bosnian peace agreement in Paris.

**People:** LAURA ADAMS, attorney-adviser, was reassigned to the Office of Human Rights and Refugees. □

## NEAR EASTERN AFFAIRS

**Office of the Assistant Secretary:** Assistant Secretary ROBERT PELLETREAU accompanied SECRETARY CHRISTOPHER on trips to the Middle East, December 13-19, and January 9-14. On December 1 Mr. Pelletreau addressed the U.S.-Gulf Cooperation Council business forum. On January 3 he addressed the U.S. interreligious committee for peace in the Middle East, and on January 25 spoke before the National Women's Democratic Club. Deputy assistant secretary DAVID WELCH addressed survivors of Pearl Harbor on U.S. foreign policy in the Middle East, at Fort Belvoir, Va., January 28. Deputy assistant secretary TONI VERSTANDIG traveled with the secretary to the region in December and January. Ms. Verstandig spent several days in Gaza and the West Bank, consulting with members of Palestinian Authority on the results of the conference for assistance to the Palestinians, in Paris, January 9. Deputy assistant secretary ARTHUR HUGHES traveled to the region, January 3-8, with Secretary of Defense Perry.

**Office of Egyptian and North African Affairs:** Director RICHARD JACKSON traveled to Cairo, January 13-15, to participate with Vice President Gore in the U.S.-Egyptian economic partnership meetings. From Cairo Mr. Jackson accompanied Department of Commerce counselor Jan Kalicki for meetings in Tunis, Rabat and Casablanca. Algerian desk officer PETER VROOMAN traveled with an officer from



**RIYADH, Saudi Arabia**—from left: Ambassador **Raymond Mabus Jr.** and **Mursal Abdullahi**, the ambassador's chauffeur, at Mr. Abdullahi's farewell ceremony. He was granted a U.S. immigration visa, after 17 years at the embassy.

Embassy Algiers to Houston, to meet with oil industry officials, December 1 . . . Mr. Vrooman also held a roundtable discussion on Algeria with students at the University of Texas, Austin . . . In January Mr. Vrooman participated with Mr. Hughes in a Council on Foreign Relations discussion on Algeria in Washington.

**Office of Israel and Arab-Israeli Affairs:** Director **RICHARD ROTH** participated in Israeli foreign minister Barak's meeting with Deputy Secretary **Strobe Talbott** and in Secretary **Christopher's** trilateral meeting with Mr. Barak and Tunisian foreign minister **Ben Yahia**, January 22 . . . On January 24 Mr. Roth met with visiting Israeli ministry of finance director general **David Brodet** and ministry of foreign affairs director general **Uri Savir** to discuss peace process economic issues . . . Economic officer **DANIEL RUBINSTEIN** traveled to Paris, January 6-10, to participate in a conference on assistance to the Palestinians.

**Office of Peace Process and Regional Affairs:** Director **RICHARD LeBARON** and special assistant **MARK HERZBERG** attended the multilateral refugee working group plenary meeting in Geneva, December 12-14 . . . Mr. LeBaron also led the U.S. delegation to a meeting of the regional economic development working group in Brussels, December 15 . . . Special assistant **NANCY PETTIT** represented State at a meeting of the trade subcommittee of the Regional Economic Development Working Group in Geneva, December 13-14 . . . Special assistant for science and technology **CHARLES LAWSON** cochaired a planning meeting for the Middle East Desalination Research Center at the World Bank, December 14-15 . . . Mr. Lawson, who is also the U.S. coordinator for the Palestinian-Israeli-U.S. Trilateral Water Working Group, visited Israel for consultations with Israeli and Palestinian water experts. □

## OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS

**EILEEN CLAUSSEN** assumed office as assistant secretary, January 29 . . . On January 30, accompanied by deputy assistant secretary for environment and development **RAFE POMERANCE**, she met with the European commissioner for the environment and nuclear safety, **Ritt Bjerregaard**.

**Environment and Development:** Mr. Pomerance, the director, **DANIEL REIFSNYDER** and science officer **JONATHAN PERSHING**, Office of Global Change, attended the 11th plenary of the intergovernmental panel on climate change, in Rome, December 11-15 . . . Mr. Pomerance also took part in the seventh conference of the parties of the Montreal protocol on substances that deplete the ozone layer, in Vienna, December 4-7, along with **HOWARD KAVALER**.

**Oceans:** Deputy assistant secretary **DAVID COLSON** led the U.S. delegation in the fourth Meeting of the U.S.-Japan consultative committee on fisheries. Participating in the January 24-25 meetings at the Department from the Office of Marine Conservation were: director **LARRY SNEAD**; deputy director **BRIAN HALLMAN**; senior Pacific affairs officer **WILLIAM DILDAY**; senior Atlantic affairs officer **H. STETSON TINKHAM**; general fisheries officers **DAVID HOGAN JR.** and **JEAN-PIERRE PLE**; Coast Guard liaison officer **WILLIAM QUIGLEY**; and

program support specialist **MARY LAMAR** . . . Mr. Dilday represented the Department at the international conference on the sustainable contribution of fisheries to food security, December 4-9, in Kyoto . . . **MAUREEN WALKER**, Office of Marine Law and Policy, led the U.S. delegation to the meeting-of-the-states' parties to the 1982 law of the sea convention, New York, November 27-December 1. She was accompanied by **TOM DONLON** and **SUE SHEARHOUSE**, U.S. mission to the United Nations.

