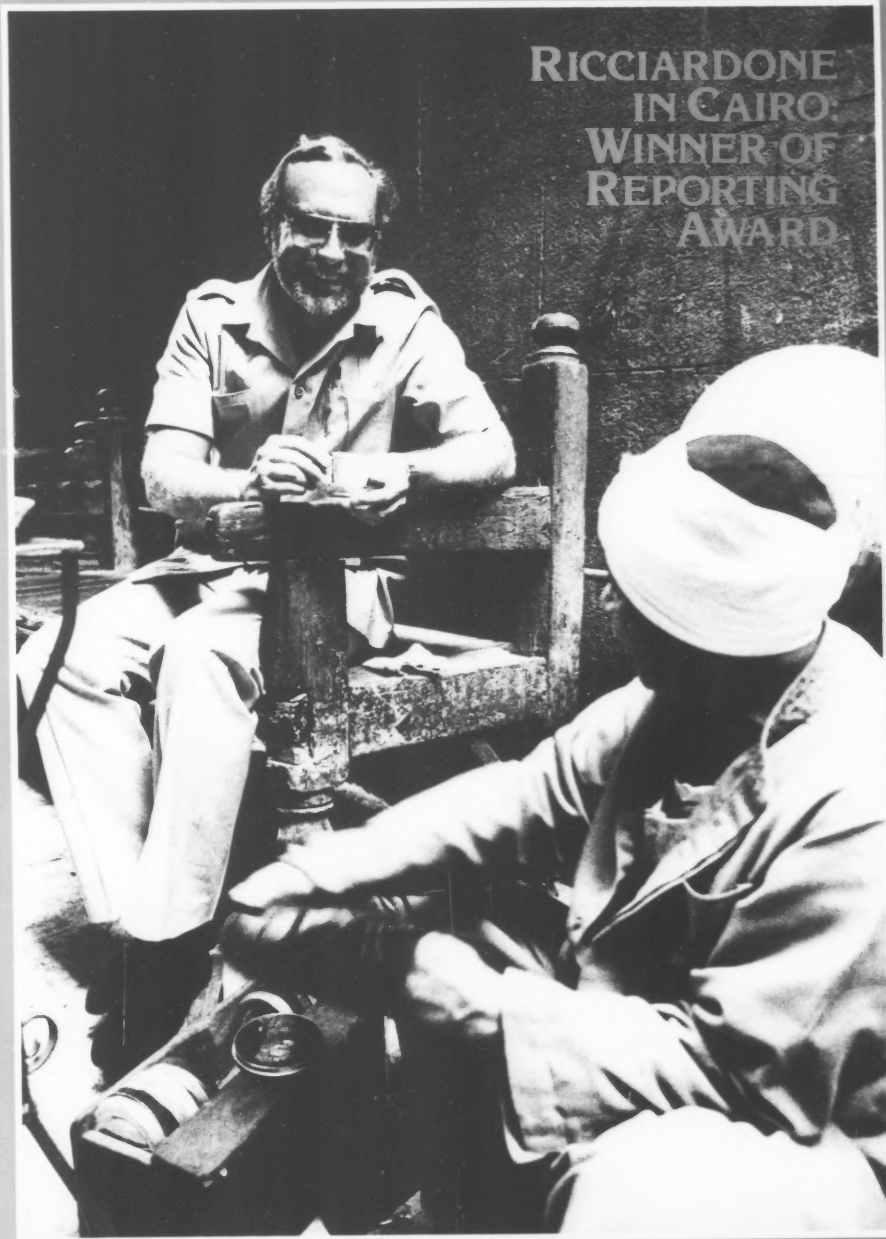


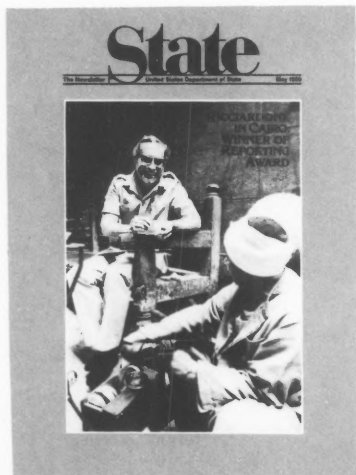
State

The Newsletter

United States Department of State

May 1989





THE COVER—Walking the streets of the Egyptian capital, *Frank Ricciardone* pauses for conversation from a shoeshine stand. Story on Page 2. (Photo by *Mike McClellan*, USIA)



Letters to the Editor

FS-1 grievance action

WASHINGTON

DEAR EDITOR:

Donna Gigliotti's article on the Office of Career Transition (STATE, March) was most informative. It is instructive that at least four of the five retired officers quoted by Ms. Gigliotti retired at the rank of FS-1. (I don't know the fifth.) Of the four, three are or were adherents to the FS-1 grievance action.

Of one retired officer, Ms. Gigliotti writes: "Because he has not yet found employment, he joined in a grievance that was filed by involuntary retirees." Lest readers be misled, the following facts concerning the FS-1 grievance action should be made clear:

—There are 41 adherents to the FS-1 group grievance action.

—Ten adherents are now retired, virtually all gainfully employed elsewhere. They continue as adherents (which is costing them about \$250 each per month in legal fees) because they believe in what the grievance is about: mismanagement of the Foreign Service personnel system.

—Nine adherents are members of "Cohort III," and are not yet subject to involuntary retirement. They do not now, and probably never will, benefit from the "prescriptive relief"—i.e., suspension of retirement until the case is settled—which is part of the grievance system. Indeed, most of this group adhered to the grievance even before their last promotion board in 1988. Again, they are involved because they believe deeply that mismanagement of the system has seriously weakened the Service and its ability to carry out the foreign affairs of the country.

—To date, over 40 other persons, not themselves adherents to the grievance, have made voluntary contributions to the FS-1 legal fund. Supporters include retirees, senior officers and serving ambassadors. (Contribution checks should be made out to "Jackson & Campbell—FS-1 Escrow Account," and sent to Ray Seefeldt, 708 North Emerson Street, Arlington, Va. 22203.)

—Adherents and supporters alike are deeply convinced that the Foreign Service personnel system has been mismanaged in a manner contrary to the legal mandate that there be "regular, predictable flow" into

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

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

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

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Honors and Awards

Frank Ricciardone wins Director General's Reporting Award

Runners-up: John Hamilton, Margaret McMillion, Terry Snell, Timothy Brown

FRANK RICCIARDONE, senior internal affairs reporting officer at Embassy Cairo, is the winner of the 1988 Director General's Award for Reporting. He gets \$5,000, a certificate and an engraved desk pen set. In addition, his name will be inscribed on a plaque in the Foreign Service Lounge. He was honored for his "analytical rigor, resourcefulness, street smarts and writing skills."

Four Foreign Service officers received honorable mention. The selection committee recommended that each be given the Department's Superior Honor Award. The runners-up are John Hamilton, political counselor, Embassy Lima; Margaret McMillion, principal officer, Udorn, Thailand; Terry Snell, political counselor, Embassy Warsaw; and Timothy Brown, political officer, Embassy Tegucigalpa.

In addition, 12 other officers were nominated for the high award: William Brownfield, Buenos Aires; Priscilla Clapp,



Mr. Hamilton



Ms. McMillion



Mr. Snell



Mr. Brown

Moscow; Craig Dunkerley, U.S. mission to NATO, Brussels; John Forbes, Manila; Donna Hrinak, Caracas; Edmund Hull, Tunis; Roger Moran, Yaounde; Haywood Rankin, Baghdad; Daniel Strasser, Brasilia; Diana Valderrama, Mexico; Lucien Vandembroucke, Nouakchott; and David Winn, Paris.

Reporting is described

Mr. Hamilton was cited for his reporting on Peru's politics, "particularly the political stability of that country." Ms.

McMillion was singled out for her reports "careful attention to detail" and for "defining the region's significance for U.S. activities and policies in Thailand as a whole." Mr. Snell was commended for his ability to draw on a wide range of contacts to describe "important political developments in Poland." And Mr. Brown was honored for his reporting on the Nicaraguan resistance.

Mr. Ricciardone's nomination noted that "U.S. relations with Egypt have broadened and strengthened to the point where

Profile of a man at work: Frank Ricciardone on the streets of Cairo

BY RYAN CROCKER

The author is political counselor at the U.S. embassy in Egypt.

ALTHOUGH IT IS only April, the dusty heat of summer hangs over the Cairo street. A mile away, at the Nile River, morning traffic rumbles past the Hilton, the foreign ministry's new office tower, the American embassy—concrete pillars of the modern city. It's a different world here. More carts than cars, buildings that were old in the last century, people more concerned about the price of bread and the availability of sugar than the Arab-Israeli "peace process," or even President Mubarak's current visit to Washington. The line in front of the government cooperative moves as slowly as the sun. A black-clad woman of indeterminate age and impressive girth, voice hoarse from years of battle with merchants, landlords and armies of petty bureaucrats, is not happy.

"Two hours I wait for cooking oil and when it's my turn, they will say: 'ma fiish' (there isn't any)," she says in a tone that would make any clerk think twice about denying the availability of this important commodity. The neatly-dressed, bearded man behind her says, with sympathy: "God

give you strength."

It's all the encouragement she needs. She addresses herself to the bearded one. "By God, we poor suffer! The prices go up and the wages do not. We're squeeze 'til we burst. God knows where it'll end."

His clothes, if not his accent, set him apart from the people of the quarter. Clearly, he is an effendi, perhaps an official, someone who could do a little something. Perhaps—but the thought is fleeting—he's one of the Islamic ones, the trouble-makers ... or, just as bad, the police. But he's too polite, too genuinely interested in the hardships of the neighborhood to represent a threat from either side.

The conversation soon ranges over a broad range of issues—from shortages to local elections to Israel to Naguib Mahfouz, Egypt's Nobel laureate in whom there's considerable pride (though very few in the street have read his works, and some do not read at all).

'Mr. Frank'

Thirty minutes later, the stranger is drinking tea with another new acquaintance, a bookseller who displays the latest releases from the active Islamic publishing houses. The bearded visitor is neither Muslim fun-

damentalist nor Egyptian official. He's Frank Ricciardone, political officer at Embassy Cairo and winner of the 1988 Director General's Award for Reporting. The people at the cooperative accept his identity as easily as they do his fluent, colloquial Egyptian Arabic. The bookseller takes his card and, sooner or later, the embassy switchboard will get another call for "Mr. Frank," whose range of contacts includes train conductors, taxi drivers, factory workers, tinsmiths, imams, Supreme Court justices, bean vendors, university professors, garbagemen, provincial governors and opposition politicians.

In the afternoon, Mr. Ricciardone is in the office of one of the latter, a deputy in the People's Assembly, who harbors strong suspicions over U.S. intentions toward Egypt in particular and Islam in general. Mr. Ricciardone talks at some length, covering U.S. economic assistance to Egypt and attitudes regarding the Muslim world; he corrects a few misconceptions on both subjects. He leaves behind an Arabic text of a speech by former Assistant Secretary Richard Murphy on Islam, and makes a mental note to check with the U.S. Information Service to see whether activity under

—(Continued on Page 4)

we share common views on some key areas of U.S. interest in the Middle East, including the Arab-Israel conflict, the Gulf and Libya . . . We have a very strong need for a complete and accurate picture of domestic developments as they impact on U.S. interests."

The selection committee found that the cables that had been submitted in support of his nomination "show him to be both master essayist and gifted raconteur." His work impressed the committee as demonstrating the rapport with host country nationals, and the committee cited other skills "which exemplify the Foreign Service tradition of excellence in reporting and analysis."

The nomination added: "He has interposed not just the English-speaking and upper-class portions of society which most diplomats know, but a socially and economically diverse cross-section of Egyptian life. The importance of his analysis is enhanced by the significance of Egypt to

U.S. foreign policy objectives and the fact that he is stationed in America's largest embassy. This is something he has turned to a distinct reporting advantage. For example, Mr. Ricciardone has mined the embassy's extensive AID mission for sources and contacts that would otherwise be inaccessible for a political officer."

Biographies

Mr. Ricciardone joined the Foreign Service in 1978. He was assigned to Ankara, first as a rotational officer, then as political officer. He later served as a consular officer in Adana. In the Department he has held assignments as a special assistant and international relations officer in the Bureau of Intelligence and Research, and as a political/economic officer in the Bureau of Near Eastern and South Asian Affairs. He was posted to Cairo as a political officer in 1986. He speaks four foreign languages—Italian, Turkish, French and Arabic. He has

won the Department's Meritorious Honor Award and step pay increases.

Mr. Hamilton joined the Foreign Service in 1970 and has held assignments in Madrid, Mexico City, Thessaloniki and the Bureau of Inter-American Affairs. He was posted to Lima in 1986.

Ms. McMillion joined the Service in 1975 and served in Kigali, Taipei and Pretoria. She was assigned to Udorn in 1986.

Mr. Snell, who also joined the Service in 1975, has served in Bridgetown, Krakow, Bangkok and in the bureaus of Personnel and European and Canadian affairs. He was assigned to Warsaw in 1987.

Mr. Brown entered the Service in 1965. He has served with AID overseas and in Merida, Asuncion, San Salvador, Amsterdam, Fort de France and in the bureaus of Inter-American Affairs and European and Canadian Affairs. He was assigned to Tegucigalpa in 1987. □



"For you, effendi, my best edition—that you may know the truth," says vendor of religious books to Frank Ricciardone.

(Photos by Mike McClellan, USIA)

HONORS AND AWARDS

—(Continued from Page 2)

the International Visitor Program might be suitable for the deputy, who's never been to the United States.

'Essence of his job'

Mr. Ricciardone describes the essence of his job as interpreting Egypt to the United States, and the United States to Egypt. He's tireless in the cause. The visitors program has been one of his most effective tools: a number of the senior members of Egypt's rigorously independent judiciary have had detailed exposure to their American counterparts, returning to Cairo with a strong sense of importance of the rule of law in both societies. He has brokered and served as translator (linguistically and culturally) at a meeting between Muslim brothers and a visiting congressman—a memorable experience for both sides.

Mr. Ricciardone's belief in the importance of expanding the range of U.S.-Egyptian contacts and American understanding of Egypt, her people and her institutions takes him well beyond his professional responsibilities. In coordination with the embassy's community liaison office, he's arranged weekend tours for embassy personnel to the Supreme Court, the People's Assembly and the Prime Ministry. Reflecting the extent of their own interest in communicating to visitors how Egypt works, and amplified by the impact of Mr. Ricciardone's efforts, the chief justice of the court, a bevy of deputies and a cabinet minister are on hand for briefings.

Embassy Cairo is one of the largest U.S. missions overseas, and Mr. Ricciardone is as active inside the walls as he is outside. Operating on the principle that virtually all mission activities involve interaction and communication with Egyptians and hence are politically relevant, he's in regular touch with American and Egyptian employees of the administrative section, AID, USIA and the Foreign Agricultural and Commercial Services. In the process, he acquires a multifaceted appreciation of the programs and goals of the various elements of the mission, enhancing his capacity to explain the U.S. role in Egypt and the region to his legions of Egyptian contacts.

Politics American style

Egypt's active parliamentary life, including a vocal opposition always ready to charge that the government is sending the country to ruin as well as the imperative for elected politicians to satisfy constituent demands, bears many similarities to America's, as Mr. Ricciardone is quick to point



Frank Ricciardone with a member of the parliamentary opposition.

out in his wide range of contacts with opposition and government deputies. (That Mr. Ricciardone, working with the U.S. Information Service, was instrumental in sending more than a dozen deputies to the United States last year to observe the American election process has significantly enhanced appreciation of these similarities.)

Mr. Ricciardone's active interest nets him invitations to observe the system here firsthand, and a Wednesday evening may find him in a North Cairo workingclass district—taking part in a weekly town meeting chaired by a parliamentary deputy to hear the concerns of his constituents. The politician makes good use of his position with the government's majority in the assembly, producing an under secretary of the ministry of supply to face some stiff questions from the spiritual kin of the woman in the cooperative line: Where is the cooking oil? Have Egyptian hens suddenly forgotten how to lay eggs, or have they left the country altogether, which would also explain the absence of chicken in the stores? The beleaguered official defends himself by making a few promises which the deputy notes with a wink at Mr. Ricciardone. It's a process that would be instantly recognizable to any member of Congress.