**Science, Technology and Health:** Deputy assistant secretary **ANNE SOLOMON** attended the second meeting of the U.S.-Egypt joint economic initiative, convened by Vice President Gore and President **Muharak**, in Cairo, January 14-15 . . . She was a member of the subcommittee on technology and co-chair of the joint board of the U.S.-Egypt science and technology agreement . . . Director of Office of Cooperative Programs **RON LORTON** and program officer for Central and Eastern Europe **JANET L'HEUREUX** met with the visiting secretary-general of the Hungarian Academy of Sciences, **Laszlo Keviczky**, December 11 . . . Mr. Lorton attended a lunch for Mr. Keviczky hosted by the Hungarian ambassador to the United States, **Gyorgy Banlaki**, December 12 . . . Mr. Lorton and program officer for East Asia **DOREEN SOLER** attended the U.S.-Korea science and technology forum, in Washington, December 13. Joined by acting division chief **JONATHAN MARGOLIS**, they attended a meeting of the U.S.-Korea science and technology committee, chaired by deputy assistant secretary **Solomon**, at the Department, December 14 . . . **DORIETHA JACKSON**, program assistant, Office of Science, Technology and Health, received a certificate of appreciation, December 12, at N.A.S.A. headquarters. □



**OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS**—Deputy assistant secretary for science and technology **Anne**

**Solomon** presents a tribute of appreciation to **Eduard David**, for 16 years of service as the U.S. representative to the Nato Science Committee; with him is **Mrs. David**.

## PERSONNEL

### Medical Services

The following persons consulted with the office: regional medical officer SCOTT KENNEDY, Sanaa; nurse practitioner DONNA SCHLOSS, Antananarivo; nurse practitioner ANNE SALOOM, Conakry; and nurse MARCIA CARLSON, Madrid . . . These employees retired December 31, regional medical officers PAUL BROADBENT, JOHN LYONS, and STUART SCHEER; Ms. Schloss, cardiologist JOSEPH ROMEO, alcohol and drug awareness coordinator GEORGE SWEENEY and computer specialist NILS SWANSON. □

### POLITICAL- MILITARY AFFAIRS

Principal deputy assistant secretary ERIC NEWSOM traveled to Bonn and Paris, January 18-22, for bilateral discussions with German, French and Russian officials about preparations for the upcoming nuclear summit. Mr. Newsom was accompanied by CAROL KESSLER and STEVEN AOKI from the bureau and DEBRA CAGAN, Bureau of European and Canadian Affairs. The summit, scheduled for April 19-20 in Moscow, will focus on nuclear security and safety issues . . . Deputy assistant secretary for regional security MICHAEL LEMMON met with New Zealand defense secretary Gerald Hensley, December 5, to discuss regional security issues . . . Mr. Lemmon traveled to Honolulu, December 11-12, to address the Pacific Command's security assistance and to consult with other Command elements . . . Mr. Lemmon met with newly-appointed U.S. ambassadors to discuss regional security and security assistance issues. He also met with Cambodian minister Ieng Mouly on demining issues, January 16 . . . Deputy assistant secretary for export controls MARTHA HARRIS led a U.S. delegation to Moscow, December 4-9, to discuss U.S.-Russian export controls cooperation . . . She traveled to Tokyo, November 27 and December 1, to discuss export issues related to high-performance computers with Japan.

**Office of Strategic Policy and Negotiations:** DAVID NICKELS represented the Department at the Anti-Ballistic Missile Treaty standing consultative commission during its 49th and 50th session in Geneva, December 4-20. MARK RAMEE, deputy U.S. representative, and THOMAS McCUDDEN, adviser, attended the Strategic Arms Reduction Treaty's joint compliance and inspection commission's 12th session in Geneva, November 15-12.

**Office of Arms Transfer and Export Controls:** Director HUGH HAMILTON led the U.S.-Turkey nonproliferation/export control



**PERSONNEL—Evelyn Manning, right, receives the John Jacob Rogers**

**Award from acting director general Jennifer Ward, for 48 years of service.**

forum for central Asian/Caucasus states in Istanbul, November 6-9 . . . Mr. Hamilton led a U.S. team in consultations with the Bulgarian government in Sofia, November 13-15 . . . ANDREW CHURCH completed a two-month developmental assignment at the Office of Management and Budget, working on the 1996 and 1997 defense budgets . . . JOSEPH NOVAK participated in export control consultations with the Romanian government in Bucharest, December 11-15 . . . DOUG BERRY traveled to Lithuania, December 8-12, as part of an inter-agency team to provide assistance in the implementation of the new Lithuanian law on export controls . . . Deputy director THOMAS MAERTENS participated in the preparatory committee meeting of the Wassenaar arrangement in Paris, January 29-30.

**Office of Regional Nonproliferation:** Director JOSEPH DETHOMAS led a U.S. delegation to the political-8 nonproliferation experts group for the Moscow nuclear summit in Paris, January 22. □

### POPULATION, REFUGEES AND MIGRATION

Assistant Secretary PHYLLIS OAKLEY represented the Department on the U.S. delegation, headed by former Texas governor Ann Richards, to the 26th international conference of the Red Cross in Geneva . . . Ms. Oakley attended the inter-governmental consultations conference on asylum, refugees and migration in Berlin. She was accom-

panied by director of policy DOUGLAS HUNTER and migration policy officer MICHAEL ZUMWINKLE. She briefed the foreign press center on bureau policies and programs.

Senior deputy assistant secretary CHARLES SYKES attended meetings on Southeast Asian refugees and the comprehensive plan of action in Bangkok . . . He participated in Office of Refugee Resettlement's national conference . . . Deputy assistant secretary MARGUERITE HOUZE participated in the "2000 humanitarian pol-mil inter-agency" exercise on humanitarian assistance programs for refugees and displaced persons in eastern Zaire . . . She also took part in the Caribbean "lessons learned" exercise with the U.N. high commissioner for refugees and Immigration and Naturalization Service officials.

DOUGLAS HUNTER, policy director, attended U.N. High Commissioner for Refugees' standing committee meeting in Geneva . . . The director of the Office of Refugee Assistance in Europe, the Near East and South Asia, MIKE METRINKO, attended a meeting of the Middle East peace process refugee working group in Geneva . . . Accompanied by budget analyst DEANNA ABDEEN, he inspected bureau-funded projects in Lebanon, Syria and Jordan.