Role of religion

Mr. Ricciardone, a veteran in the Bureau of Near Eastern and South Asian Affairs, holds a deep affection for Egypt, and a strong appreciation for the role of Islam in Egyptian society. Religion is taken seriously here, and Mr. Ricciardone has developed an impressive understanding of Islam in general and its manifestations in Egypt. His respect for and interest in Islam has brought him a widening circle of acquaintances, from psychiatrists who use Islam as a basis for treating drug addiction

to the imams of some of Cairo's thousands of mosques, scholars of Al-Azhar and the Islamic political opposition, many of whose members have a deep mistrust of the United States. Mr. Ricciardone may not convince all of them that America is a friend, but they may come away knowing that simplistic notions of a supposedly anti-Islamic United States need some re-examination.

Islam in Egypt also takes special forms, and Mr. Ricciardone knows them—the quasi-mystical Sufi orders, and especially the Mawlids, and popular festivals commemorating the birth of a nationally or locally venerated religious figure. Whether entertainment or the faith is uppermost in the minds of the crowds is debatable, and the phenomenon—something like a country fair combined with a tent revival for half a million people—is better seen than described. And this is easily done if you're at Embassy Cairo: Just sign up for the community liaison office tour, escorted by Frank Ricciardone.

* * *

The voice on the political section phone belongs to a reporter for an Islamic paper. Maybe "Mr. Frank" would like to meet some of his friends—deeply religious young men who find it hard to believe there's an American diplomat who appreciates their faith and can debate its tenets in their language. The answer is yes, but not this week. For Mr. Ricciardone has taken his show on the road, catching the morning bus for Sohag in Upper Egypt. In the back of the bus, with some trussed chickens and a group of excited fellahin who have just made their first trip to Cairo, he's doing what he does best: ingesting another segment of Egyptian opinion to be interpreted for America, and translating America for a new audience. □

Patricia Brania, Sheila McPherson are 'Secretaries of Year'

PATRICIA A. BRANIA, a Foreign Service executive secretary now at the embassy in San Jose, Costa Rica, has been named "Foreign Service Secretary of the Year," and Sheila T. McPherson of the Office of Legislative Affairs is the "Civil Service Secretary of the Year." Each gets \$5,000 and a certificate signed by Secretary Baker. In addition, their names will be engraved on a plaque in the Foreign Service Lounge.

Claire Mueller, a Foreign Service secretary in the Office of the Director General of the Foreign Service and Director of Personnel, and Annette Jones, a Civil Service secretary in the Office of Operations, Bureau of Administration and Information Management, are the runners-up.

Ms. Brania won the high award for her performance last year in Kabul, in war-torn Afghanistan, where she was the only secretary in the embassy. She also served as back-up communicator and as the principal consular assistant there. She and Ms. Mueller were among 11 nominees. The nine others were Maria Beck, Mexico City; Maureen Casey, Montreal; Constance Corrigan, U.S. mission, Geneva; Laura Jean Johnston, Manila; Gloria Junge, Bangui; Patricia Kozlowski, Paris; Susan Rance, Athens; Nancy Rasari, Paris; and Sue Ann Rowell, Islamabad.

Ms. McPherson was one of four nominees for the Civil Service honor. In addition to her and runner-up Jones, the candidates were Juliette Crawford of the Bureau of Diplomatic Security and Mary Lou Lark of the Bureau of Economic and Business Affairs.



Patricia Brania



Sheila T. McPherson. (Photo by Ann Thomas)

Afghanistan and the Region



'At the risk of her life'

Ms. Brania was nominated by Jon D. Glassman, who was chargé d'affaires in Kabul. The post was closed earlier this year because of concern for the safety of U.S. employees. Mr. Glassman wrote: "It must never be forgotten that her duties were performed in a city which was hit on the average by 60 rockets per week, in which Iranian terrorists had targeted the American staff for execution, and in which sickness and the sounds of ongoing combat are rife. Ms. Brania has performed outstanding and noble duty here at the risk of her life."

He added: "She took up the job of communications program officer when the occupant was evacuated. She did the communicator's job simultaneously with her secretarial duties. Despite not having had proper training, she was able to handle adroitly the communicator's job. It should be

added that, because of the Iranian threat, she had to live in the chancery throughout this period. The day the communicator departed the post, the power supply blew out. She had to type messages out directly. Her workdays were a minimum of 12 hours daily and, on two occasions, 16 hours ... All messages went out; all deadlines were met.

"If this was not enough, Ms. Brania is the principal consular assistant in this post without consular staff ... In the administrative area she takes care of time and attendance for the entire 20-person American staff, does representation vouchers, appointments and a schedule for me, plus coordinating invitations and guest lists for the chargé and deputy chief of mission and sometimes for the political counselor. Beyond superb performance of these diverse and frequently over-

whelming duties, she has been quick to see ways to improve our operations."

Ms. Brania, the chargé pointed out, also assumed the presidency of the American Club—"a restaurant operation open nightly which offers one of the few sources of recreation for the Western community here." He said she was in charge of social events, checking of accounts, monitoring food and liquor stocks and supervision of the club manager. She also was in charge of motion picture films that came in "regularly from the Navy and needed to be logged in, logged out and returned promptly along with submission of a monthly viewing report."

Mr. Glassman added: "As a highly popular person at the post and in the community, Ms. Brania is invited to, and participates voluntarily in, a number of diplomatic social events. This representational activity fills up whatever spare time would otherwise remain for her."

Civil Service: McPherson

Ms. McPherson was selected for her professional skills, her ability to work under pressure and her dedication, according to a Department Notice.

"Her deft ability to respond to pressure and crisis is unprecedented in a Foreign Service or Civil Service secretary, in my view and experience." Mark Johnson, a deputy assistant secretary for legislative affairs, wrote in the nomination. "I have worked with a lot of hardworking, dedicated secretaries. But none of them can compare with Sheila for sheer

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Claire Mueller

output and extraordinary accuracy. The degree of initiative and determined ability to turn out the high-quality work is, frankly, astonishing. She has accomplished this performance in one of the toughest arenas in the Department, the world of congressional relations."

Mr. Johnson added: "The Office of Legislative Affairs is a difficult place to work. Consider this: when Congress is in full stride, with legislation of interest to the Department being considered by either the House or Senate, a typical day consists of about 800-900 phone calls (our secretaries have actually logged 90 an hour), 185 congressional letters per day, and possibly a half-dozen times sensitive memos to the Secretary. It is important to understand that this environment subjects our officers and secretaries to the tension and pressures of two dramatically different worlds: the executive branch and Congress.

'Excellent appearance'

"She possesses the best representational talents of any secretary that I have supervised over a 20-year period. She makes an excellent appearance directly with members of Congress with her unflinching courtesy and calm attitude . . . and she has made a significant contribution to the overall improvement of our relationship with the Congress. She also has a superior knowledge of congressional and legislative procedures, as good as some of our officers.

"She has superb typing skills, presenting a flawless memo or letter the first time. She is a superb problem solver. She loves to break down complicated issues into resolv-



Annette Jones

able parts. Last year, for example, she coordinated and logged the Office of Legislative Affairs' entire leave schedule so that the operation was covered and staffed during primary leave periods. Seventh-floor principals treat her as my complete alter ego. The Office of the Under Secretary for Management understands that in working with her they are working with me . . .

"In her several years in the office, and particularly as my secretary the last three years, she has set the standard for productivity and output throughout the entire Office of Legislative Affairs. She has an incredible capacity to absorb new duties and responsibilities. For example, when we were struggling with an all-out vote on contra aid, the Secretary decided to send personal letters to every member of Congress. Sheila, who was not the duty secretary, took on this task, displayed her marvelous skills with our word-processing equipment, organized a minitask force, and stayed with the job until 1 a.m., when the letters were finished."

Biographies

Ms. Brania joined the Foreign Service in 1978. She held assignments in Managua, Quito, San Salvador and Islamabad before she was posted to Kabul in 1987. She has twice won the Superior Honor Award, including one with a cash award. She also received pay step increases and figured in a group Meritorious Honor Award.

Ms. McPherson joined the Department in 1975. She has served in the Trade Agreements Division of the Bureau of Economic and Business Affairs, 1975-78, and the

Economic Policy Office of the Bureau of East Asian and Pacific Affairs. Since 1979 she has been in Legislative Affairs. She has received several "outstanding" performance ratings and pay step increases.

Ms. Mueller joined the Foreign Service in 1969 and has held overseas assignments in Singapore, Beijing and Hong Kong. In the Department she held secretarial positions in the Executive Secretariat and the Bureau of Human Rights and Humanitarian Affairs. She has won the Meritorious Honor Award and pay step increases.

Ms. Jones joined the Department in 1966 and was assigned as a clerk in the Passport Office, Bureau of Consular Affairs. She went to the Bureau of Intelligence and Research as a secretary in the early 1970s. She served approximately 10 years there and then transferred to the Bureau of Administration and Information Management. Since November 1987 she has been secretary/office manager in the Office of Operations. During her career she received a Meritorious Honor Award and shared in a group Meritorious Honor Award. She has received cash awards. □

A Distinguished Honor Award for Eva Kim

Eva S. Kim, a Foreign Service executive secretary in the Office of the Under Secretary for Political Affairs, was presented the Department's top performance award—the Distinguished Honor Award—for her "contribution to the conduct of American foreign policy over two decades" and for serving as "a role model for secretaries and officers alike." Ms. Kim, who was "Secretary of the Year" in 1971, has been personal assistant to Under Secretary Michael H. Armacost. She was honored at a ceremony in the Treaty Room.

Mr. Armacost, who nominated her, cited her actions in times of crisis, her judgment in handling people and her "true heroism." As an example of her valor, he wrote that "In Saigon she worked through the Tet offensive, including the traumatic hours immediately following the occupation of the embassy. In the final days before evacuation, she spent hours helping American dependents and Vietnamese officials evacuate—but she left only on the final helicopter."

He added: "More recently, when a secretary was shot in an adjoining office, it was Eva Kim who notified Diplomatic Security, ensured that the Secretary's suite was secure, and found time to notify my



At award ceremony, from left: husband George McArthur, Eva S. Kim, Under Secre-

tary Michael H. Armacost. (Photo by Ann Thomas)

family as well—the personal touch which helped allay concerns arising from early news reports.

“She has always found time to offer counsel and assistance to others. In recent years, she has volunteered her profound knowledge of the Department and the Government to help my special assistants organize, refine and focus my papers and meetings. She performed her duties with enormous skill, knowledge, creativity, tireless good humor and an uncanny ability to discern the truly important, and gave special meaning to such words as character, duty and public service....

“Her ability to contact people at a time of crisis is a tribute not only to her priceless Rolodex, but also to the extensive network of personal contacts she has developed over a long and distinguished career. I saw this at play last month when, with only an hour’s notice, I needed to contact 21 senators, congressmen (in districts on vacation), ambassadors and the UN secretary general (who was traveling) to inform them of the President’s decision to open a dialogue with the PLO. It got accomplished, largely through her genius. Eva Kim is tireless—her record shows two decades of high-velocity workweeks regularly stretching to 60 (and often more) hours per week.”

Ms. Kim joined the Foreign Service in

1958. She held secretarial assignments in Lima, Vientiane, Saigon, Singapore and the Bureau of East Asian and Pacific Affairs before she was assigned to Mr. Armacost’s office in 1984. She has received Superior and Meritorious Honor Awards, the Vietnam Award and pay step increases. □

Communicator Rabie, now ill, wins honor award

The following article by Jim Gosney appeared in the Yakima (Wash.) Herald-Republic.

ZILLAH, Wash.—At his parents’ quiet country home last Friday afternoon, Doug Rabie received some distinguished visitors he never expected to see.

The State Department never visits Zillah.

But the three men, all bearing impressive titles, came to see Rabie, and to present him with an award so rare that Rabie himself had only heard of one other recipient.

“One of them I’d seen before, but the other two, no,” admitted Rabie whose 14-year career with the State Department was halted by a brain tumor.

The high-level visitors had business with Rabie, an electronics specialist whose work had taken him to uncounted embassies

and consulates throughout the world. They came to Zillah, and to Rabie, to present him with the Department’s rarely bestowed Superior Honor Award.

Awarding the plaque and the accompanying medal and tuxedo miniature were Ambassador Sheldon Kryss, assistant secretary for administration and information management; Robert L. Caffrey, deputy assistant secretary for communications; and William G. Fitzpatrick, chief of communications, Security Division.

Doug Rabie, although he downplays his activities, had come a long way.

Certainly a long way from his destroyer anchored near Athens, Greece, in 1975, where he served as an electronics technician.

“A fellow from the ship had gone to the embassy there and came back and said that the State Department was looking for electronics people. I was getting out of the Navy after six years, so I decided I’d have a try,” Rabie recalled.

Discharged and back home, the 1968 Zillah High School graduate almost forgot about his application, but four months later he received a letter indicating interest by the State Department. Interviews and a subsequent security check later, he was hired and promptly sent off for more education.

Rabie’s job was electronics technician, but in the State Department, the title belies its importance. As all governments depend upon communication and transmission, and security is more than a byword, Rabie stepped into perhaps the most critically important electronics work possible.

“My job, essentially, was to go



Doug Rabie

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through each embassy's communications system, updating and checking, sometimes improving and sometimes developing entire installations."

The job was to take him to numerous countries in western Africa, including Ghana—where he met the ambassador, Shirley Temple Black—to Kenya and Mauritania; perhaps 50 separate countries, Rabie guesses.

Rabie hadn't thought his travels would be so widespread, but four years after he entered the service, and after his African sojourn, he found himself in Bangkok, Thailand. Then to Vientiane, then to Rangoon, Port Moresby, Beijing, Singapore.

Five years ago, in Bangkok, Rabie was diagnosed as having a brain tumor. Surgery was performed there by a neurosurgeon trained at Johns Hopkins University.

"He recommended, though, additional treatment, so he accompanied me back to Georgetown University Hospital," Rabie said. "So I underwent some radiation treatments which arrested the tumor for about five years."

Returning to work, Rabie alternated his morning treatments with the Department, serving as chief of technical services in the Office of Communications/Security.

His tumor now considered to be terminal, Rabie has returned to his parents' home and receives regular radiation treatments. "I've already lived two months longer than they said I would," he said with a smile.

Still, the visit by the three high-ranking State Department members was an unexpected surprise and a happy one. And the plaque, now on the mantelpiece, frequently draws his attention.

The signature, too, is significant: George P. Shultz, Secretary of State. □

5 become award winners in suggestion program

Five State Department people who are recent winners of Employee Suggestion Awards have been identified in a Bureau of Personnel announcement that urges employees to take advantage of the program. The five are Hans-Joachim Maurer in Bonn, Claudia Romeo in Canberra, Fanny Weisblatt in the Bureau for Refugee Programs, Steven R. Slatin in Rangoon and Rhonda Lacey-Long in the Bureau of Personnel's Office of Recruitment, Examination and Employment.

The bureau noted that the U.S. Government "will award up to \$35,000 for your good ideas, suggestions, inventions or any contributions beyond the expected scope of

your job which significantly reduce costs or improve Government operations or services." Awards are also given for "suggestions promising solid improvements, such as saving time, materials or paperwork, simplifying procedures or processes." Besides the cash, recognition could come from a certificate or a personal letter from President Bush.

Those who have suggestions are invited to utilize the suggestion boxes on

the first floor at Main State at either end of the cafeteria, or on the second floor near the Foreign Affairs Recreation Association store. The boxes contain forms and brochures with instructions. Completed forms should be brought to Room 3835. An acknowledgement will follow, and the suggestion will be evaluated by the bureau or office concerned, with a status report then forwarded to the person who made the suggestion. ■



BONN, West Germany—Winner of \$3,000 in cash under the Department's Suggestion Award Program is Foreign Service national Hans-Joachim Maurer, second from left. Overcoming initial skepticism by embassy officials, he took the initiative in organizing a procedure under which visa applicants have

their passports mailed back to them C.O.D., saving the U.S. Government tens of thousands of dollars in postage—a system since adopted by other posts. With him are commercial counselor John W. Bligh Jr., left, consular officer Marsha E. Barnes, personnel officer Philip A. King.



Suggestion coordinator Rita Corcoran hands form and brochure to Lou Deaver, Office of

International Conference Administration.

Life in the Foreign Service

How to succeed (11 easy lessons) as an administrative officer

In Khartoum, 'a sense of humor helps'

BY LEWIS K. ELBINGER

NOTES FROM A FIRST-TIME administrative officer to his successors in Khartoum, capital of Sudan, the large African nation south of Egypt:

Welcome to this small hardship post.