TERRY RUSCH, the director of refugee admissions, attended World Relief's Guantanamo awards ceremony in Miami and accepted an award on behalf of the bureau . . . Program officer Jim Bruno visited the Cuban migrant camp at Guantanamo Naval Base . . . Program officer WHITNEY REITZ traveled to Bangkok, Ho Chi Minh City and Hong Kong, to participate in the orderly departure program technical talks and to review the status of the comprehensive plan of action.

KATHERINE MILLARD, Office of Population, addressed a Palm Beach Community College symposium on the population explosion . . . Senior migration officer DAVID KORNBLUTH and program officer BETSY LIPPMAN represented the bureau at a planning meeting in Geneva for the upcoming U.N. high commissioner for refugees-sponsored conference on migration in the Commonwealth of Independent States . . . Program officer Robert Houston attended the World Food Program's executive board in Rome.

The bureau welcomes SHELBY JOYCE BOURNES, secretary in the refugee admissions office . . . Visitors included Maharem Cero, Bosnian minister of labor, social affairs and refugees; Cornelio Sommaruga, president of the International Committee of the Red Cross, Anne-Willem Bijleveld, newly-appointed U.N. high commissioner for refugees' representative to Washington; U.N. high commissioner for refugees' Geneva officials Asomani and Chefeke, Jonas Widgren, International Center for Migration Policy Development, and David Garms, U.N. mission to the Food and Agricultural Organization, Rome. □

## PUBLIC AFFAIRS

**Front Office:** Department Spokesman NICK BURNS, assistant spokeswoman NANDA CHITRE, deputy assistant secretary BENNETT FREEMAN, director of communications DAVID LEAVY and speechwriter TOMASZ MALINOWSKI accompanied SECRETARY CHRISTOPHER on his trip to Madrid, London, Dublin, Brussels and Budapest in November. . . In Brussels, Secretary Christopher gave interventions at the North Atlantic Council and at the meeting of North Atlantic Treaty Organization foreign and defense ministers on Bosnia. . . Mr. Burns, Ms. Chitre, and Mr. Leavy also accompanied the Secretary to Paris in January for the signing of the Dayton peace agreement and to the Middle East for the Secretary's continuing shuttle diplomacy there. . . On January 18 Mr. Leavy traveled to Boston with the Secretary, who addressed the John F. Kennedy School of Government at Harvard on "leadership for the next American century." . . . In February Mr. Burns, Ms. Chitre, Mr. Leavy and Mr. Malinowski supported the Secretary on his trip to Aviano, Damascus, Tuzla, Sarajevo, Zagreb, Belgrade and Jerusalem, in furtherance of the peace initiatives in the former Yugoslavia and the Middle East, and to Helsinki, where the Secretary met with Russian foreign minister Primakov. . . HELAINE KLASKY was named chief of a new regional media outreach team, which, under the direction of senior coordinator for outreach, TONY GAMBINO, will pursue efforts to non-Washington based media to ensure visibility of the Department's issues.

**Office of Public and Intergovernmental Liaison:** In support of U.S. policy on Bosnia and the Dayton peace process, the office initiated outreach, November 22-December 18 to regional radio affiliates and newspaper editors and national talk radio

hosts. More than 200 interviews were arranged in all parts of the country. . . Deputy Secretary Talbott addressed a meeting of the World Affairs Council of Pittsburgh, December 14, in Pittsburgh, on "American leadership and the New Europe: implementing the Dayton accords." JANICE SETTLE accompanied Mr. Talbott on the trip, which included meetings with the editorial boards of local newspapers and two radio interviews. . . In January Mr. Talbott went to the Carter Center in Atlanta, where he addressed the Carnegie Commission on preventing deadly conflict. While there he met with the editorial boards of the Atlanta Constitution-Journal and the Cable News Network. EILEEN MCCORMICK PLACE arranged the events.

**Office of Public Communication:** Changes were made to the Department of State Foreign Affairs Network (Dosfan: the World Wide Web address is <http://dosfan.lib.unc.edu/dosfan.html>). New web pages have been added, including "hot topics." COLLEEN ELLIOTT enlisted U.S.I.A. to develop a new look for the home page. DEBORAH GUIDO-O'GRADY led the effort to expand the site, including the release of the text of the Dayton peace agreement, along with "hot topics" pages on Bosnia, the Middle East, and the budget, as well as pages on the New Independent States and

international organizations . . . ANITA STOCKMAN met with an inter-bureau group to plan the release of the 1995 human rights report on Dosfan and intensified work with other bureaus to electronically disseminate their information . . . JANICE ADAMS's team worked on the public outreach effort on Bosnia . . . JOANNA WEINZ helped create a web page to provide information on China to high school debaters . . . MARILYN BREMNER has been named series editor for "Background Notes," overseeing day-to-day editing and production. PETER KNECHT remains managing editor of the series, responsible for policy. . . BETTYE MAYES joined the office and began her first electronic information dissemination project. . . The public information team, headed by CHERYL GROSS, rejoined the office in November. Along with Ms. Gross, DEBORAH FALTZ, KAREN NICHOLSON, SANDRA REYNOLDS and MAURA ROBINSON are now located in Room 6808. Public Information Service and fax-on-demand phone numbers remain the same: (202) 647-6575 and (202) 736-7720, respectively. . . DIANA WESTON led the bureau-wide Strategic Management Initiative effort; STEVE KANE, Ms. Adams, and CHRIS MACDONALD also made contributions. □



**PUBLIC AFFAIRS**—Lee Feinstein of the Policy Planning Staff, the bureau's first "speaker of the month." In support of U.S. policy in Bosnia, Mr. Feinstein

appeared on talk radio in San Francisco, Chicago, St. Louis, Seattle, Omaha, and 16 other cities, and conducted interviews with six newspapers.



## SOUTH ASIAN AFFAIRS

**Office of the Assistant Secretary:** Assistant Secretary ROBIN RAPHEL testified before the House International Relations Subcommittee on Asia and the Pacific on security issues, December 6 . . . She delivered a luncheon address at the National Defense University for the U.S.-Pakistan joint symposium, December 8 . . . On January 11 she spoke to the Washington International Business Council on economic issues with India.

**Office of India, Nepal, Sri Lanka, Bhutan and Maldives Affairs:** India Desk Officer BRADY KIESLING briefed a War College seminar on India's political evolution . . . Kathmandu deputy chief of mission PETER BODDE was in the Department for consultations, January 25-26.

**Office of Pakistan, Afghanistan and Bangladesh Affairs:** Pakistan desk officer KRISHNA URS arranged briefings for Ambassador to Pakistan THOMAS SIMONS, JR. . . . On January 5, during the furlough, the desk organized his swearing-in ceremony, bidding him farewell to Islamabad . . . Office director LEE COLDREN and desk officers briefed members of the inspection team before their departure for Pakistan and Bangladesh . . . On January 24 Pakistan desk officer LADD CONNELL and bureau senior adviser STEPHEN RICKARD participated in the assistant secretary's meeting with Southern Electric International president and chief executive officer THOMAS BOREN to discuss investment opportunities in Pakistan.

**Office of Regional Affairs:** Office director

MARK FITZPATRICK traveled to India and Pakistan, January 20-January 30 . . . In New Delhi he attended a joint seminar on security issues hosted by the Indian Institute of Strategic Studies and the U.S. National Defense University . . . He also met with embassy and Indian officials in New Delhi, and with embassy and Pakistani officials in Islamabad. □

## U.N. MISSION, NEW YORK

On February 1 Ambassador MADELEINE ALBRIGHT assumed the rotating presidency of the U.N. Security Council for the month of February.

On January 12-14, Ms. Albright accompanied President Clinton on his state visit to Bosnia, Croatia and Hungary. She joined the President in meetings with president Izetbegovic of Bosnia-Herzegovina, President Tudjman of Croatia and Prime Minister Horn of Hungary.

Ms. Albright departed New York on January 15 to lead a presidential mission to Liberia, Angola, Rwanda, Burundi and Egypt. She was accompanied by U.S. mission chief of staff ELAINE SHOCAS, senior adviser and spokesman JAMES RUBIN, principal deputy assistant secretary PRUDENCE BUSHNELL, National Security Council senior director for Africa Susan Rice, U.S. mission senior adviser and counsel DAVID SCHEFFER, Robert Foglesong and Michael

U.N. MISSION, N.Y.—*Madeleine Albright* at a U.N.-administered refugee camp in Liberia. ■

Turner, Joint Chiefs of Staff, U.S. mission executive assistant STUART JONES, executive secretariat administrative officer GEORGE ROWLAND, U.S. mission special assistant CAMILLA BARTELS and special agents GEORGE GILCREST, RAMZI ALY, ALAN PUZIO and STEPHEN LESNIAK.

In Liberia Ms. Albright met with the members of the council of state and officials from the United Nations and the economic community of West Africa peacekeeping operations . . . In Angola the ambassador discussed the progress of disarmament and peacekeeping efforts with the leaders of both parties to the Angolan conflict, President Dos Santos and U.N.I.T.A. commander Jonas Savimbi and U.N. representatives.

During her visit to the Great Lakes region, Ms. Albright met with the president, prime minister and senior military officials of Burundi and urged them to "avoid committing national suicide" and to learn from Rwanda's tragedy . . . In Rwanda she visited mass grave sites and met with officials of the International War Crimes Tribunal. She discussed the ongoing U.N. peacekeeping and relief efforts with the president, prime minister and U.N. officials.

In Egypt Ms. Albright met with President Hosni Mubarak and foreign minister Moussa to discuss Security Council issues, including the resolution condemning Sudan for its failure to extradite suspects in the assassination attempt against President Mubarak in Ethiopia in June 1995.

Upon her return to the United States, she briefed members of the Senate Foreign Relations Committee and the House International Relations Committee on the results of her mission to Africa. ■



(Furlough, from Page 10)



off your Nordic Track at home. I found it exhilarating.

We spent the afternoon in the indoor pool and later tried out the bowling alley. But when Dan asked the concierge about that night's movie, he was told that if we didn't leave by 11:00 the next morning, we weren't going anywhere. A big storm was due to hit and we would be snowbound. So the next day we hit the road early—we didn't want to take any chances. Our 1991 Olds Cutlass was equipped with neither four-wheel drive nor snow chains.

Of course, the snow hit us long before 11:00, as we were driving to Trenton to visit friends there. We had to stop almost immediately to buy more windshield-wiper fluid and put on extra layers of clothes. If there was any advantage in driving through a blizzard there, it was that most of the people on the turnpike knew how to drive in snow, although I'm sure you can't convince some of them that a four-wheel drive doesn't equal immortality. We heard on the radio that a jackknifed trailer-truck might be blocking our exit at Trenton,

so we called the highway patrol on our car phone. But the Pennsylvania Turnpike people had no tie-in to the New Jersey Turnpike and didn't even know the phone number we should call.

When we finally got to Trenton four hours later, we gratefully collapsed at our friends' new home. But there was one problem: their house was in a formerly rural area serviced by small unplowed farm roads. We thought we might have to ski our way there the last couple of miles, but our luck held. Unfortunately, I hadn't packed enough disposable diapers for Hope, and our hosts were running low on milk. So the next day Dan and Howie risked the New Jersey governor's anti-traveling edict to go off in search of diapers and milk—and a nicotine fix for Dad—in Howie's truck.

Once Governor Whitman opened the roads, we set out again, assuming the highways would be plowed, and we weren't mistaken. The roads were slow and slushy, but basically fine, until we got about 20 miles north of Baltimore. Then it happened again. It began to snow like crazy, and this time, the Baltimoreans (Baltimoreans?) were all over the road. We saw one small American car spin out, and then, a BMW, who hadn't learned from his neighbor's mistake.

We have driven through so many rainstorms on our way home from New Jersey that it's a family joke with us: the angels are crying because we're leaving—or it's God's way of saying that we shouldn't have left home in the first place. The only difference this time was that we made our way through two blizzards instead.