Being the administrative officer here is like having a bowling alley in your head: the physical plant is eroded by years of neglect, the local bureaucracy marches to its own distant drummer, the strain of living in a hardship post on the edge of a war zone frazzles the nerves of even veteran officers, the inundation of visitors with their attendant demands when the weather is good, the inundation of heat with its broken air-conditioners when the weather is bad, and the clash of self-important personalities combine to make for a work environment in which calm regularly and unexpectedly erupts into crisis.

That said, the experience of working here is valuable. The challenges for an administrative officer are many: stretching scarce resources in a budget-cutting environment, balancing the claims of rival agencies, monitoring the personnel crises which threaten to disrupt operations, responding quickly to a potentially explosive security situation, facilitating pouch services, importing diplomatically-privileged items in a manner that does not offend local sensibilities, convincing contractors not to quit suddenly—the list goes on. There is a feeling of accomplishment in reviewing the litany of crises resolved and crises averted.

But problems and issues at Foreign Service posts that are not traditionally resolved by the political, economic or consular sections are labeled "nonsubstantive" and given to the administrative section for resolution. These matters range from the petty to the grand, from organization of a "happy hour" to life-saving intervention in a medical emergency.

All of which leads to the first lesson learned:

Lesson 1

The administrative section is often judged by its performance on lower-priority items.

Your reputation may not rest on the fine job you did supplying the lights, water and electricity necessary to implement U.S. foreign policy. Rather, it may rise or fall on



Lewis K. Elbinger planning his day.

such intangible and subjective factors as "morale," "family feeling" and "caring." Time and effort spent on higher-priority administrative responsibilities is often invisible to the community-at-large, and becomes apparent only when failure occurs. As is the case with bus drivers, garbage men and most providers of services, errors in the administrative section are noticed immediately, while good performance is taken for granted. The administrative officer's place and work is backstage. Lack of acclamation for success and instant accountability for failure comes with the territory; individuals who are not content to act as stage managers are probably ill-suited to the job.

A colleague who worked as a general services officer was constantly astonished at the fact that those who were most lavish in their criticism of the administrative section were also bursting with projects for it to undertake. She called this phenomenon "my good idea for you to implement." The secret of dealing with the authors of brilliant schemes that require no expenditure of energy on their part, but lots of work on yours, is to return the favor. It is remarkable how fast the best ideas vanish when you require that they be presented in the form of a memo, for example. You will quickly discover that the world is full of amateur administrative officers, all of whom believe themselves capable of doing your job better than you. Advice is offered

freely at water-coolers and photocopying machines. Even when prefaced by the words "Why don't we . . .?", such advice is certainly meant for the second-person singular—you. It is comforting to know that so many fine minds are willing to assist you without solicitation or thought of compensation.

Lesson 2

If your life does not work, the general services officer will not fix it.

Expectations for the administrative section are high, perhaps unreasonably so. Regional psychiatrists have noted the phenomenon that, at small posts, a great deal of dependency is generated. Living as we do as wards of a huge bureaucracy, some of this dependency is encouraged by a system in which many physical amenities are provided. It is understandable that some individuals lapse into a mentality that makes it seem to them that they are no longer capable of changing a lightbulb. It then becomes the administrative officer's uncomfortable duty to deliver the message that each individual is ultimately responsible for himself or herself. It is not a message that is always well-received, which leads to the next lesson . . .

Lesson 3

Administrative officers are not babysitters.

An administrative officer insures that people receive benefits to which they are

entitled, and that they do not receive benefits to which they are not entitled. The first part makes the administrative officer popular, a dispenser of goodies in the Santa Claus tradition. The second part makes him or her unpopular, a Scrooge-like withholder of entitlements. Entitlement is usually, but not always, defined in the Foreign Affairs Manual. The definition is usually, but not always, clear. Problems usually, but not always, arise when interpretation is needed to define an entitlement. In such situations, seek guidance from higher authority immediately.

There are two kinds of complaints: legitimate and illegitimate. Distinguishing between them is an art, not a science. It is probably enough to strive to establish a reputation for being "fair." Such a goal is not always attainable because so much is outside of your control.

When confronted by unreasonable demands, ask the petitioner: "What would you do if you were in Washington?" This sometimes helps to restore perspective and re-establish the prime fact that all of us are responsible for ourselves. It can also elicit a torrent of verbal abuse, so use this technique sparingly.

Lesson 4

Administrative officers are babysitters.

One regional psychiatrist was surprised by the amount of unfocused anger experienced by women in this country as a result of the primitive social conditions which force women to accept reduced mobility and status. This anger, being unfocused, often finds for an outlet any available and convenient target. No target is more available and convenient than the administrative section, with its myriad ways to enhance, depress or otherwise affect people's lives. Consequently, the administrative officer is sometimes called upon to hold a hand. That is why a box of tissues is located next to the administrative officer's in-basket.

Lesson 5

The squeaky wheel gets the grease.

There is no justice in this, but it is too often true. It works in two directions: when people/organizations demand service from you and when you demand service from people/organizations. Those who have been playing bureaucratic games long and hard know this. They approach your office like wounded bulls, howling in anguish at real or imagined wrongs, or demanding services for which they may or may not be eligible. The difficulty is to avoid the perfectly natural and human inclination to treat such indi-

viduals with contempt. A "good" administrative officer is seen as "caring," although some people misinterpret this to mean that the officer is one who quickly and unquestioningly grants every request.

Lesson 6

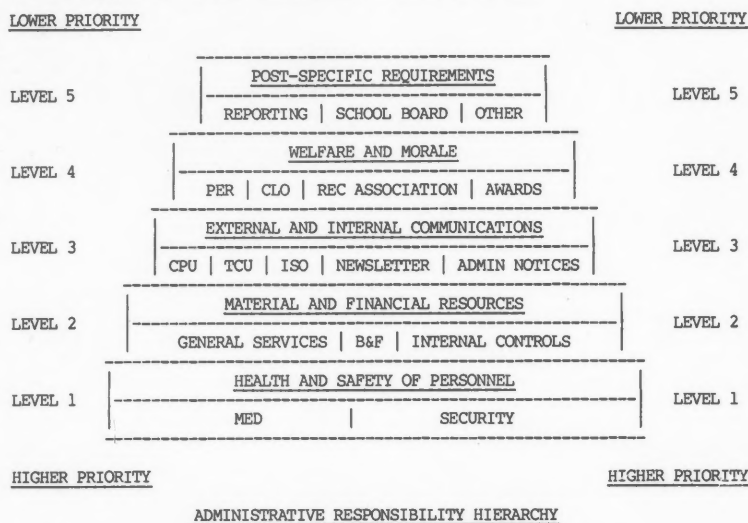
Never assume anything.

It has been cleverly said that "assume" makes an "ass" out of "u" and "me." Cute, but all too often true. Wise administrative officers preach the doctrine of "closure" to their staff, with the realistic expectation that the message will be received and absorbed with mixed success.

Closure means following a task to its complete and logical conclusion. It means double-checking, verifying and making sure that things that were supposed to be done actually and truly were. Closure means abandonment of the magical thinking that is too prevalent among Foreign Service nationals, who believe that to say something is to do it. It means that nothing is stricken from the officer's "to do" list until the item is absolutely completed. Those who do not learn this lesson are condemned to repeat it.

On one occasion, an experienced national at this post failed to reconfirm the

Ranking your responsibilities: a useful chart



WITHOUT a framework to order responsibilities, all problems and issues claim equal importance and demand equal attention. Although administrative responsibilities are disparate, it is possible to identify five levels of responsibility listed in rank order as follows:

- Level 1—Health and safety of personnel.
- Level 2—Material and financial resources.
- Level 3—External and internal communications.
- Level 4—Welfare and morale.
- Level 5—Post-specific requirements.

With Abraham Maslow's hierarchy of human needs used as a model, the administrative responsibility hierarchy graphically

illustrates the relationship and relative priorities of the five levels of administrative responsibility and relates them to traditional departments within the Administrative section. In the Maslow hierarchy, higher-level needs could not be fulfilled until lower-level needs were met. Similarly, higher-priority administrative responsibilities should be satisfied before lower-priority responsibilities claim attention.

This hierarchy provides a conceptual framework in which to order priorities, allocate resources and assign tasks. The chart is useful in providing direction for administrative management, explaining the operation of the administrative section to others, training administrative personnel and evaluating performance.—L.K.E. □

airplane tickets of the ambassador and his party, who were returning to the capital. At first glance, this failure was inexplicable and appeared to be gross negligence. Subsequent investigation revealed that the ambassador had flown to post on a military flight, and the national assumed he would return in the same manner. This incident served to remind all of us that assumptions can lead to embarrassing and/or costly mistakes.

Lesson 7

It is better to have something and not need it than to need something and not have it.

Redundancy is not waste, although there may be cases where the distinction is difficult to ascertain. This lesson applies to both people and material, and is especially pertinent during official visits. When applied to people, it refers to cross-training and the margin of security gained by knowing that operations will not grind to a halt due to the planned or sudden absence of an employee. When applied to material, it means planning to avoid shortage. As a rule of thumb, it is the administrative officer's equivalent of the Boy Scout motto.

Lesson 8

There are two sides to every story.

A corollary of Lesson 6. If you do not know this now, working as an administrative officer will indelibly imprint it upon your mind. My first response to every allegation is: "I will investigate." Investigation invariably reveals that a significant detail has been added, deleted or changed from the version of the story as originally presented. It then becomes the job of the officer to sift the truth, a particularly unrewarding task. That, as an administrative counselor once told me, is why we pay you those big bucks.

One technique for pinning down elusive facts is to tell grievants to "put it in writing." It is amazing how personnel matters which appear at first glance to be major human rights violations diminish in size when reduced to the printed page.

Another technique is to get all parties to tell their tales in the same room. This saves a great deal of time and acrimony and often leads to quick resolution and the next lesson ...

Lesson 9

Make molehills from mountains.

This is an essential part of the administrative officer's job. "If you can keep your head while others all around you are losing theirs, you probably do not understand the situation." Nevertheless, the



society at this post is one in which news is controlled and, as a result, the rumor mill works overtime. The administrative officer continuously receives alarming and amusing examples of rumors that require refutation and should be ready at a moment's notice to poke holes in many a silly notion.

"Telephone" is a child's game that illustrates how stories are changed by repetition. Sitting in a circle, one player writes a word on a piece of paper and whispers it to his neighbor. The word is whispered around the circle. Comparison of the word heard by the last person to receive it with the written word reveals the extent to which the word was changed. The larger the circle, the more the word is changed, until it becomes laughably unrecognizable.

The administrative officer often has to play the "telephone" game in reverse; that is, he or she must reestablish the original word or message that was changed by constant repetition. This occurs both within the post and within the outside community. For example, on one occasion in my experience the expatriate employees of a petrochemical firm evacuated their homes because they

feared an industrial accident. The fear was real, but the basis for it was not. It was necessary to ascertain the facts in this case and communicate them accurately. The establishment and maintenance of a functioning warden system is invaluable in rumor control.

Lesson 10

*Everything is easy till you try it.
You'll find out.*

Lesson 11

A sense of humor helps.

Doonesbury, the Far Side and New Yorker cartoons serve to maintain a healthy perspective on the relative value of human efforts in a large, impersonal universe. When things get grim or crazy, it is useful to remember the words of economist John Maynard Keynes, who observed that "in the long run, we are all dead."

One final point: no one says just "Hello" to an administrative officer. The traditional greeting is "I have a question ..." Get used to it. Sometimes you will actually have the answer. ■

Appointments

President Bush names 17 for ambassadorships

All regions except Near East are represented

PRESIDENT BUSH as of mid-April had announced his intention to nominate 17 ambassadors. All the nominations would require Senate confirmation. The posts involved, listed alphabetically, and the persons named are:

—*Argentina*—Terence A. Todman, former ambassador to Denmark, to succeed Theodore E. Gildred.

—*Australia*—Melvin F. Sembler, chairman of Mel Sembler Associates of Dyersburg, Tenn., and St. Petersburg, Fla., to replace Laurence William Lane Jr.

—*Bahamas*—Chic Hecht, former U.S. senator, to succeed Carol Boyd Hallett.

—*Canada*—Edward N. Ney, chairman, PaineWebber/Young & Rubicam Ventures, New York, to replace Thomas Michael Tolliver Niles.

—*China*—James Roderick Lilley, former ambassador to Korea, to succeed Winston Lord.

—*Finland*—John Giffen Weinmann, a lawyer with the firm of Phelps, Dunbar, Marks, Claverie & Sims, to succeed Rockwell Anthony Schnabel.

—*France*—Walter J.P. Curley, principal officer, W.J.P. Curley, New York, to replace Joe M. Rodgers.

—*Indonesia*—John Cameron Monjo, ambassador to Malaysia, to replace Paul D. Wolfowitz.

—*Ireland*—Richard Anthony Moore, associate producer of the television series, "The McLaughlin Group," to succeed Margaret M. O'Shaughnessy Heckler.

—*Italy*—Peter F. Seccia, chairman, Universal Companies, Inc., to replace Maxwell M. Rabb.

—*Lesotho*—Jerry Alexander Moore Jr., pastor, 19th Street Baptist Church in Washington, to succeed Robert M. Smalley.

—*Luxembourg*—Frederick Morris Bush, president, Bush & Co., Washington, to replace Jean Broward Shevlin Gerard.

—*Malaysia*—Paul Matthews Cleveland, ambassador to New Zealand and Western Samoa, to succeed John Cameron Monjo.

—*New Zealand and Western Samoa*—Della M. Newman, president and owner, Village Real Estate, Seattle, to replace Paul Matthews Cleveland.

—*Spain*—Joseph Zappala, chairman and chief executive officer, Joseph Zappala & Associates, St. Petersburg, Fla., to succeed Reginald Bartholomew.

—*Sweden*—Charles E. Redman, former

assistant secretary for public affairs and Department spokesman, to replace Gregory J. Newell.

—*Switzerland*—Joseph B. Gildenhorn, partner, JBG Companies, Washington, to succeed Philip D. Winn.

Following are biographical sketches of the persons named by the President.

* * *

Argentina

Terence A. Todman, a career Foreign Service Officer, was ambassador to Denmark from 1983 until recently. Before that, he was ambassador to Spain, 1978–83.

Mr. Todman joined the Service in 1952 after serving as assistant personnel officer with the government of the Virgin Islands. From 1952 to 1957 he was an inter-



Mr. Todman



Mr. Sembler

national relations officer at State. He later drew assignments as political officer, New Delhi, 1957–60; a student taking Arabic language training in Beirut, 1960–61; and political officer, Tunis, 1961–64. He was deputy chief of mission, Lome, 1965–68; country director for East African affairs, 1963–69; and ambassador to Chad, 1969–72.

Mr. Todman later was ambassador to Guinea, 1972–74, and Costa Rica, 1975–77. From 1977 to 1978 he was assistant secretary for inter-American affairs.

Mr. Todman was born in St. Thomas, Virgin Islands, on March 13, 1926. He received a bachelor's from Inter-American University in San German, Puerto Rico, in 1951. He received a master's in public administration from Syracuse in 1952. He served with the Army, 1945–49. His foreign languages are Spanish and French.

He won the Department's Superior Honor Award in 1976 and the Virgin

Islands' Medal of Honor the following year. He is a member of the board of trustees, College of the Virgin Islands, the American Foreign Service Association and the Council on Foreign Relations. He is married to Doris Weston Todman. They have four children—Terence Jr., Patricia, Kathryn and Michael.

* * *

Australia

Melvin F. Sembler was cochairman of the American bicentennial inaugural of President Bush. Since last year he has been active in the White House conference on drugs, a consultant to Mr. Bush on drugs and member of a Florida drug policy task force.

Mr. Sembler began his business career as a sales representative with the Shaw Barton advertising specialties firm in Kansas City, 1955. He was manager of Schlesinger's in Dyersburg, Tenn., 1956–63, and chairman, Mel Sembler Associates in that city and in St. Petersburg, Fla., since 1963. He was vice president, Franchise Finance & Management, 1968–69.

Mr. Sembler was born in St. Joseph, Mo., on May 10, 1930. He received a bachelor's from Northwestern in 1952, then served in the Army, 1953–55. He won the National Mall Monitor Centers Award for Excellence, 1984, and the J.C. Penney Golden Rule Award, 1987. He is chairman, Straight, Inc., and member of the advisory committee, Florida Business Magazine. He is a member of the International Council of Shopping Centers, the National Mall Monitor, the Arthritis Research Foundation and other organizations. He has written articles for magazines. He is married to Betty Maxine Schlesinger. They have three children, M. Steve, Brent and Gregory.