The day after we got home I learned the furlough was over. But the government was still shut down because of all the snow. I got back on my skis right outside my house. It would have been a lot cheaper to ski Takoma Park first! ■

## Moose

(Continued from page 11)

increase purchase card limits on small purchases domestically, streamline the acquisition and delivery of standard and tempest personal computers, and reorganize domestic inventory management and storage operations. The success of these initiatives will be measured by feedback from customers, cost savings and reduced lead-time.

According to Michael Hammer, co-author of Reengineering the Corporation, one of the first indicators of a successful reengineering effort is strong support from senior management. This is not an issue at State. What is less clear is whether the Department at large accepts the necessity of change. I don't underestimate the difficulty of implementing change in a large organization like ours. But the times in which we operate call for new responses; we will either drive change or we will be driven by it. Perhaps, in a perverse way, the shared pain of the shutdown will serve to bring us closer together in this understanding.

Logistics is only one of the areas in which reengineering will help us rebuild the Department. I'm convinced that by making fundamental changes in the way functional bureaus support State's core missions, we can provide enhanced service, despite budget reductions. At the same time, we can improve the quality of life of our employees.

In the months ahead, I will be sharing my view of our logistics reengineering effort and other management initiatives. I look forward to hearing your suggestions. You may write to me directly, send comments to the Logistics Reengineering Project in care of A/OPR, room 1417, Main State or use the e-mail address: "Logistics Reengineering." ■

## People at State

**Ruth A. Davis** has assumed duties as principal deputy assistant secretary for consular affairs. □

## Appointments

(Continued from page 7)

came deputy assistant secretary of Near Eastern and South Asian affairs, 1987-89. He was principal deputy assistant secretary for intelligence and research, 1989-91. He served as coordinator of the Office of Counter-terrorism, 1991-92.

Mr. Burleigh was born in Los Angeles on March 7, 1942. He received a bachelor's from Colgate University, which he attended on a scholarship. Later he was a Fulbright scholar in Kathmandu. His foreign languages are Sinhalese, Nepali, Bengali and Hindi. Before State, Mr. Burleigh served as a Peace Corps volunteer in Nepal. His honors include three Superior Honor Awards, two Meritorious Service Awards, and Senior Foreign Service Presidential and Performance Pay Awards. ■

## Letters

(Continued from inside cover)

about their experience as part of the Foreign Service community, and how AAFSW and other organizations can better support our personal and professional needs. Please mail your ideas to AAFSW at 5125 MacArthur Blvd., NW; suite 36; Washington, DC 20016; fax: (202) 362-6589; or call me at (202) 363-2501.

Sincerely,  
ERWIN ROSE

## A 'familiar' prisoner

MONTERREY, MEXICO

DEAR EDITOR:

While reading the December issue of STATE, I was surprised to see a familiar name on page 7. At least *this* familiar name.

Back in 1975 I worked for the Department of Justice's Bureau of Prisons, at the newly-opened Metropolitan Correctional Center in San Diego. It fell to me to book into the center a prisoner named Bobby Joe Keesee, who had

been held at the San Diego County Jail until the federal facility opened. Construction of the booking area had not been completed, so it was necessary to interview inmates while sitting across from them at a small table. As I was taking down the booking information, a deputy U.S. marshal walked by, and, seeing Mr. Keesee at the table, commented jokingly, "Why, Bobby Joe, I didn't know you worked here." To which "Bobby Joe" replied, "I don't. My parents are married and I've got a high school education. I'm not eligible." My face must have reddened at the remark because he reached over, patted my arm and said, "Just kidding, ma'am."

As I recall, following his sentencing Mr. Keesee was quickly removed from the center and taken directly to the maximum security U.S. penitentiary at Marion, Ill.

Sincerely,  
DORIS A. RIVERA  
Information programs officer

## Kudos for cultural arts

WASHINGTON

DEAR EDITOR:

I would like to congratulate and thank you and Caryl Fisher for bringing us the many talented individuals who perform for the Cultural Arts Series. I—and I'm sure many others would agree—find the break relaxing and a great stress reliever.

We certainly hope you and Ms. Fisher will continue bringing such fine talent to the attention of all who toil in the hallowed halls of the Department.

Looking forward to next year.

Sincerely,  
HARRIET M. TWEEDY  
A.I.D.

## 'Evocative poetry'

JOHANNESBURG, SOUTH AFRICA

DEAR EDITOR:

I was delighted to see Kelley Dupuis' poetry in the December issue of STATE.

"Indian Summer" was an evocative, graceful rendering of a theme

familiar to all who have worked in Washington. I am a longtime fan of Mr. Dupuis's poetry. We served together in Brasilia, where I had the pleasure to read and hear his poetry firsthand. Since then, knowing that *STATE* regularly published his work, I would scour each new issue for Mr. Dupuis's poems. Only when I had finished my search did I turn myself to more mundane, bureaucratic news. His recent absence from your pages, however, had worried me. I was concerned that his considerable talent had been diverted into word processing and the other daily activities of his job in the Office of Information Management. The appearance of "Indian Summer" has happily set this concern aside.

Congratulations on *STATE*'s willingness to publish the works of the Department's poets. Much talent lies locked away in our offices, mail rooms and warehouses. Your ability to bring some of that talent to light is a commendable and important use of the magazine.

Sincerely,  
THOMAS A. SHANNON

## Myers: 'indefatigable'

WASHINGTON

DEAR EDITOR:

I would like to express my deep appreciation for Henry Myers, senior editor of *The Bureau of Intelligence and Research's* flagship production, "The Secretary's Morning Summary," who retired December 31, after 34 years of dedicated service to the goals of American foreign policy. Educated at Oberlin and Princeton, Mr. Myers was recognized as an outstanding student of European affairs soon after joining the Central Intelligence Agency in 1961. After ascending through a succession of increasingly sensitive analytical positions, including assistant national intelligence officer for Europe, Mr. Myers moved to the Department in 1983 as the executive assistant to the assistant secretary for intelligence and research and senior editor of *Summary*. He, more than anyone, set the standard for excellence that has made that document the



Mr. Myers

most respected analytical publication in the foreign affairs community.