* * *

Bahamas

Chic Hecht was a U.S. senator from Nevada from 1983 until recently. Before his election to Congress he was in the real estate and construction business in Las Vegas, 1956–82. He also engaged in retail business there, 1954–82; in banking, 1957–82, and in the hotel business in Arizona and Nevada, 1977–82.

He was born in Cape Girardeau, Mo., on November 30, 1928. He received a bachelor's in business from Washington

University in St. Louis in 1949. He served in the Army's Intelligence Corps in Berlin, 1951-53. He has been named to the Army Intelligence Hall of Fame. His foreign language is German.

Mr. Hecht was elected to the Nevada State Senate in 1967 and served there until 1975. He was the Senate minority leader under Governor Paul Laxalt. After his election to the U.S. Senate, Mr. Hecht served on the Banking, Housing and Urban Affairs, the Energy and Natural Resources Committees and the Select Committee on Intelligence. He also was a member of the National Republican Senatorial Committee. He is a member of the Las Vegas Chamber of Commerce, the Retail Merchants Bureau, the National Counter Intelligence Corps and the National Military Intelligence Association.

Mr. Hecht is married to Gail Kahn Hecht. They have two children, Lori and Leslie.

* * *

Canada

Edward N. Ney has been chairman of PaineWebber/Young & Rubicam Ventures, New York, since 1986. He was appointed a member of the Board for International Broadcasting in 1985 and again in 1988. He has been vice chairman and director, PaineWebber, Inc., since 1987, and chairman, Young & Rubicam, Inc., 1974-86.

Mr. Ney has been a director of the Advertising Council since 1973; its vice chairman, 1984-87; and honorary chairman since last year. He is a member of the Advertising Hall of Fame council of judges of the American Advertising Federation, a member of the advisory council of the American Association of Advertising Agencies, and a trustee of Amherst, the Museum of Broadcasting, the National Urban League and the New York University Medical Center.

He has been a director of the Business Council for Effective Literacy, the Center for Communication and the Citizens Against Government Waste. He is on the advisory boards of the Center for Strategic and International Studies, the Columbia Graduate School of Business and the Commission on Presidential Debates. He is a member of Americans for Berlin, the Council on Foreign Relations, the Services Policy Advisory Committee, and the visiting committee on Afro-American studies at Harvard. He was a governor of the Foreign Policy Association, 1980-89, and its vice chairman, 1984-87.

Mr. Ney's honors and awards include

the Advertising Hall of Fame citation, 1988, and the Golden Plate Award of the American Academy of Achievement, 1975. He won the "International Executive of the Year" award of the American Graduate School of International Management, 1978; the American Jewish Committee's National Human Relations Award, 1980; the "Advertising Man of the Year" award, given by the Association for the Help of Retarded Children, 1974; the Boy Scouts of America, Greater New York Councils, "Good Scout Award," for community service, 1980; the John Burroughs School, St. Louis, Mo., outstanding alumnus award, 1981; the Covenant House Award, 1985; the International Advertising Association's "Man of the Year" award, 1975; the International Radio and Television Society's Gold Medal Award for Advertising, 1989; the Juvenile Diabetes Foundation's Special



Mr. Ney



Mr. Lilley

Achievement Award, 1978; the United Negro College Fund's Frederick Patterson Award, 1983; the Voice Foundation's Voice Education, Research and Awareness Award of Achievement, 1987, and Iona College's honorary doctorate of laws, 1981. He was named guest of honor by the United Jewish-Appeal-Federation of Jewish Philanthropies in 1983. He won the Gallagher Report's "Advertising Man of 1974" award. For many years he was the winner of the "most influential person in advertising" award, given by U.S. News & World Report.

Mr. Ney was born in St. Paul, on May 26, 1925. He received a bachelor's from Amherst. From 1943 to 1946 he was an ensign in the Navy. His foreign language is French. He is married to Judith L. Ney. They have three children, Nicholas and Hilary Ney and Michelle Ney Kilduff.

* * *

China

James Roderick Lilley was ambassador to Korea from October 1986 until recently. He was deputy assistant secretary for East

Asian and Pacific Affairs, 1985-86.

During his Government career Mr. Lilley has held many assignments in Washington and in U.S. missions in East Asia, including the Philippines, Taiwan, Cambodia, Laos, Thailand, Hong Kong and China. In 1975 he was appointed national intelligence officer for China, the senior post in the intelligence community on Chinese affairs. In 1981 he became political coordinator and senior East Asian specialist on the National Security Council staff. From 1984 to 1985 he was a consultant on international security affairs at the Department of Defense. He has also been an adjunct professor at Johns Hopkins School for Advanced International Studies.

Mr. Lilley was born in Tsingtao, China, on January 15, 1928. He received a bachelor's from Yale in 1951 and a master's from George Washington in 1972. He attended the National War College in 1972. He served in the Army, 1945-46, and also in the Air Force as a first lieutenant in the Reserve. He is married and has three children.

* * *

Finland

John Giffen Weinmann has been a counselor with the law firm of Phelps, Dunbar, Marks, Claverie & Sims since 1985. He was U.S. commissioner general for the 1984 Louisiana World Exposition, 1983-85.

Mr. Weinmann began his career with the law firm in 1953, serving there until he was appointed to the fair. He was a partner with the firm, 1955-80. He also has been director, Eason Oil Co., Oklahoma City, 1961-80; general counsel, Rathborne Land Co., 1968-80, and Times-Picayune Publishing Corp., 1968-80; director, Rathborne Land Co., Harvey, La., 1968-81; manager, Waverly Enterprises, since 1977; and president and director, Waverly Oil Corp. of Oklahoma, since 1979.

He was chairman of the board of Eason Oil in 1977. He has been a director with the First National Bank & Trust Co. of Oklahoma, 1978-84, and a counselor with the Phelps law firm, 1981-83. He was chief U.S. delegate to the Bureau of International Expositions in Paris, 1983-84. He is a member of the board of administrators, Tulane Educational Fund; board of governors, Tulane Medical Center; and of other organizations.

Mr. Weinmann was born in New Orleans on August 29, 1928. He received a bachelor's (1950) and a doctorate in law (1952) from Tulane. He served in the Naval Reserve. He is married to Virginia Lee

APPOINTMENTS

Eason Weinmann. They have four sons, Winston, Robert, John and George, and a daughter, Mary.

* * *

France

Walter J.P. Curley has been the principal officer of W.J.P. Curley in New York since 1977. He was ambassador to Ireland, 1975-77, and commissioner of public events and chief of protocol for New York City, 1974.

Mr. Curley began his career as a section manager with the Caltex Oil Co., in India, in 1948. From 1953 to 1956 he was department manager with that firm in Italy. He later was vice president and director of the San Jacinto Petroleum Co., New York, 1957-59, and a partner with J.H. Whitney & Co., also in New York, 1960-74. He has been a director with Fiduciary Trust International, New York, and the Bank of Ireland, Dublin, since 1979; with the New York Life Insurance Co., since 1980; with the Crane Co., Independent Newspapers, Ltd., Dublin, and the American Exploration Co., New York, since 1981; with Ashford Hotels Ltd., New York, and Guinness Peat Aviation (United States), Connecticut, since 1985; and with the Medusa Corp., Cleveland, since last year.

Mr. Curley was born in Pittsburgh on September 17, 1932. He received a bachelor's from Yale in 1943 and a master's in business administration from Harvard in 1948. His foreign language is Italian. He served with the Marines, 1943-46. He has received an honorary doctorate from Trinity College, Dublin, 1976; the Army's Bronze Star, the Navy's President's Unit Citation and China's Cloud and Banner decoration. He is a member of the Union, Links, Rolling Rock and Kildare Street Clubs and the Dublin Foreign Policy Association. He has written a book, "Monarchs in Waiting." His "Letters from the Pacific" was published privately. He is married to Mary Walton Curley. They have three sons, Walter III, John and James, and a daughter, Margaret.

* * *

Indonesia

John Cameron Monjo has been ambassador to Malaysia since 1987. Before that, he was deputy assistant secretary, Bureau of East Asian and Pacific Affairs, 1983-85, and senior deputy in the bureau, 1985-87.

He joined the Foreign Service in 1957 and was assigned to the Foreign Service Institute for training in the Cambodian language. From 1958 to 1961 he was political officer, Phnom Penh, and from 1961 to 1962, commercial officer, Tokyo. After

taking Japanese language training at the institute's field school in Japan, he became an economic officer in Tokyo in 1962.

Mr. Monjo later drew assignments as political officer, on detail to the Department of the Army, in Naha, Okinawa, 1965-67; international relations officer, Bureau of East Asian and Pacific Affairs, 1967-69 and special assistant, Office of the Under Secretary for Political Affairs, 1969-71. He again took language training at the institute in 1971. Following his studies, he was assigned as political officer, Jakarta, where he served from 1971 to 1976.

Mr. Monjo in recent years was principal officer, Casablanca, 1976-78; country director for Philippine affairs, 1978-79 and deputy chief of mission, Seoul, 1979-82, and Jakarta, 1982-83.

He was born in Stamford, Conn., on



Mr. Curley



Mr. Monjo

July 17, 1931. He received a bachelor's from the University of Pennsylvania in 1953. He served with the Navy, 1953-56. His foreign languages are French, Indonesian (Malay), Japanese and Cambodian. Before joining the Service he was a management trainee with W.R. Grace & Co. He won the Superior Honor Award in 1981 and 1986.

Mr. Monjo is married to Sirkka Orvokki Kortelainen Monjo. They have a son, Rolf, and a daughter, Christina.

* * *

Ireland

Richard Anthony Moore, a television executive, is associate producer of the weekly television series, "The McLaughlin Group." He has been a member of the Washington bar since 1975.

Mr. Moore practiced law in New York before enlisting in the Army in World War II. He went from private to captain, 1942-46, and won the Legion of Merit. In 1946 he became an attorney with the American Broadcasting Co., and in 1949 was appointed head of ABC's Western Division.

He joined the Times Mirror Co., publisher of the Los Angeles Times, in 1951. He was the chief executive officer of its television subsidiary, the Times Mirror Broadcasting Co., until 1962. He also was a director of the parent corporation and co-founder and first chairman of the Television Bureau of Advertising, the national organization which represents television stations and networks across the country.

From 1962 to 1970 he was a principal in several television enterprises which he organized and headed. These included cable TV systems in California. He then became an adviser in the Nixon presidential campaign in 1968. He joined the Nixon administration in 1970 as confidential assistant to the Attorney General. He was special counsel to the President at the White House, 1971-74.

While in Los Angeles, Mr. Moore served on a number of civic boards and commissions, including those of the Los Angeles Chamber of Commerce, the Hollywood Bowl, the Community Chest, the Mayor's Committee on Human Rights and the President's Council of Loyola University. He is a past president of the Society of the Friendly Sons of St. Patrick of Los Angeles. He has been a member of the Yale University Council, the Yale Development Board and the President's Committee on Honorary Degrees.

Mr. Moore was born in Albany on January 23, 1914. He is a 1932 graduate of Phillips Academy. He received a bachelor's (1936) and a law degree (1939) from Yale. He is married to Esther Horstkotte Jantzen Moore. They have four sons, Richard A. Jr., Joseph, Matthew and Samuel, and a daughter, Kate.

* * *

Italy

Peter F. Seccia, a Michigan businessman, was the founding president of the West Michigan lodge of the Order of the Sons of Italy. He also has been active in the Republican party and has served as vice chairman of the Republican National Committee in the Midwest.

Mr. Seccia served as host chairman of the 1985 Republican National Committee's

Bush retains Vienna envoy

President Bush in late March announced that Henry Anatole Grunwald, ambassador to Austria since 1987, will continue to serve there. An executive with Time, Inc., for many years, he was managing editor, 1968-77, corporate editor, 1977-79, and editor-in-chief, 1979-87. □

midwest leadership conference in Grand Rapids. He founded the Lake Michigan Conference and is a member of the executive committee of the Gerald R. Ford Foundation.

He received a bachelor's in business administration from Michigan State. He is married and has four children.

* * *

Lesotho

Jerry Alexander Moore Jr. has been pastor of 19th Street Baptist Church in Washington since 1946. He also has been chaplain of the District of Columbia detention facility since 1984.

The Rev. Mr. Moore was a program director and assistant manager with the United Services Organization in New Orleans in 1943. He then became boys' work secretary of Drydas branch, Young Men's Christian Association, also in New Orleans, the following year, and personnel relations officer at the port of embarkation in the city. From 1944 to 1945 he was assistant to the pastor of the 19th Street church, becoming its pastor the following year. He has also been Baptist chaplain at Howard, 1958, and an instructor at Washington Baptist Seminary, 1964.

In addition to his clerical career, Mr. Moore served as a councilman in the District of Columbia, 1969-84. He was chairman of the council's transportation committee; chairman, Transportation Planning Board of the regional council of governments; and a member of the board of the Washington Metropolitan Area Transit Authority. He was a delegate to the Republican national convention in 1984. He is a member of the Washington Urban League, the National Association for the Advancement of Colored People and the Council of Churches of Greater Washington.

Mr. Moore was born in Minden, La., on June 12, 1918. He received a bachelor's of divinity and a master's in arts from Howard, a bachelor's from Moorehouse and a certificate in management from American. He is married to Ettyce Moore. They have two children, Jerry III and Juran.

* * *

Luxembourg

Frederick Morris Bush is a professional political fundraiser who in 1988 assisted the Republican National Committee. He also was deputy finance chairman, George Bush for President Committee, and finance director, Fund for America's Future. He is president of Bush & Co. in Washington.

Mr. Bush was national finance direc-

tor, George Bush-for-President Committee, 1979-80; finance director, Illinois Republican party, 1977-79; and deputy finance director, President Ford Committee, 1975-77. Earlier, he was clerk of the U.S. Senate Republican Policy Committee, 1971-73, and assistant to the finance chairman, Republican National Committee, 1974-75.

His Government service includes assignments as deputy chief of staff to the Vice President, 1982-84; assistant secretary of commerce for tourism, 1981; and assistant for administration, Office of the Vice President-elect, 1980-81. He was legislative assistant to Congressman Joseph Skubitz, 1973-74. He was chairman of delegations to the Soviet Union in 1986 and 1988.



Mr. Seccia



Mr. J. Moore



Mr. Bush



Mr. Cleveland

Mr. Bush was born in Newport News, Va., on February 6, 1949. He received a certificate from the University of Nice in 1970, a bachelor's from the University of Colorado in 1971 and a master's from American in 1974. His foreign language is French. He is married to Catherine M. Murphy Bush. They have four children—Alexander, Taylor, Margaret and Channing.

* * *

Malaysia

Paul Matthews Cleveland has been ambassador to New Zealand and to Western Samoa since 1985. He was deputy chief of mission, Seoul, 1982-85. Before that, he was director of Korean affairs, 1981-82.

He joined the Department in 1956 as

an analyst in the Office of Management. The following year he entered the Foreign Service and was assigned as staff aide to the deputy assistant secretary for operations. From 1959 to 1962 he was economic officer, then political officer, in Canberra. He then became the ambassador's aide in Bonn, 1963-64.

Mr. Cleveland was assigned to take academic training at the Fletcher School of Law and Diplomacy, 1964-65. He was an economic officer, first in Jakarta, 1965-68, and then in the Office of Fuels and Energy in the Department, 1968-70. He was special assistant to the assistant secretary for East Asian affairs, 1970-73; political/military officer, then political counselor, Seoul, 1973-77; and deputy director and later director for regional affairs, Bureau of East Asian and Pacific Affairs, 1977-80. He was director of Thai affairs, 1980-81.

Mr. Cleveland was born in Boston on August 25, 1931. He received a bachelor's from Yale in 1953 and a master's from Fletcher in 1965. From 1953 to 1956 he served with the Air Force. His foreign language is German. He received Senior Foreign Service pay awards, 1983-85. He is a member of the American Foreign Service Association. He is married to Carter Sellwood Cleveland. They have two sons, James and Peter, and two daughters, Robin and Sandra.

* * *

New Zealand; Western Samoa

Della M. Newman has been president and owner of Village Real Estate in Seattle

People at State

President Bush has accorded the personal rank of ambassador to **John J. Marasca** as chief of the U.S. delegation in Vienna to the Negotiations on Confidence and Security Building Measures, and to **C. Travis Marshall** as chairman of the U.S. delegation to the plenipotentiary conference of the International Telecommunications Union.... **V. Kim Hoggard** is the senior deputy assistant secretary for public affairs.... **Barbara Boller** has assumed duties as the registrar at the Foreign Service Institute.... **Vicki E. Futscher** is the correspondence review officer in the Department's Executive Secretariat.

Vincent J. Chaverini is the new director of the Office of Operations, Bureau of Administration and Information Management.

Joann G. Alba has been appointed title and rank officer in the Office of Foreign Service Career Development and Assignments. □

APPOINTMENTS

since 1974. She also has been treasurer of Pacific Factors Ltd., Inc., since 1972, and sole proprietor of Braemar Associates since 1973.

Ms. Newman is chairman of the board of the Association of Washington Business and a director of the executive committee of the Foundation for Private Enterprise. She is a member of the Puget Sound Multiple Listing Association of Washington, the Executive Women International, and a member of the Washington advisory committee for the U.S. Civil Rights Commission. She was a member of the National Council for Women's Educational Programs in 1986 and a delegate to the 1988 Republican national convention. She is a member of the Washington Athletic, Columbia Tower, Seattle Yacht, Rainier and Spokane Clubs.

Ms. Newman was born in Seattle on June 6, 1932. She is married to Wells B. McCurdy.

* * *

Spain

Joseph Zappala, a Florida business and civic leader, is national cochairman of the Republican National Committee's "Team 100" and cochairman of the party's finance committee in Florida. He was finance cochairman, George Bush for President, Pinellas County, Fla., in 1979, and a member of the national steering committee last year.

Mr. Zappala is chairman and chief executive officer of Joseph Zappala & Associates, St. Petersburg. He also is chairman, Home Town Investors, Inc., in that city, and owner and chairman, Tucson Greyhound Park, Tucson, Ariz. He is president, Straight, Inc.; a member of the board, First Union National Bank and the College of Veterinary Medicine, University of Florida, Gainesville, Fla. He is on the board of the Police Athletic League and chairman of the Florida Victory Committee. He was national cochairman of finance this year for the American bicentennial presidential inaugural.

Mr. Zappala was born in New York on September 11, 1933. He has won the Tree of Life Award, the Gates of Jerusalem Award and many other honors. He is a graduate of the New York Institute of Finance. His foreign language is Italian. He is married to Carole Zappala. They have four daughters—Kimberly, Valerie, Joanne and Andrea.

* * *

Sweden

Charles E. Redman, a career Foreign Service officer, had been assistant secretary

for public affairs and Department spokesman since 1987. He was deputy spokesman and deputy assistant secretary, Bureau of Public Affairs, 1985-87.

Mr. Redman joined the Service in 1974 and was assigned as an operations officer in the Bureau of European and Canadian Affairs. From 1975 to 1976 he was a staff assistant in the bureau. After language training at the Foreign Service Institute, he was assigned, in 1976, as political officer in



Ms. Newman



Mr. Zappala



Mr. Redman



Mr. Gildenhorn

Paris. Three years later he was appointed deputy director of the private office of secretary-general, NATO international staff, in Brussels.

Mr. Redman later drew assignments as political officer, Algiers, 1982-84; and deputy director/acting director, Office of European Security and Political Affairs (NATO), 1984-85.

Mr. Redman was born in Waukegan, Ill., on December 24, 1943. He graduated from the U.S. Air Force Academy with a bachelor-of-science in 1966 and from Harvard with a master-of-arts in 1968. He served with the Air Force until 1974, including assignments in Vietnam and on the Air Staff in Washington as special assistant to the assistant chief of staff for intelligence. He received the Air Force Legion of Merit decoration in 1973, and the Bronze Star in 1970. His foreign language is French.

He is married to Eileen Kowal Redman. They have three daughters, Melissa,

Vanessa and Christina.

Switzerland

* * *

Joseph B. Gildenhorn has been president and director of JBG Real Estate Associates, Inc., in Washington, since 1962. He also has been president and director of JBG Properties, Inc., and director of Sovran Financial Corp. and vice chairman of the board of Sovran Bank/D.C. National since 1962.

Mr. Gildenhorn was an attorney with the Office of the General Counsel, Securities and Exchange Commission, 1956-58. He served with the Army, 1954-56. He is a member of the District of Columbia, Maryland, Montgomery County, Md., and American Bar Associations.

He is a member of the Republican Eagles' Team 100, the National Jewish Coalition, the American Israel Public Affairs Committee, B'nai B'rith, the National Conference of Soviet Jewry, the Council of Jewish Federations, the Greater Washington Jewish Community Foundation and the United Jewish Appeal Federation of Greater Washington. He received Israel's David Ben Gurion Award, 1977, and B'nai B'rith's Humanitarian Award, 1985. He has received the "Man of the Year" award from the Hebrew Home of Greater Washington, as well as its Goldsmith Award for community services.

Mr. Gildenhorn was born in Washington on September 17, 1929. He received a bachelor's from the University of Maryland in 1951 and both a bachelor's and doctorate in law from Yale. He is married to Alma Lee Gildenhorn. They have a son, Michael, and a daughter, Carol. □

Taft, Niles are choices for international posts

President Bush as of mid-April had announced his intention to nominate William H. Taft IV, deputy secretary of defense since 1984, as the U.S. representative to NATO, and Thomas M. T. Niles, ambassador to Canada since 1985, as the U.S. representative to the European Communities. Both nominations would require Senate confirmation. Each nominee would have the rank of ambassador. Both organizations have headquarters in Brussels. Mr. Taft would succeed Alton G. Keel Jr., Mr. Niles, Alfred Hugh Kingon.

Following are biographical sketches.

* * *

Representative to NATO

William H. Taft IV was general counsel at the Defense Department, 1981-84.



Mr. Taft



Mr. Niles

Before that, he was a partner with a Washington law firm, Leva, Hawes, Symington, Martin & Oppenheimer, 1977-81. He was general counsel at the Department of Health, Education and Welfare, 1976-77.

He has also been associated with the New York law firm Winthrop, Stimson, Putnam & Roberts, 1969-70; attorney-adviser to the chairman, Federal Trade Commission, 1970; special assistant to the deputy director, U.S. Office of Management and Budget, 1972-73; and executive assistant to the Secretary, Department of Health, Education and Welfare, 1973-76.

Mr. Taft was born in Washington on September 13, 1945. He received a bachelor's, cum laude, from Yale in 1966, and a law degree, also cum laude, from Harvard in 1969. He is married to Julia Vadala Taft. They have three children.

* * *

European Communities

Thomas Michael Tolliver Niles, a career Foreign Service officer, has been ambassador to Canada since 1985. He was deputy assistant secretary for European and Canadian affairs, 1981-85.

He joined the Service in 1962 and later was assigned to Belgrade. From 1963 to 1967 he was an economic officer for Soviet affairs in the Bureau of European and Canadian Affairs. After studying the Russian language, 1967-68, he became an economic

officer in Moscow and served there until 1971. He later drew assignments as political officer, U.S. mission to the North Atlantic Treaty Organization in Brussels, 1971-73; director for commercial affairs, Moscow, 1973-76; a student at the National War College, 1976-77; and an officer in the Office of United Nations Affairs, Bureau of International Organization Affairs, 1977-79.

He then became director for central European affairs in the Bureau of European and Canadian Affairs, a position he held until 1981.

Mr. Niles was born in Lexington, Ky., on September 22, 1939. He received a bachelor's from Harvard in 1960 and a master's from the University of Kentucky in 1962. He is fluent in Serbo-Croatian, German, Russian and French. Graduated magna cum laude from Harvard, he is a member of Phi Beta Kappa. He was a Harvard national scholar, 1957-60. He won the Department's Superior Honor Award in 1983. He is married to Carroll Ehringhaus Niles. They have a son, John Thomas, and a daughter, Mary Chapman. □

Roy is named executive secretary of Department

Secretary Baker has appointed J. Stapleton Roy, former ambassador to Sin-

gapore, as his special assistant and executive secretary of the Department. He



Mr. Roy

succeeds Melvyn Levitsky in both positions.

Mr. Roy joined the Foreign Service in 1956. His assignments have included service in the Bureau of Intelligence and Research, political officer in Bangkok, consular officer in Hong Kong, political officer in Taipei, Soviet affairs officer in the Bureau of European and Canadian affairs, and administrative officer and later political officer in Moscow.

He returned to Washington in 1972 to become officer-in-charge of multilateral political relations, then deputy director of the Office of Soviet Union Affairs. After attending the National War College, he became deputy director, Office of China and Mongolia Affairs.

Mr. Roy served in Beijing from 1978 to 1981, first as deputy chief of the U.S. liaison office, then as deputy chief of mission when the embassy was established in 1979.

He later was deputy chief of mission in Thailand, 1981-86, and deputy assistant secretary, Bureau of East Asian and Pacific Affairs, 1986. He was appointed envoy to Singapore in 1986 and served there until recently.

He was born in Nanjing, China, of American parents, in 1935. He received a bachelor's from Princeton in 1956, majoring in history. He attended the University of Washington in Seattle, specializing in Mongolian studies, 1964-65. He speaks Mandarin Chinese, Russian and Mongolian. He is married to Elissandra Fiore Roy. They have three sons, Andrew, David and Anthony. ■

FOREIGN SERVICE INSTITUTE—At first ambassadorial seminar of this administration, for ambassadors-designate and their spouses, left to right (front row): Catherine Bush, cochairmen Brandon Grove and Langhorne Motley, Della Newman (New Zealand), Carole Zappala. Back row: Donald Gregg (Korea), Mary Curley, Walter Curley (France), Sheppie Abramowitz, Morton Abramowitz (Turkey), Frederick Bush (Luxembourg), Marie Campello, Henry Catto (United Kingdom), Melvin Sembler (Australia), Joseph Zappala (Spain), Betty Sembler, John Negroponte (Mexico), Morris Abram (United Nations, Geneva), Diana Negroponte, Wells McCurdy, James Lilley (China), Roberta Armacost, Mariana Grove. (Photo by Lloyd McKenzie)



News Highlights

Study of generalist personnel system

A study of the Foreign Service personnel system as it pertains to generalists has been undertaken by the Department's new leadership, with a report scheduled for completion on May 1.

Directing the review was L. Paul Bremer III, who until recently had headed the Office of Counter-Terrorism. Working with him were Hume Horan, David Burns, Leslie Gerson, Kathy Fitzpatrick, Ronald Main, June Carter Perry and James Winnefeld.

Under study were the structure of the system, recruitment and examination, career development and promotions. The views of Foreign Service employees were welcome, said a Department Notice of March 15. □

Foreign Service written exam is postponed

The Foreign Service written examination scheduled for December has been postponed until at least June 1990.

A Department Notice of March 31 said the decision was based on the availability of "an unusually large pool of candidates eligible for appointment after having passed previous offerings of the written examination, which reduces the business justification for the considerable costs associated with giving the examination next December. The delay will also permit the Department to strengthen the defensibility of those parts of the test questioned by the courts, before it is administered again."

The notice recalled that the examination of December 1968 was deferred until May 1969 "for almost identical reasons." The action will have no effect on those who took the examination last December or earlier, the notice concluded. □

Conference on efficiency set for May 31-June 2

The President's Council on Management Improvement and the Office of Management and Budget are cosponsoring their second annual Government-wide conference on quality and productivity improvement, May 31-June 2, at the Sheraton Premiere, Tysons Corner, Va. Top administration and business executives will speak, introducing methods through which services to the taxpayer could be improved.

State currently has four quality improvement initiatives underway, according to the Office of Management Policy. They are at the domestic passport agencies,

the Office of Munitions Control, the Foreign Service Institute and the Bureau of Diplomatic Security's Investigations Division. □

Bugging in Leningrad

The Department has uncovered Soviet listening devices in the consulate general in Leningrad. The discovery was made by officers from the Bureau of Diplomatic Security during a technical inspection. In a public announcement, the Department said it had protested to the Soviet Union and pointed out that "such hostile attempts at intelligence gathering, however long ago they may have been initiated, are deeply resented by the American people." □

Smoking on shuttle buses is banned

The Department policy which prohibits smoking in areas not designated for smoking extends to all Department motor vehicles, including shuttle buses operated for the Department by private firms, a Department Notice of March 29 says. No seating areas in any vehicle are smoking-designated. □

15-minute shuttle

The Rosslyn shuttle bus is now operating on a fifteen-minute interval schedule throughout the day, beginning at 7:15 a.m. from Main State. The final departure from Main State is at 6 p.m. □

Map annex reopens

The State Department Map Annex has reopened at a new location, 480 Spring Park Place, Herndon, Va. Telephone number is (703) 834-3124. ■



CARACAS, Venezuela—Vice President Quayle, in a visit to the post, presents Presidential Meritorious Service Award to deputy

chief of mission Kenneth N. Skoug Jr., right. Ambassador Otto J. Reich, above, received Department's Exemplary Service Award.

Foreign Service Families

The bad news for returning spouses: it's the cash flow

Now the good news: yes, you're employable!

BY DANA DEE CARRAGHER

The author is the wife of James Carragher, who works in the Operations Center. Since writing this article, she has picked up another part-time job in the Bureau of Diplomatic Security and is continuing to work outside as well.

HEADING BACK to Washington last August after a few years overseas in Argentina, the Dominican Republic and South Africa was a purse-opening experience for me. Housing costs had soared, grocery shopping required more money than I had imagined, and the children needed sporting equipment, music lessons, trips to the dentist and clothes. Cash flow took on a new meaning—a constant flowing out of the pocket. Compounding the situation was the fact that I hadn't been in the job market for a while and was unsure of my skills in a fast-changing business market.

Two truths quickly become evident in Washington—competition is stiff and you must have quantifiable skills such as training in a specialized field, lightning typing speed, computer know-how or years of field experience in a profession. "Networking," that heinous word for lunching with anyone who might benefit your career, is a near impossibility when it seems that the only people you know are the preschool instructor at your child's school and the movers.

But fear not! I found that the Washington area abounds in temporary employment services which are able to place you in excellent companies, some near your home. These firms offer work in clerical and skilled positions. They pay you wages that are competitive, often more than you would be earning if you worked permanently in the same position. (Remember: the businesses themselves aren't paying you for annual leave, insurance or other fringes so you can take home more.) The economies of Virginia and Maryland are growing so rapidly that administrative staffers are scarce. So people signed up at a temporary service usually can work regularly. Moreover, you pay nothing to the service, as that is negotiated between the companies and the temporary firm. You don't need an extensive working wardrobe; you learn new skills on the job, you meet new people (networking, casually); you get to see firsthand how different companies operate. And you just might locate your next job!



Dana Carragher. (Photo by Robert E. Kaiser)

The best things in life ...

Before signing up, check the employment section of your newspaper. A world of caution here: "agencies" may charge, while the temporary services are free. They often have a sign-up bonus, meaning that if you sign up and work before a certain time, they'll pay you an extra \$50-\$100. The services like to place you right away, promoting their image as fast-moving and no-nonsense providers, so if you sign up on Thursday, plan to work Friday. Before your first assignment, a service will check your skills. Typically, this involves a typing test, a three- or four-page verbal usage test, and a quick test to see if you can file from A to Z. If you have computer skills or type over 55 words a minute, most services offer free computer classes. If you're a beginner or have rusty skills, they'll place you in receptionist positions. I found that the services are uniformly friendly and helpful.

Many employees register with more than one temporary firm in order to work regularly. I suggest that you sign up with the largest temporary firms, as they have name recognition and usually get the well-known clientele, widening your pool of potential employers. It's also a good idea to develop a rapport with a company you like,

in order to be called back again and again.

Drawbacks? Well, no fringe benefits, no guarantee of steady employment—and little probability of receiving a gold watch at retirement! Here's another: not being thoroughly familiar with the office can be confusing for you, often with hilarious results. My second job, a four-week assignment for an engineering firm, required me to make extensive interoffice mailings. As the executive secretary with a lovely office of my own, I received minimal guidance from my busy boss. When he handed me a stack of memos to sort and address, I searched for the internal phone list to find room numbers. In the top drawer, I found what I was looking for. I typed the address labels and put the stack in the outgoing mail. The next morning, it had been carefully sorted but not picked up. A note from my boss said: "See me." I had taken out a list of the employees, all right, but instead of their room numbers, I'd carefully placed their salary codes next to their names. The codes were well-guarded secrets in that highly competitive market!

Coffee for 500

I believe that the varied experience you acquire as a temporary builds self-confidence while fleshing out a resumé. Temporaries are often handed a wide variety of assignments. In one firm, I spent two mornings interviewing coffee vendors over the phone, in order to set up a coffee club for 500 employees. Did you ever think of how many firms there are in the Washington area whose business it is to supply coffee just to keep the rest of us going?