Mr. Myers is indefatigable and almost unflappable. Serving under five Secretaries (Haig, Schultz, Baker, Eagleburger and Christopher) and four assistant secretaries (Montgomery, Abramowitz, Mulholland and Gati), he sharpened the analytical skills and policy focus of every analyst among the hundreds who have served in the bureau since 1983. His commitment to accuracy, objectivity and clarity inspired—and sometimes compelled—analysts to meet very high standards. Recognizing Mr. Myers' own commitment to excellence and unfailing ability to anticipate the needs of senior policymakers, his superiors accorded him full authority to manage the bureau's most important publication. That their confidence in his abilities was well-founded is readily apparent in the nearly 4,400 issues of the summary produced during his 12-year tenure.

Throughout his career and especially during his years in the Department, Mr. Myers set—and attained—the highest standards for dedication to public service, intelligence professionalism and intelligence community collaboration. U.S. foreign policy benefited directly from his expertise, intellectual rigor and unparalleled ability to spot anything of value and everything pertinent to the

Secretary's agenda. With his departure from federal service, the Department, the bureau and the intelligence community have lost one of their very best, an officer whose career achievements have earned the highest confidence and respect from his peers and the nation's foreign policy leadership.

Sincerely,  
PHYLLIS E. OAKLEY  
Assistant secretary for population,  
refugees and migration

## 'Thanks for undoing all my work'

ADDIS ABABA

DEAR EDITOR:

As a Foreign Service parent, I can't tell you how incensed I was at the November *Post Of The Month* photograph which showed a Foreign Service child holding the tail of a cobra. The level of parental and editorial irresponsibility shown in this photograph is unbelievable. The glee expressed on the face of the little daredevil's companion is an open invitation for children worldwide to take unacceptable risks.



In almost 10 years on the continent of Africa, I've been charged by both elephant and gorilla, stalked by lion and slain my share of serpents. I've tried to impart the healthy respect I have for dangerous wildlife to my own children. Thanks for taking a giant step towards undoing all my work.

Sincerely,  
DAVID S. STOTT JR. ■



# O B I T U A R I E S

**Minna Bellos**, 81, a retired Foreign Service secretary, died in Pensacola, Fla., on October 16.

Ms. Bellos joined the Service in the 1950s, after serving as a WAC during World War II. She held secretarial assignments in Athens, New Delhi, Pretoria, Rabat, Sucre and Sao Paulo. She had also served as a personnel assistant in the Department.



Ms. Bellos

Ms. Bellos was born in New York City on August 18, 1914. Her survivors include two sisters, Lottie Gilbert and Ethel Schendler, three nieces and four nephews. □

**Graham Brown**, 49, an Agence France Press correspondent and the husband of Foreign Service officer Dolores Brown, died of cancer in Arlington, Va., on January 10.



Mr. Brown

A native of Cape Town, Mr. Brown began his career in journalism with the Johannesburg Rand Daily Mail in 1976. He moved to Agence France Press in 1981, where he reported

on South Africa's transition from apartheid to democracy. He met his wife while she was assigned to the embassy in Pretoria.

Mr. Brown later worked in Brussels, covering the European Union and efforts to build a new world trading order. He also tracked Nato's move to develop a new identity in the post-Cold War era. His last assignment was in Moscow, where he covered Russian politics and did front-line reporting on the

conflict in Chechnya. He was cited by his colleagues for his articles on the suffering of the people there.

In addition to his wife, who is assigned to the National Foreign Affairs Training Center, Mr. Brown leaves two sons, Richard, 7, and William, 22 months. □

**Martha C. Carbone**, 68, a retired Foreign Service officer, died of leukemia in Portland, Ore., on December 16.

Ms. Carbone began her career at State as a secretary in 1950. After assignments in La Paz, Lima, Kabul and Budapest, she passed the Foreign Service officer exam and became an economic officer in Quito in 1957. Next, she was an international economist in Washington and pursued economic studies at Stanford before going to Barcelona in 1962.

Ms. Carbone had a tour in Lima before returning to the Department in 1969. In 1974 she was named chief of the economic section in Port-au-Prince. After holding a similar position in Asuncion, she became consul in Perth in 1978. Her final position was chief of the economic section in Brasilia.

Ms. Carbone was born in Washington State on October 16, 1927. She earned a bachelor's from the University of Washington. Before beginning her career at State, she worked as a teacher in Argentina. Her survivors include her sister, Natalina, of Portland, two nephews and a niece. □

**Elmer Cox**, 88, a retired Foreign Service officer, died in Fort Pierce, Fla., on December 16.

After working as a reporter in Europe during World War II, Mr. Cox became the U.S. military government's press officer in Germany in 1946. Later, he served as director of the exhibitions section in Nuremberg, where he created a mobile exhibit describing the Marshall Plan. After an assignment in Washington, Mr. Cox was posted to Brussels in 1957. He served as press attaché in Geneva and Helsinki before

retiring in 1962.

Mr. Cox was a native of San Francisco who became the first city manager of Port St. Lucie, Fla., after leaving State. He also taught high school history and served as a planning administrator for the city of Fort Pierce. His survivors include a son, Sheldon, of Fort Pierce, and two grandchildren. □

**William J. Dyess**, 66, a former ambassador to the Netherlands and assistant secretary for public affairs, died of prostate cancer at his home in



Mr. Dyess

Washington on January 6.

Mr. Dyess began his Foreign Service career as a cultural exchange officer in 1958. After working as an analyst in the intelligence bureau, he was appointed to his first overseas posting, in Belgrade, in 1961. Two years later he went to Copenhagen, where he monitored Danish political affairs and Danish-Soviet relations. In 1966 he was posted to Moscow. After serving as administrative officer there, he monitored the Soviet government and Russian trade unions until 1968.