At another assignment, my job was to do an analysis of several different loan companies, factoring in variables and making recommendations. Now, at a third assignment, I work for a team of top-notch lawyers whose clear and crisp correspondence assures me that the English language is alive and well.

Despite feeling like a fish out of water at times, I find that working as a temporary has been a very positive experience, and I recommended it to my compatriots who are turning to the job market. And it gets that cash flow going the right way, while giving you time to search for the job of your dreams. Who knows? Being a temporary just *may* turn out to be the job you're looking for! ■

Grievance Actions

Board sees 'pattern of harassment'

(G-009(7))—The grievant charged he had been harassed by an agency official. He said that, after he sent the official a memo criticizing the agency's assignment process and urging changes, he became subject to attempts to change or curtail his assignments, to place him in positions below his personal grade and otherwise to harm or destroy his career.

He claimed that the week before he was to depart on an overseas assignment for which he had been paneled months earlier, he was informed by the agency official that the assignment was to be canceled; and that he was to be sent instead for two years to a hardship post in another geographic region in a position that was below his personal rank. The grievant said that as an alternative he agreed to temporary duty at the latter post, then was purposely held there unnecessarily long while his wife remained at the post to which he had been officially assigned. While he was at the post, he alleged, the agency official attempted to thwart his taking of annual leave at his own expense to return to his permanent post to help his wife cope with the arrival of their household effects. Subsequently, he charged, another attempt was made to assign him formally to the hardship post for two years. Once he had returned to the original post of assignment, he was barred by his agency from attending a regional conference of his peers. Finally, while still in the first year of his assignment there, one more attempt was made to transfer him, this time to a below-grade position in the United States, but not at agency headquarters.

The agency insisted that the grievant was uniquely suited for the hardship post assignment, and that filling the vacancy there was an emergency matter. It said the detail was intended from the beginning to be for six months duration, and claimed the grievant had sought to undermine that decision for his personal convenience, particularly by ordering a replacement officer

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

to report for duty ahead of his scheduled arrival time. It contended that participation in a regional conference is for management alone to determine. And it defended the attempted transfer back to a domestic assignment outside Washington by saying that several factors, unspecified, had led agency management to conclude that he was better suited for a domestic post.

The board noted that certain of the events, viewed by themselves, could be explained as normal personnel management decisions. But it found that the series of agency actions, when considered as a whole, disclosed a pattern of purposeful actions against the grievant which amounted to harassment. It said those events were put into focus by the proposed transfer to a below-grade field position in the United States. The board said the agency's argument that the grievant was better suited for a domestic post strained credulity, when only five months earlier the agency had attempted to move him from a post at which he had just arrived to a dangerous hardship post because he was the most suitable member of the agency for the job. □

Lengthy, unauthorized absence is addressed

(G-017(7))—Granted emergency annual leave due to the illness of a relative who subsequently died, the grievant, once his annual leave was exhausted, was allowed leave without pay for a further period. On the last day of that period, he informed his agency he was still unable to return, and asked that the leave be extended indefinitely. The agency refused and informed him that he was being placed in AWOL status until he returned or provided adequate justification for his continued absence.

The absence continued for another four months. The grievant telephoned from time to time to say he needed more time to settle his affairs. Then he reported an injury that would require further absence. When eventually he returned to the agency, he placed bids on several overseas assignments but was told the agency would not agree to an overseas posting. At that point he returned home, where he remained for another seven months. The agency threatened his separation from the Service. It also removed the grievant's name from a promotion list.

In his grievance, he protested that the reasons for his absence were so varied, personal and painful that they could not be shared with strangers in the agency. He said an overseas assignment was necessary

because he could not afford Washington quarters.

The board found reasonable the agency's refusal to extend the approved leave in the absence of a detailed explanation of the grounds for it. It said it was clear that subsequently the grievant was absenting himself from work until he could convince assigning officials to grant him an overseas position, and that the prolonged absence was properly called AWOL.

The grievant contended that his promotion was due, anyway, because it had been awarded for past performance. The board pointed out that the agency had authority to withhold the promotion temporarily, but that eventually either the promotion must be restored or a selection board reconvened to determine if it was to be permanently withdrawn. □

Citing need for 'self-control' is held proper

(G-057(7))—The grievant wanted certain comments deleted from an efficiency report, on the grounds that they were inaccurate and reflected his rater's frustration at not having had his services full-time.

The board found support for the accuracy of the rater's comments in similar remarks in an immediately-prior evaluation report. It rejected the grievant's argument that a reference to a need for more self-control was outside the area of work performance or potential, and found the criticisms, when read in the context of the paragraph as a whole, to be acceptably specific. □

Agency corrects errors, so case is ruled moot

(G-063(7))—The grievant complained that a high official of his agency had altered two performance ratings the grievant had prepared on officers under his supervision. He alleged that the alterations were deliberate falsifications, done in such a way as to make it appear that the official had agreed with the altered ratings.

The agency acknowledged that it had erred in allowing the changes. After an investigation, it corrected the mistakes and restored the original ratings.

It blamed the error on misunderstanding of the regulations in their first year of application, unfamiliarity with the process by some employees and the need for more training.

The board found that the grievant had not shown damage to himself or his career by such errors and that, when the agency

ON JULY 7, 1987, the United States District Court for the District of Columbia issued a decision in the consolidated class actions, *Palmer v. Baker*, Civil Action No. 76-1439 (AER) and *Cooper v. Baker*, Civil Action No. 77-2006 (AER). The Court held that the Department of State had violated Section 717 of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972, 42 U.S.C. 2000e-16, by discriminating against female Foreign Service Officers.

Section 717 of the Civil Rights Act provides that federal agencies, including the Department of State, may not discriminate against their employees "based on race, color, religion, sex, or national origin." This means that it is illegal for the Department to make any personnel decision about you, or to take any action which affects the terms or conditions of your employment in any way, based on your race, color, religion, sex, or national origin.

In its July 7, 1987, decision (662 F.Supp. 1551 (D.D.C.)), the District Court found that the Department had violated section 717 of the Civil Rights Act by engaging in the following discriminatory practices against women FSOs:

(1) the political functional field segment of the written Foreign Service examination had had a disparate impact on women and, as a result, disproportionately more women than men had been assigned to the consular cone and disproportionately fewer women than men had been assigned to the political cone;

(2) in classes 4, 5, and 7, disproportionately fewer women than men had been assigned to stretch assignments and disproportionately more women than men had been assigned to downstretch assignments;

(3) disproportionately more women than men in the political, economic, and administrative cones had been assigned to out-of-cone assignments to the consular cone;

(4) disproportionately fewer women than men had been assigned to out-of-cone assignments to the program direction cone;

(5) disproportionately fewer women than men had been assigned to Deputy Chief of Mission assignments;

(6) in grades 5 and 6, women were undervalued on their "potential" ratings in 1977 OERs as compared to men; and

(7) disproportionately fewer women than men in grades 1 to 5 had received Superior Honor Awards.

As a result of these findings of discrimination, the court has issued a Remedial Order which requires the Department to provide relief to the women FSOs in the plaintiff class who have been victims of the discriminatory practices. If you are a class member, you will receive a form under separate cover which requests information from you which will be used to determine your eligibility for relief. If you have not received the claims form by June 26, 1989, you should contact plaintiffs' counsel, Monica Wagner or Ellen Wayne, c/o Terris, Edgcombe, Hecker & Wayne, 1121 12th Street, N.W., Washington, D.C. 20005-4632, (202) 682-2100.

In addition to providing relief for the women who were affected by the Department's discriminatory practices, the Remedial Order issued by the court contains the following injunctions:

(1) the Department shall not disproportionately overassign women FSOs to the consular cone or underassign women to the political cone, or use any written test or other selection procedure in a

manner that has the purpose or effect of causing such disproportionate cone assignments;

(2) the Department shall not disproportionately underassign women FSOs to stretch assignments;

(3) the Department shall not disproportionately overassign women FSOs to downstretch assignments;

(4) the Department shall not disproportionately underassign women FSOs to out-of-cone assignments in the program direction cone;

(5) the Department shall not disproportionately underassign women FSOs to DCM positions;

(6) the Department shall not underevaluate women on their "potential" ratings in performance evaluations;

(7) the Department shall not give women FSOs disproportionately fewer Superior Honor Awards than men.

The Remedial Order also requires the Department to retain two experts to examine the initial cone assignment process, the job assignment process, the evaluation process, and the awards process in order to make recommendations regarding changes in these processes which will minimize the likelihood of the recurrence of sex discrimination. The Remedial Order also prohibits retaliation against any woman FSO because she has objected to or opposes allegedly discriminatory policies or practices within the scope of the Court's Order or because she has participated in this litigation.

The Department of State is committed to abiding by the Court's injunctions and the equal employment opportunity rights of all its employees and will ensure that all supervisors involved in making assignments, evaluations, and awards will abide by the Court's Order and not discriminate on the basis of sex. □

corrected the errors, the issue became moot. The grievance was denied. □

Suspended in security case, he loses again

(G-067(8))—The grievant claimed that the agency's proposal to suspend him for eight days without pay for having six security violations within a two-year period was unwarranted, disproportionate and arbitrary, and the agency should rescind its

proposed suspension. He argued that the Department's proposed disciplinary action failed to take account of the pattern of escalating sanctions provided for in the regulations, that three violations were improperly assessed and that two others were less than clear-cut offenses. He noted that there was no suggestion that any classified material was compromised, and that employees who handle large amounts of classified material are at disproportionate risk of getting security violations.

The agency held that its action was in accord with the regulations, the grievant had been properly counseled as to the consequences of repeated security violations and the violations had been properly assessed to the grievant. It noted that persons who are more exposed to security violations have a special obligation to assure that their security practices are adequate.

Noting that the grievant was an experienced officer who had been suspended once before for repeated security infractions, the

board found that the agency had followed its regulations in arriving at the decision to discipline the grievant, that there were insufficient grounds for accepting the grievant's contention that the violations were improperly assessed, and that the grievant knew or should have known what the consequences could be for excessive security violations.

It denied the grievance. □

Reconstituting of board is upheld

(G-073(8))—The grievant claimed that his agency's omission of a Meritorious Honor Award from his file harmed his chances for promotion into the Senior Foreign Service. He requested that his time-in-class be extended one year. Instead, the agency reconstituted a senior threshold board, which considered the grievant's file with the award included, along with the files of officers just above and below the promotion cutoff line. The reconstituted board did not recommend the grievant for promotion. The grievant appealed to the grievance board, arguing that reconstituting a threshold board did not satisfy his request for the extension. He also contended that the conclusions of a reconstituted board are unequal to those of a regular threshold board which reviews the full range of performance files.

The board reaffirmed its position that reconstituted board recommendations are a valid way for an agency to carry its burden of proof under *Reiner*, a position which has been affirmed in the courts. (The rule is incorporated in Section 905.1 of the board's regulations.)

The board concluded that the agency had properly used the findings of the reconstituted board to meet its burden of proof. The agency demonstrated that the omission of the award from the grievant's file was harmless error, and that the grievant would not have been promoted by the regularly constituted board, even with the award in his file. Thus, an extension of time-in-class was not warranted. The grievance was denied. □

He withholds information, loses his grievance case

(G-095(8))—The grievant was accepted as a career candidate and assigned overseas. He did not include one child among the dependents on his residence and dependency statement, and the child did not receive an agency medical examination. By

then, he was over 21 years of age. After arrival at post, he successfully applied to agency medical authorities for a certificate of incapacity for the child. This enabled him to receive benefits under his health insurance program. The grievant then applied to the agency for a separate maintenance allowance for the child, enclosing a copy of the certificate of incapacity. The agency denied the request and asked him to submit a revised residence and dependency statement which included his child. The grievant then submitted a revised statement but was unable to meet an agency request for proof of dependency, such as his tax return, since the child had not been claimed as a dependent. The grievant did not submit any other proof of dependency, and asked the agency to accept the assertions of support in his memorandum.

The agency refused, and he filed a grievance. The agency then cabled the grievant to request detailed information on the sources of his daughter's support, and any changed circumstances since his entry on duty. He suggested to the agency where they might obtain some of the information, and concluded by questioning the agency about its authority and reasons for its requests. The agency denied his grievance, and he appealed to the board.

The grievant maintained that he did not initially list his child as a dependent because he was unaware of the "over 21 and incapable of self-support rule" which would have made him eligible. Since he met the requirements for the allowances he asserted, his request should have been approved. He had no memory or record of conversations with an agency doctor in which he even implied that his child was not his responsibility, as the agency had claimed.

The board observed that the burden is upon the grievant to show that the agency acted improperly. The regulations require that a request for an allowance must be based upon a current residence and dependency statement.

The board found that the agency's requests for additional information before approval of the revised statement were justified. The agency had provided the grievant with two opportunities to submit the necessary information, and he had not complied. The grievance was denied. ■

Peter Jensen's post puzzle *'Lighter than air'*

You are an economic officer at a European post. As a soccer fan, you are bemoaning the fact that tickets to today's cup final were sold out weeks ago.

There is a knock on your door. Stan, the press attaché, is standing there with a wide grin. "Hey footballer! How'd you like to see the cup final from the Goodyear blimp? The network president's an old friend of mine. He personally arranged it for us!"

But just last night, you watched some newsreel footage of the 1930s' Hindenburg disaster on Channel 2. And your videocassette library includes the film "Black Sunday." So you demur.

"Oh, come on!" he cajoles. "You want to see the game, don't you?"

Three hours later, you are aloft in the blimp, circling the stadium. The camera crew has lots of gear aboard, including large cameras, several metal boxes and what looks like an overstuffed knapsack. At the half, the score stands at 2-2.

The crew breaks for lunch. One of them, a slender young woman, casually produces a lighter and a pack of cigarettes. Stan, who has been chatting nonstop since takeoff, has suddenly fallen silent. When you turn to look at him, you see that he is trembling with fear.

What should you do?

(Solution on Page 61)

Barney Lester's quiz *State's bicentennial*

This year the Department will observe its 200th birthday. Can you answer these questions inspired by the bicentennial?

1. What entity handled foreign affairs from 1774 to 1789?
2. Who was the first Secretary of Foreign Affairs?
3. Where was the early Department of Foreign Affairs located?
4. Where was the State Department located in Washington before it moved to its present location?
5. Name at least two of the five Secretaries of State who have won the Nobel Peace Prize.

(Answers on Page 61)

Q—What is a U.S. savings bond?
A—A contract showing that money has been loaned to the United States, which promises to repay it, with accrued interest,

when the bond is redeemed. Bonds are safe and secure because they are direct obligations of the United States. If you lose your bonds, they can be replaced. □

Junior Officers

In Toronto, Canada, you're put into wide orbit

You pick up rare experience, rotating from office to office

BY WHITNEY L. YOUNG

WE ALL KNOW that junior officer training and development programs at overseas posts present many difficulties, not the least of which is accounting for the range in age and outside experience of the junior officers themselves. There are also time and interest-level constraints. Take Toronto. This is a large consulate general, with a significant percentage of its American personnel made up of first- and second-tour officers. This is also a post that would seem well-suited to create dissatisfaction in a junior officer, especially a first-tour officer. The culture isn't markedly foreign, the consular workload is heavy, and opportunities for "broadening" Foreign Service experiences would appear to be rare. But the post does lend itself well to some experimentation in junior officer programs.

My first tour was as a rotational officer in Yaounde, Cameroon, and as a medium-sized fish in a fairly small pond, I had many chances to practice, or begin to learn, a wide range of Foreign Service skills. In lieu of a formal junior officer program (there were only two of us), the deputy chief of mission, Dennis Sandberg, gave us frequent feedback on our writing and performance.

I was well aware that Toronto would be a different sort of post. Still, I felt a bit of a letdown at first. The work here was interesting and the mid- and senior-level officers were engaged and helpful, but I felt a need for the post to be able in some way to fill in some of the experiential gaps. Fortunately, this perception was shared by our new consul general, John Hall, and other officers. With their encouragement, I was commissioned to devise a statement of purpose and a structure for a new junior officer program, one that would combine existing practices with some new ones that we would propose. This has been accomplished, and now it's our hope that, through our experience, we might provoke a dialogue with other posts on the subject of junior officer development and training.

Launching pad

First, a word about Toronto. This city is host to a large and busy consulate general, which handles some 50% of the consular workload for Canada. Because of the heavy consular demand, we junior officers make up a significant percentage of the staff at post. A tour for us is necessarily domi-

nated by consular responsibilities, but the consul general here is committed to providing us the opportunity to have as broad an experience as possible.

Accordingly, we've developed several vehicles to disseminate information and experience to junior officers. The first of these is a well-developed rotation system, to ensure that all of us rotate throughout the building, learning each aspect of consular work and gaining experience in reporting. The second is a consistent one-on-one relationship with a mid-level rating officer for counseling, guidance and performance evaluation. The third is a planned education system which works through all-American bimonthly staff meetings and informational soirees at the residence.

Blasting off

Our consular section consists of four units: nonimmigrant and immigrant visa, American citizen services and consular information. Each of us rotates through

every unit, with the opportunity to become familiar with every facet of the consular function, as well as to share the workload in the fairest possible way. The information unit, one of only a few in the world, offers invaluable experience, as it is frequently on the "cutting edge" of automation and statistical analysis.

There are 34 Foreign Service national employees working in the consular section, and the rotation gives us valuable management and supervisory experience. In most units, we are expected to supervise and review the performance of several of the nationals.

The rotation program also allows for a period, usually four months, when we concentrate principally on political and economic reporting and analysis. Time in the front office, where I'm currently assigned, allow us day-to-day reporting experience as well as an opportunity to prepare major analytical and interpretive reports. I follow the local media, am expected to do spot reporting on current issues and am encouraged to meet and cultivate potentially useful contacts. I also accompany consul general Hall and economic officer Len Hill on calls, and attend debates and meetings. And all of us are encouraged to make use of representation funds, under the supervision of Mr. Hill.

On-board activity

In addition, throughout a tour in Toronto, junior officers can be involved, on a voluntary basis, in the post's reporting and analysis functions. Those of us choosing to participate select early in our tours, in consultation with Mr. Hill, one or more areas of particular interest to the U.S. Government, which we then follow during an extended period, including time in the front office.

For example, my colleague Richard Adams is an oenophile with experience in wine-making. He has followed the Ontario wine industry and its adjustment to the Free Trade Agreement. He also reports on the New Democratic party, one of Canada's three major political parties. And Stuart Smith, another junior officer, has reported on the Meech Lake constitutional accord, and he follows the Liberal party. As for me, I'm the resident semi-expert on the automotive industry and Canada's immigrant invest-



Some of the junior officers in front of Toronto landmark. From left: Richard Adams, Carol Shuh, Whitney Young, Stuart Smith.

JUNIOR OFFICERS

tor program. These areas for reporting are configured so that we can contribute reporting around the time constraints imposed by our regular work requirements in the consular section. Other post officers also participate in this activity.

Although we've had few or no administrative-cone junior officers in Toronto, Bill Campbell, the administrative officer, has undertaken to provide opportunities for administrative experience to those interested. And we'll continue to experiment with ways of broadening the program to encompass all aspects of Foreign Service work.

Log-keeping

Another element of our program was put in place by consular chief Ralph Nider on his arrival in Toronto. Now, when a new junior officer arrives here, he or she is assigned to one of the unit chiefs, who acts as the rating officer throughout the junior officer's tour. This "guru" is also there to give us counseling and guidance, both on our performance in Toronto and our careers in the Foreign Service. Because junior officers rotate between units every four months, the post has found it beneficial to charge one mid-level officer to look after each of our performance reviews. Each chief in units where we work during a particular rating period contributes a memoran-

dum on our performance to the rating officer. That officer uses those comments when preparing the evaluation report. Obviously, the success of this sort of relationship depends on the initiative of both parties. Larry Woodruff, my "guru," has been a source of helpful information and advice throughout my tour here.

Although Toronto, as a busy constituent post in a large, rather impersonal city, lacks opportunities for junior officers to develop some of the skills and acquire information expected of proficient Foreign Service officers, we've devised other methods that we hope can compensate for this lack. At bimonthly staff meetings, all officers consider topics of importance to junior officer development. Topics scheduled for discussion in the early stages of the program include writing and reporting, personnel and management. The program design has one officer making a short presentation, followed by a question/answer discussion which is fueled by junior officers' questions and mid- and senior-level officers' anecdotal answers.

We've held the initial session, where economic officer Hill spoke on Foreign Service writing tools, summary writing, TAGS, clearances and other aspects of writing and reporting. Although the subject matter was fairly basic, it provoked a wideranging discussion on developing a "voice"

for consulate reporting and on all manner of writing and reporting pitfalls as seen from officers' experiences at former posts.

More specialized are the periodic "vice consul orientations" for newly-arrived junior officers. This program, initiated by Ralph Nider, the consular chief, involves several afternoon sessions that bring together consulate unit chiefs, U.S. and Canadian immigration officials and local immigration attorneys.

After hours

An innovative program initiated by consul general Hall consists of the soirees at the residence, where an expert in some aspect of Canadian policy presents his or her views on a subject of current interest. Although other officers participate according to their interests, the discussions have been particularly useful to junior officers who normally have limited entree to provincial and federal policy-makers. Mr. Hall began the series during last year's Canadian federal election campaign, with presentations by persons from each of the major political parties. We all found the sessions interesting and useful, as the participants were often able to challenge conventional wisdom as reported by the media.

Since the first of this year, we've had guests from the government and private sectors speaking on the environment, the Ontario-Quebec relationship, the Meech Lake constitutional accord and a series on Canadian immigration and refugee processing reforms. Because the sessions are off the record and outside of regular working hours, the exchanges of information have been frank and relaxed.

To sum up, Toronto is a unique post, a classic "visa mill" in many senses, located in a country with many outward similarities to the United States. This is an especially interesting post in consular terms, not only because of the number of non-Canadian visa applicants (Canadian citizens don't need visitor visas) but also because of the complexity of many cases and the variety of nation-specific problems encountered by officers and applicants. These range from language difficulty, document fraud and bogus refugee claims to special clearance requirements and a need for close coordination with U.S. immigration officers at nearby entry points. Citizenship work is dominated by complex derivative citizenship claims, claims of unawareness, former draft evaders seeking to have U.S. citizenship reinstated, arrestees, destitutes and others. The work is tiring but, frequently, fascinating. ■



During soiree, officers question Barbara Jafelice, right, on the Canadian political sys-

tem. From left: Richard Adams, Stuart Smith, Patsy Stephens, Carol Shuh.

Ask Dr. Goff



Q. **CENTRAL AFRICA**
We are assigned to an African post. I like to have my legs waxed for hair removal, and wonder, since the wax is reused, can the AIDS virus be transmitted? Also, on the AIDS question, if one is sewing and putting pins in their mouth and the pins have been in the mouth of someone that has AIDS, is it transferable?

A.
On the reuse of wax, you should know that in the United States this is not done. This precaution is not based on a fear of spread of AIDS; it antedates the AIDS epidemic. The possibility of spreading the virus via the wax would depend on a client having an open wound or other skin lesion that results in blood contamination of the wax. This may be a significant likelihood depending on the care taken by the salon. Under normal circumstances, the AIDS virus rapidly dies after leaving the body. Heat and common antiseptics such as normal bleach (1:10 dilution with water) reliably kill the virus. From what you describe of the wax, I would be certain that the temperature is raised to 78–80 degrees centigrade (172–176 degrees Fahrenheit) for at least 10 minutes to assure death of any infectious organisms. While I believe the risk of transmission from exposure through wax to be nonexistent, you may want to reconsider whether to continue to use this method of hair removal. In regard to your question about the risk from sewing pins, since blood carries the virus, it is conceivable that the virus could be carried from one person to another if the needle pierced the skin and if blood on the needle came in contact with a sore or lesion on the skin or in the mouth. As a precaution, I would suggest that such pins be sterilized with bleach or by boiling prior to use.

Q. **ASIAN SUBCONTINENT**
I was recently skin-tested for tuberculosis and was told it was positive. I have always been negative in the past. Does this mean I have tuberculosis, and I can spread this to others?

A.
When your tuberculin skin test indicates you are positive, this indicates you have been infected with tuberculosis (mycobac-

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

terium tuberculosis). This infection was probably passed to you by means of inhalation from another person who had active pulmonary tuberculosis. You are at risk for developing active pulmonary tuberculosis. Depending on age, this risk is from 5% to 15% in your lifetime, and from 2% to 4% in the first year following the positive test. Because you have been infected does not mean that you currently have active disease and can infect others. The immune system usually controls the infection, though the organism may or may not be eradicated. Persons with weakened immunity will more likely develop active tuberculosis. The only cure is by taking medications which kill the mycobacteriae. Follow the recommendations of your regional medical officer or Foreign Service nurse practitioner regarding your treatment.

Q. **AFRICA**
My children love to swim. Unfortunately they have had problems with itchy and painful ears. Any suggestions that could keep them in the water, and yet save them from this problem?

A.
"Swimmer's ear" (or otitis externa) is a common problem in those who spend prolonged periods in the water. Water gets into the warm ear canal and becomes a setting for bacterial growth. This can result in itching, plugged ears and, sometimes, pain. There's a temptation to scratch the ear, often with objects such as a pencil or Q-Tip, which can break down the skin further. The result is inflammation and infection. If this problem exists, it should be treated by a medical professional. The goal in prevention is to keep the ear canal dry. To prevent recurrence, I suggest the following: (1) limit the time spent in the water; (2) after swimming, instill a few drops of rubbing alcohol in each ear and leave it there at least five minutes; this will help to dry out

the canal; (3) ear plugs help prevent wetness in the ear canal; (4) if the ear feels full of water after a swim, a small twisted piece of cotton (but not a Q-Tip) to dry the ear canal may be used; (5) if pain, itching or loss of hearing occurs, see your doctor.

Q. **ASIA**
We have recently adopted a child. Is he covered by State's medical program?

A.
For the first 90 days of legal marriage, birth or adoption, the new eligible dependent is automatically covered. Within these 90 days, a medical examination and a medical clearance (or waiver) must be obtained to continue the medical benefits under the program. □

Want to be healthy? O.K., YOU'RE in charge

By DR. PAUL EGGERTSEN

The author is State's deputy medical director. The following is from the annual report of the Office of Medical Services.

Individual behavioral decisions affect health, comfort and longevity far more than any pill, vaccine, procedure, operation or other "miracle" of modern medicine. The following rhetorical questions and answers will illustrate. At first glance and taken one by one they appear prosaic; together their direction is revolutionary:

Dr. Eggertsen

Do you want to . . .

- Keep your teeth? Avoid sweets, chomp some fiber, brush your teeth. Floss.
- Avoid broken bones? Attach your seat belt, stay off motorcycles, avoid speed and rush hour traffic. Don't drink.
- Avoid heart attack? Don't smoke.

Blood for a neighbor

The Naval Medical Command conducts bimonthly blood drives across the street from the Department on 23rd Street. Federal employees who donate blood at military facilities can in turn receive blood from military blood banks. The next blood drive will be on May 26. For information, call 653-1086. □

cut out the butter and eggs, walk or run a bit every day, speak your piece rather than swallow the anger.

—Keep a cancer-free gut? Eat some fruit and fibrous vegetables (especially carrots?) every day. Reduce the grease. Don't smoke.

—Keep a clean lung so you can breathe easily? Don't smoke, don't closet with those who do, stay inside when smog is bad.

—Avoid AIDS? Learn to do it better with one partner. If in doubt, use a condom. Avoid drugs and needles and people that use them (except the health providers).

—Keep from getting malaria? In malarious areas use bug bombs, repellents, nets, full clothes, and stay inside after dusk. If antimalarials are available and safe, take them.

The list could go on. The underlying message, absolute and compelling, deserves repetition: personal behavioral decisions are the pre-eminent factors in health. Most of the medical "miracles," as grand as they are, are mixed blessings . . .

This "main event," this "real" purpose of science in medicine, is gathering information and putting it in your hands and mine so that we can make sensible behavioral choices. In fact, a single one of them, a decision not to smoke, will have more effect upon our collective health than

all the pills, vaccines, chemicals, X-rays, operations, doctors, nurses, hospitals, etc., all put together.

We love the almost science-fiction drama of modern medicine. We want the protective vaccines. We want the pills and antibiotics. We want the anesthesia and operative skill when surgery is needed. We want the CT scan and the NMRI to painlessly detect what dangers may be afoot in our innards. But, compared to behavioral choices, all these wonders are merely a beguiling sideshow . . .

The information/education revolution may yet teach us to "bet with the house" in matters of health. In this "new" world the labels on food packages will have immensely more potential impact upon the coronary arteries of society than the arteriogram, cat scan and bypass surgery combined. That is, if we learn to understand the labels . . . □

Low pay seen as problem in Medical Services

Because of low pay scales, the State Department is having difficulty attracting and retaining medical and clerical personnel, according to Dr. Paul A. Goff, director of the Office of Medical Services. In his annual report for 1988, recently distributed, Dr. Goff says: "Our current grade and salary levels are neither competitive with the

private sector nor even equal to the levels in other Government agencies."

The report continues: "One unfortunate, seemingly unchanging, aspect of Medical Services personnel operations is the inability to recruit and retain qualified individuals for many of our positions, both medical and administrative. For extended periods over the past several years positions for X-ray technicians, cardiology technicians, nurses, secretaries, file clerks and supply clerks, have remained unfilled. In some cases, Medical Services is still trying to fill positions that were vacant two and one-half years ago. To compensate for these vacancies Medical Services scrambles to fill the gaps by a variety of methods, including contracting and overtime. However, service has suffered and has not been nearly as effective or cost-effective as if the positions had been filled by normal recruitment. Mere 'coping' (as other offices in the Department well know) keeps problems barely at bay . . .

"Foreign Service physicians' salaries remain well below that of physicians in the private sector, in other public sector organizations, as well as in some other U.S. Government agencies employing physicians. Not many physicians in the prime of careers are interested in overseas work. Physicians nearing retirement age are not ideal candidates. Physicians just out of training frequently lack the mature professional and interpersonal skills to be successful overseas. Government employment does not enjoy the same advantages as in the past. Budget austerity, the changes in the pension system, and the eroded esteem once associated with Government employment undermine confidence in the Department as an employer."

In other sections of the report, Dr. Goff says a position has been established for a second Far East regional psychiatrist, based in Hong Kong. The first is in Bangkok. In addition, a position for a psychiatrist to cover western Europe has been proposed.

The report adds: "East Africa has not been adequately served by its present contingent of regional medical officers. Though the newly-established medical officer position in Mogadishu improved the situation, Medical Services has recommended and the Bureau of African Affairs is providing another regional position (Lusaka) for this troubled area . . .

"Nurse practitioner positions have been established in Warsaw, Budapest, Sofia and Prague." ■



MEDICAL SERVICES—U.S. surgeon general C. Everett Koop (in uniform) when he spoke to employees here recently on the health hazards of tobacco. Others, left to right: State's Dr. Frank V. Keary; AID's Dr.

Gerold V. van der Vlugt; AID's Laurance W. Bond; Judith D. Berman, coordinator, tobacco hazard education, State; State's Patricia Pittarelli, and Dr. Paul A. Goff.