In the latter year, Mr. Dyess went to Berlin, where he served as U.S. liaison with the Soviet authorities. In 1970 he returned to Washington, where he was desk officer for Czechoslovakia, 1970-72, then chief of U.S.-Soviet bilateral affairs until 1975. On seven occasions, he was the senior Department official on U.S. delegations that negotiated U.S.-Soviet maritime agreements. In 1974 Mr. Dyess was declared persona non grata by the Soviets for his role in the return of a Lithuanian-American seaman and his family to freedom.

He began a six-year tenure in the Bureau of Public Affairs in 1975. After

serving as director for plans and management, he was named deputy assistant secretary in 1976, then assistant secretary four years later. He also served as interim Department spokesman. In 1981 President Reagan appointed him ambassador to the Netherlands, a position he held until he retired in 1983. As envoy, he persuaded Dutch officials to reexamine their positions on fulfilling Nato goals after the peace movement stirred anti-American sentiment. Before his departure, he received the Netherlands' highest award for foreigners.

A native of Alabama, Mr. Dyess was abandoned in a train station as a baby and later adopted by a barber and his wife. He began working as a paperboy at the age of nine and ten years later became the city editor of a newspaper in Troy, Ala. He attended the University of Alabama on a scholarship, where he earned a bachelor's and a master's. After his tenure at State, he operated a consulting firm, with clients in publishing, manufacturing, shipping and oil exploration. His survivors include his son, Chandler, of Washington. His family has established a scholarship in his name to aid students at the University of Alabama. Contributions may be sent to the William J. Dyess Scholarship Fund, c/o Troy Bank & Trust, P.O. Box 967, Troy, Ala. 36081. □

**Charles W. Falkner, 79**, a retired Foreign Service officer, died of a heart attack in Salisbury, Md., on September 26. He was the father of William F.



Mr. Falkner

Falkner, an economic officer in Geneva.

Mr. Falkner began his career with State in 1952 as a budget and fiscal officer in Bonn. He served as disbursing officer in Ottawa, 1955-57. In the latter year, he became budget

officer in Madrid. After holding a similar position in Tehran, Mr. Falkner was named deputy executive director for Near Eastern and South Asian affairs in 1964. Five years later he became budget and management officer in Tokyo. He served as counselor for administrative affairs at the embassy there before his retirement in 1975.

Mr. Falkner was born in Dover, N.J., on July 14, 1916. Before State, he served in the Army overseas and later as a civilian with the U.S. Office of the High Command in Germany, where he helped establish management operations. He leaves his wife, Claire, of Springfield, Va., three other sons, a sister, a brother and three grandchildren. □

**G. Marvin Gentile, 73**, a former deputy assistant secretary of State, died of cancer at a retirement home in Silver Spring, Md., on December 14.



Mr. Gentile

Mr. Gentile served as deputy assistant secretary for security, 1964-74. He began his career in 1946 as an F.B.I. agent. In 1952 he joined the C.I.A., where he served as a security officer in the United States and Germany before beginning his tenure at State. After State, he taught criminal justice at Montgomery College and served as chairman of the Central Intelligence Security Committee. He also worked as a security manager at General Electric and as a consultant before retiring in 1993.

Mr. Gentile was born in Sioux Falls, N.D., on March 23, 1922. He held degrees from Northwestern, the Industrial College of the Armed Forces and George Washington University. He served in the Navy during World War II. His survivors include his wife of 47 years, Barbara, two daughters, a son and four grandchildren. □

**Ina L. Foster, 96**, a retired Foreign Service employee, died in Louisville, Ky., on August 2, STATE has learned.

Ms. Foster joined the Service in 1945 and was posted to San Jose. She worked as a clerk in Ankara, 1947-49. In the latter year, she was posted to Rome, where she was promoted to mail and records supervisor in 1952. She held the same position in Bogota, 1954-56, and Rio de Janeiro, 1957-59. She served as passport and citizenship assistant in Mexico City before retiring in 1962.

Ms. Foster was born in Harrodsburg, Ky., on April 8, 1899. She worked as a missionary and a teacher in Uruguay and Chile before beginning her career at State. Her survivors include a nephew, Ralph Baker, of Versailles, Ky. □

**Ellen Brodsky Goff, 55**, a former Foreign Service officer, died of cancer at her home in Bellingham, Wash., on August 29, STATE has learned. She was



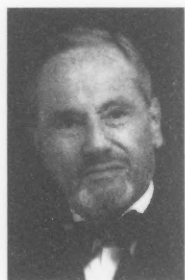
Ms. Goff

the wife of Dr. Paul Goff, who headed the Office of Medical Services. Ms. Goff accompanied her husband on assignments in Sierra Leone, Cote d'Ivoire, New Orleans, and Panama, before joining the Service in 1980. The following year she became consular officer in Dhaka. She later served as general services officer at the post, 1983-84. After assignments in the Office of Overseas Citizens Services and the Visa Office, Ms. Goff became an administrative officer in the Near East bureau's executive office in 1988. She served as director of the Vietnamese refugee orderly departure program in Bangkok before leaving the Department in 1993. She earned four Superior Honor awards for her work at State.

Ms. Goff was born in Newark, N.J., on August 25, 1940. She received a

bachelor's from the University of Michigan, where she was active in the civil rights movement, and a master's from the University of Oklahoma. In addition to her husband, she leaves a daughter, two sons, her father and a sister. □

**M. Larry Lawrence**, 69, the ambassador to Switzerland, died of cancer at his home in Bern on January 9.



Mr. Lawrence

Mr. Lawrence had served as envoy to the European nation since 1994, when President Clinton appointed him to the post. Before his tenure at State, he was a property developer in California and the owner of the Hotel del Coronado near San Diego.

The President praised Mr. Lawrence as "a valued colleague who brought abundant energy and fresh vision to every task he undertook." Of the envoy's role in Switzerland, Mr. Clinton said: "He was a tireless advocate of U.S. interests, especially the promotion of U.S. exports and commercial ties."

Mr. Lawrence was born in Chicago on August 16, 1926. He grew up poor and started working at the age of 9. He earned a bachelor's at the University of Arizona by playing football and waiting tables. During World War II, he served in the Merchant Marine, sustaining injuries when his ship was sunk by a U-boat off Murmansk. After the war, he became president of Century, Inc., a carpentry company. He later served as vice president of Great American Homes and Tri-W Builders. In 1960 he became owner and chief executive officer of M. Larry Lawrence & Associates. He served as chairman, president and chief executive officer of Del Properties, 1963-86. In the latter year, he began a \$40-mil-

lion renovation of the Hotel del Coronado, which was designated a national historic landmark.

Mr. Lawrence held numerous civic posts, including stints on the advisory boards of San Diego County, the Center for National Policy, the California Commission on Efficiency and Cost Control in Government, the International Center for Developmental Policy, the Nobel Peace Prize Nominating Committee and the Scripps Clinic and Research Foundation. He received many honors, including awards from Rotary, the city of Coronado, the county of San Diego, the University of Arizona and the Russian Federation.

A memorial service for Mr. Lawrence was held at the Hotel del Coronado on January 15. Over 1,000 persons attended the service, including President Clinton, Secretary Christopher and other senior officials at State. Earlier, embassy staffers attended a ceremony for the ambassador at Zurich Airport. Mr. Lawrence leaves his wife, Shelia, three daughters and a son. □

**Verne E. Lewis**, 81, who had served as U.S. deputy representative to the International Atomic Energy Agency, died of emphysema in



Mr. Lewis

Issaquah, Wash., on November 30.

Mr. Lewis began his career in the Department in 1961 as deputy assistant secretary for budget and finance. Four years later, President Johnson appointed him to the atomic energy post, a position he held until 1971. Before State, Mr. Lewis was an administrator for 12 years with the Atomic Energy Commission. Earlier, he worked for the Department of Agriculture.

Mr. Lewis was born in Hawley, Minn., on December 30, 1913. He held a bachelor's from Moorhead State and a

master's from the University of Minnesota. After leaving government, he taught at the University of Washington and served as a member of the city council in Mercer Island, Wash. He leaves his wife, Ethel, a daughter, two sons, six sisters, a brother, and three grandchildren. □

**Barbara Copeland Newberg**, 64, wife of retired Foreign Service officer Richard R. Newberg, died of cancer in Gambrills, Md., on October 23. Ms. Newberg had accompanied her husband on assignments to Rio de Janeiro, New Delhi and Islamabad. She was a native of St. Louis Park, Minn., who attended the University of Minnesota and the Walker Art Institute. In addition to her husband of 44 years, she leaves a daughter and two sons. □

**Eric G. Stewart**, 81, a retired budget analyst at State, died in Hillsboro, Ore., on December 23.

Mr. Stewart began his 16-year tenure in the Bureau of Administration in 1957. After serving as executive director of the Office of Operations, he became a supervisory accountant in 1961. Later he worked as a supervisory management analyst in the bureau. He served as a budget analyst in the Budget Division before retiring in 1973.



Mr. Stewart

Mr. Stewart was a native of Pennsylvania who earned a bachelor's from Bucknell University. He was a Navy lieutenant during World War II. Before beginning his career at State, he worked for the General Accounting Office, the War Department, the Bureau of the Budget and the Federal Communications Commission. His sur-

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vivors include his wife, Thalia, of Forest Grove, Ore., three children and three-step children. □

**Nelson B. Nugent**, 62, a retired Foreign Service officer, died while attending a family reunion in Eagan, Minn., on November 21.

Mr. Nugent joined the Service at the age of 46 in 1980. After serving as consular officer in Manila, he became political officer in San Jose in 1982. Next, he spent 13 months in the Sinai as a member of the Multinational Force and Observers. In 1986 he became political officer in Maputo. He held a final assignment in the Office of the Geographer before retiring in 1989.

Mr. Nugent was born in Boston on June 14, 1933. He served in Marine intelligence, 1952-55. He held a bachelor's and a master's from Boston University. Before State, he taught English and social studies for 19 years in Newton, Mass., and Bogota. He leaves his wife, Kathleen, of Tamworth, N.H., two daughters, a son, a brother and four grandchildren. □

**Carol I. Turner**, 47, a budget officer in the Bureau of Inter-American Affairs' executive office, died of cancer at Georgetown University Hospital in Washington on January 3. She served overseas postings in Abidjan, Bucharest and Vienna, in addition to an assignment in the Bureau of Economic and Business Affairs.

A native of Pennsylvania, Ms. Turner was the valedictorian of her high school class. She earned a bachelor's from Edinboro State. Before joining the Foreign Service, she worked as an accountant for private firms in Virginia, Pennsylvania, and California. She also served in the Army.

Ms. Turner leaves her mother, Violet, of Meadville, Pa.; her sister, Lois, a budget officer in Santiago; eight other sisters and brothers, and 15 nieces and nephews. A memorial service was attended by her coworkers at the Demaine Funeral Home in Alexandria,



**BISHKEK, Kyrgyzstan—**  
Ambassador *Eileen Malloy* dedicates a plaque in memory of *Howard R. Schultz*

*Jr.*, a communicator who died of a stroke in Bishkek on August 15, 1995.

January 6. Her family suggests contributions to the American Cancer Society, 418 S. Washington St., Alexandria, Va. 22314. □

**Brian Lee (Panama) Williamson**, 21, son of general services officer Sherman F. Williamson and his wife Kathleen, died of injuries suffered in an automobile accident in Hemphill, Tex., on September 1. Brian had accompa-

nied his parents on postings to Liberia, Sri Lanka and Panama. He was a native of Port Arthur, Tex., who served in the Navy, 1993-94. At the time of his death, he worked as a carpenter's helper. In addition to his parents, of Freetown, he leaves his brother, Sherman Jr., and his grandparents. Condolences may be sent to his parents in care of his grandfather, W.T. Jamar, Route 1, Box 1337, Hemphill, Tex. 75948. ■



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