Education and Training

Schedule of courses at the Foreign Service Institute

Program	June	July	Aug.	Length
Area studies				
Africa, sub-Sahara	—	10	7	2 weeks
East Asia	12	—	7	2 weeks
Latin America	—	10	7	2 weeks
Near East and North Africa	12	—	7	2 weeks
Canada	5	—	—	1 week
South Asia	12	—	7	2 weeks
Southeast Asia	12	—	7	2 weeks
USSR/eastern Europe	—	10	7	2 weeks
Western Europe	—	10	7	2 weeks
Language and advanced area courses				
Afrikaans	—	—	21	23 weeks
Amharic	—	—	21	23/44 weeks
Arabic (Egyptian and modern standard)	—	—	21	23/44 weeks
Arabic (formal spoken and modern standard)	—	—	21	23/44 weeks
Arabic (field school: Tunis)	—	—	14	44 weeks
Arabic (western)	—	—	21	23/44 weeks
Bengali	—	—	21	23/44 weeks
Bulgarian	—	—	21	23/44 weeks
Burmese	—	—	21	23/44 weeks
Chinese (Cantonese)	—	—	21	23/44 weeks
Chinese (standard)	—	—	21	23/44 weeks
Chinese (field school: Taipei)	—	—	21	44 weeks
Czech	—	—	21	23/44 weeks
Danish	—	—	21	23 weeks
Dutch	—	—	21	23 weeks
Finnish	—	—	21	23/44 weeks
French	26	24	21	24 weeks
German	26	—	21	24 weeks
Greek	—	—	21	23/44 weeks
Hebrew	—	—	21	23/44 weeks
Hindi	—	—	21	23/44 weeks
Hungarian	—	—	21	23/44 weeks
Icelandic	—	—	21	23/44 weeks
Indonesian	—	—	21	23/32 weeks
Italian	26	—	21	24 weeks
Japanese	—	—	21	23/44 weeks
Japanese (field school: Yokohama)	—	—	14	44 weeks
Korean	—	—	21	23/44 weeks
Korean (field school: Seoul)	—	—	28	44 weeks
Lao	—	—	21	23/44 weeks
Malay	—	—	21	23/32 weeks
Nepali	—	—	21	23/44 weeks
Norwegian	—	—	21	23 weeks
Persian (Dari)	—	—	21	23/44 weeks
Persian (Farsi)	—	—	21	23/44 weeks
Polish	—	—	21	23/44 weeks
Portuguese	26	—	21	24 weeks
Romanian	—	—	21	23 weeks
Russian	—	—	21	23/44 weeks
Serbo-Croatian	—	—	21	23/44 weeks
Singhalese	—	—	21	23/44 weeks
Spanish	26	24	21	24 weeks
Swahili	—	—	21	23 weeks
Swedish	—	—	21	23 weeks
Tagalog (Pilipino)	—	—	21	23/44 weeks
Thai	—	—	21	23/44 weeks
Turkish	—	—	21	23/44 weeks
Ukrainian	—	—	21	23/44 weeks
Urdu	—	—	21	23/44 weeks
Vietnamese	—	—	21	23/44 weeks

New training is designed for assistant secretaries

A first-of-its-kind leadership orientation for new assistant secretaries and assistant secretaries-designate was held in the Department, March 31–April 1. The program, approved by Secretary Baker, was designed and conducted by the Foreign Service Institute. Major attention was given to congressional relations and the ethical, legal, and regulatory constraints placed upon an assistant secretary. Other sessions were on procedures and policies for obtaining personnel and budget resources, managing information and crises, dealing with the media, clearing press guidances, protocol and special characteristics of the position of the assistant secretary. Spouses joined the principals at the Saturday session.

Brandon Grove, director of the institute, chaired the program. Rozanne Ridgway, assistant secretary for European and Canadian affairs, and Elliott Abrams, former assistant secretary for inter-American affairs, cochaired each session, providing insights by drawing on their experiences. Director general George Vest led a discussion of State personnel systems, performance management and the responsibility of managers for developing individuals, including their secretaries.

The institute designed the program on the basis of interviews with 16 former assistant secretaries and under secretaries. □

Boyatt takes helm of nonprofit group

Thomas D. Boyatt, former ambassador to Upper Volta and Colombia and a career minister in the Foreign Service, has assumed the presidency of the Association for Diplomatic Studies. He succeeds Ambassador Richard B. Parker, who had headed the association since its founding in 1986.



Mr. Boyatt

The association is a nonprofit organization dedicated to "augmenting and enriching the educational program at the Foreign Service Institute, to increasing awareness of American diplomatic and consular history and to promoting studies of diplomacy." It is embarking on a new

—(Continued on next page)

EDUCATION AND TRAINING

phase of activity, tied closely to enhancing facilities at the institute's new campus at Arlington Hall, Va. □

Simons is appointed

Vicky Simons has been named information specialist at the Overseas Briefing Center. She holds a bachelor's in international affairs from George Washington and is pursuing a master's in Latin American studies at Georgetown. She also has a degree in tourism administration from her native Colombia. Ms. Simons has served in Lilongwe and Malawi, and has traveled and studied in Europe. □

Dean Bullington retires

James R. Bullington, dean of the Senior Seminar, has retired from the Foreign Service to become director of international affairs for the city of Dallas. A retired ambassador, Mary Olmsted, will serve as acting dean until a permanent replacement is selected. □

Foreign affairs seminar set for May 15-26

The next session of the Foreign Affairs Interdepartmental Seminar will be conducted at the Foreign Service Institute, May 15-26. Its purpose is to give "an advanced, intensive exposure to the various factors affecting the formulation, coordination, and execution of U.S. foreign policy," said a Department Notice of March 24.

It continued: "Policy sessions focus on the geopolitical framework of foreign affairs and on the foreign policy process, especially on how the major actors (e.g., agencies, lobbyists, Congress) interact or operate individually. Attention is also given to worldwide issues affecting the United States, such as economic relationships, international terrorism and narcotics. Regional sessions examine the historical trends of a region, followed by an analysis of current issues. The regions include: Middle East, Latin America, Africa, West and East Europe and Asia.

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

For information, telephone 875-5140.

—(Continued on next page)

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Program	June	July	Aug.	Length
Familiarization and short-term (FAST) courses				
Bengali	—	—	21	6 weeks
Bulgarian	26	—	—	6 weeks
Czech	26	—	—	6 weeks
French (metropolitan)	26	24	21	8 weeks
French (sub-Saharan)	26	24	21	8 weeks
German	26	—	21	8 weeks
Hindi	—	—	21	6 weeks
Hungarian	26	—	—	6 weeks
Icelandic	—	—	21	6 weeks
Italian	26	—	21	8 weeks
Polish	26	—	—	6 weeks
Portuguese (Latin America)	26	—	21	8 weeks
Portuguese (Europe)	26	—	21	8 weeks
Romanian	26	—	—	6 weeks
Russian	26	—	—	6 weeks
Serbo-Croatian	26	—	—	6 weeks
Spanish	26	24	21	8 weeks
Administrative training				
Budget and financial management	5	10	7	27 days
Financial/management center director	—	3	—	3 weeks
General services operations	5	3	7	8 weeks
	12	10	14	8 weeks
	19	17	28	8 weeks
	—	31	—	8 weeks
Personnel management training	12	31	—	6 weeks
U.S. disbursing officer	12	—	14	3 weeks
Overseas Briefing Center				
American studies, cross-cultural adaptation	12	—	—	2 weeks
Deputy chiefs of missions' wives' seminar	26	24	14	1 week
Going overseas (families)	10	8	—	4 hours
(singles and couples)	14	—	—	4 hours
Introduction to effective training skills	26	—	—	1 week
Regulations, allowances and finances	7	12	—	3 days
Security overseas seminar	5	10	7	2 days
	12	17	14	2 days
	19	24	21	2 days
	26	31	28	2 days
Curriculum and staff development				
Training of trainers	19	—	—	2 weeks
Consular training				
ConGenRosslyn basic consular course	Continuous enrollment:			26 days
Consular functional intensive	26	—	—	3 weeks
Consular orientation program	Continuous enrollment:			6 days
Immigration law and visa operations	Correspondence course			
Nationality law and consular procedures	Correspondence course			
Overseas citizens services	Correspondence course			
Passport examiners	Correspondence course			
Economic and commercial studies				
Advanced economic review	—	17	—	5 weeks
Applied economics for foreign affairs	—	3	—	6 weeks
Contemporary economics and quantitative analysis	—	17	—	5 weeks
Orientation for overseas economics	26	24	—	2 weeks
Executive development				
Deputy chiefs of mission	18	16	6	2 weeks
EEO awareness for managers and supervisors	5	—	—	2 days
Executive media training	7	—	30	1 day

—(Continued on next page)

—(Continued from preceding page)

Program	June	July	Aug.	Length
Washington tradecraft	—	24	21	10 days
Political training				
Advanced political	—	10	14	3 weeks
Foreign affairs seminar	19	—	—	1 week
Labor officer course	12	—	—	8 weeks
Multilateral diplomacy	6	—	9	3 days
Political tradecraft	26	24	21	3 weeks
Orientation				
Orientation for Department officers	20	18	22	2 days
Orientation for Foreign Service officers	—	24	—	9 weeks
Orientation for Foreign Service specialists	5	31	—	1 week
	26	—	—	1 week
Orientation for Soviet and East European posts	14	19	9	8 days
	—	—	23	8 days
Office management courses				
Advanced word processing	6	11	15	3 days
Advanced WP Plus	22	—	1	1 day
Glossary	20	18	—	1 day
Civil Service clerical/secretarial	—	—	7	1 week
Decision processing	21	19	—	1 day
Drafting correspondence	—	—	21	15 hours
Foreign Service secretarial training	1	—	28	8 days
	29	—	—	8 days
Supervisory studies seminar	—	—	—	3 days
Information management training				
Introduction to the PC	—	—	14	1 week
Systems specialist training	19	—	—	12 weeks
Systems operations training	—	10	—	4 weeks □

—(Continued from preceding page)

The course is for those at FS/FP-2 and above, and their Civil Service counterparts. □

Property management course is offered

The Foreign Service Institute is offering a new workshop on property management for custodial officers, June 5-6 and July 6-7. The course will cover internal control procedures; the difference between real, expendable and nonexpendable personal property; how to receive, inventory and dispose of property; and how to use the regulations. Class size is limited to 20. For information, call Linda Toole, 875-5121. □

On personality problems

A seminar for employees who have been supervisors at least two years is being offered by the Foreign Service Institute beginning with a pre-workshop, May 17, 9 a.m.-noon, and continuing with the workshop itself, May 24-26, 9 a.m.-5 p.m. The workshop will emphasize managing problems that are complicated by personalities.

Supervisors at GS 7-12 and the Foreign Service equivalents are eligible. For information call Carolyn Clark, 875-7325. □

Seminars offered on job-hunting, retirement

Two programs are being offered by the Office of Career Transition to help employees prepare for retirement. A retirement planning seminar will be held in the Dean Acheson Auditorium, 8:30 a.m.-1:15 p.m. on the following dates: May 22-26, August 7-11, November 27-December 1. The seminar will include sessions on financial and estate planning, taxes, health issues and volunteer work. Civil Service and Foreign Service employees within five years of retirement eligibility can attend with their spouses.

A job search program, for employees who are considering working after retirement, will be held May 3-July 31, July 5-September 30 (for involuntary retirees only), and October 3-December 31. Topics will include assessing skills, preparing resumes, establishing networks, sharpening interviewing skills and learning to negotiate

for salary and benefits. Foreign service employees may participate during their last 90 days of employment, and Civil Service employees during their last 30 days. All participants may use the office facilities for up to one year after retiring. For information, call 673-5526. □

Seminar for supervisors

A seminar for supervisors and managers of Civil Service employees will be held May 11-12, July 27-28 and September 28-29. The two-day course will include information on performance and conduct problems, leave issues, grievance matters and the rights and responsibilities of supervisors and employees. For information, call 647-7238. □

Saturday sessions

To accommodate those unable to visit during regular hours, the Overseas Briefing Center has scheduled Saturday sessions, from 10 a.m. to 3 p.m. on May 13, June 10 and July 29. □

Safe boating

The Coast Guard Auxiliary offers classes for families on safe recreational boating and seamanship. For information, call (800) 336-BOAT—in Virginia, (800) 245-BOAT. □

Scholarship applications are reviewed

Twenty-four volunteers from the Foreign Service community have reviewed applications for \$500 Merit Awards for high school seniors, offered by the American Foreign Service Association in cooperation with the Association of American Foreign Service Women. Based on outstanding scholastic and community activities, the awards are for the 1989-90 academic year. This year the awards are named in honor of Dawn Cuthell, who administered the association's scholarship programs for eight years and who made the Foreign Service her career for over 25.

The review panel members included, among others, for the Association of American Foreign Service Women, Janet Biggs, Anita Schelt, Janet Scott, Kate Aubert and Judy Yalowitz; for State, David Smith, Ben Tua, Bismark Myrik, Peter Schoettle, Jo Sting; and for retired Foreign Service members, Jack Lyman. After each applicant is ranked, a final panel will coordinate the scoring. The award winners are to be announced later. ■

Equal Employment Opportunity



BY CLARENCE E. HODGES

The author is deputy assistant secretary for equal employment opportunity and civil rights.

A MONTH AGO, I was riding down a quiet sidestreet when a car sped around the corner from a busy street. The passenger's door was open and the passenger was about to fall out. I watched as the driver seemed not to care about the safety of the passenger. The car stopped. There appeared to be a fight between the driver and the passenger. The driver (a big tall male) got out, pulled the passenger (a female) out and proceeded to beat her on a lawn on this residential street. I turned my automobile around and approached the couple. She was now on the ground and he was beating her with an object about the head. Her blonde hair was turning red with blood from each blow. Not knowing if he was armed, I could have considered the possible threat to my life and ignored the sure threat to her life, but I chose to get involved and to stop the attack. I shouted to him. He sped away, leaving her half-clothed, bloody and motionless on the cold damp ground. I aroused an occupant in the house and asked that he call an ambulance and the police.

In the United States, a woman is beaten every 15 seconds. Four women are killed every day by men who say they love them. Each day, 1,500 little girls are battered, with 5 dying at the hands of those who are supposed to protect them.

Some years ago, when I was U.S. commissioner for children, youth and families in the Department of Health and Human Services, the most depressing aspect of reviewing special studies and research on domestic violence was to see the great numbers of persons not willing to get involved when others are suffering.

Lori Heise of World Watch has recently pointed out in World Watch magazine and in an article in the Washington Post the problems of violence against women worldwide. This multicultural violence ranges from neglect, abandonment and mutilation of unwanted female babies to battery, rape and dowry murders.

The world civilized community is working to end these practices. The U.S. foreign affairs agencies are making a significant contribution in this regard.

However, we must end more than the physical abuse. There is a serious problem of professional abuse, often experienced by women at all levels in the workforce. Secretaries, as a group, are most often victims of

professional violence and most non-secretaries choose not to get involved in these issues of unfairness. They fear such concern may not be in the best interest of their career advancement.

Each time I visit a post or have special meetings with employee groups in a bureau or an office, I submit to appropriate management a list of requests and recommendations that will benefit the whole Department by improving the status of secretaries. A series of cables have recently been written by secretaries from several posts, with descriptions of problems and recommendations for solutions. These cables are getting attention. Some current reviews are being expanded and progress is on the way. This is not to suggest a relaxation on the part of secretaries, however.

Adequate and fair compensation, opportunities for advancement, opportunities to make career changes, equality of treatment and benefits and even a change of title are issues under consideration. This is not to suggest that a title change in itself would solve the problem. That alone would only make matters worse. Additional titles would more fairly identify positions and their level of responsibility just as several titles are used for other professional and management positions.

The big issues, however, are respect and realistic recognition. Everybody needs respect and recognition. Domestic violence grows out of a lack of understanding of such needs in the home, and the moral equivalent of professional violence grows out of a lack of understanding of such in the workplace. Often, there is a combination of ignorance, insecurity and low self-esteem on the part of those who mistreat others. Preventive measures must be multi-faceted, therefore, to be effective. Training needs include those factors of team spirit and self-esteem.

In a recently-released study by the U.S. Equal Employment Opportunity Commission, the State Department was ranked 34th out of 54 federal agencies in the percent of females in the mid-level and senior administrative workforce. This is not a positive ranking. But if our classification of secretaries were less general and more specific, the Department probably would have ranked better because many of our secretaries are already performing in administrative capacities, and many others could be more effectively used and more appropriately classified as such.

Again, progress is being made due to the professionalism of our secretaries, the

unity of their persistent voices (cables), and an enlightened management structure. The real evidence will be seen in that which is needed equally by all for educating children, feeding families and allowing banks to honor personal checks. Merchants practice equality in the marketplace. This Department is committed to practicing it in the workplace. ■



DAYTONA BEACH, Fla.—Irvin Hicks, deputy assistant secretary for personnel, speaks at Bethune-Cookman College on careers in the Foreign Service.

National Secretary's Week

National Secretary's Week, April 24–28, was observed in the Department by a program of speakers and panel discussions on April 25. Clarence E. Hodges, deputy assistant secretary for equal employment opportunity and civil rights, spoke and Jeanne Sprott, chief of the Office of Career Mobility, served as moderator of a panel discussion on the Mustang and Functional Specialization Programs. A second panel addressed the Upward Mobility, Financial Management Career and Merit Promotion Programs. □

'Americana Project'

New cash gifts for Diplomatic Reception Rooms approach \$2 million

Curator Conger announces 4 new ventures

CASH GIFTS totaling \$1,994,490 and donations of museum-quality 18th and 19th-century furniture, oil paintings, Oriental rugs, antique silver and other decorative arts for the Diplomatic Reception Rooms were announced at a gala evening reception hosted by Secretary and Mrs. Baker on April 10. Mr. Baker thanked the donors for helping assemble, over the years, the many art objects in the rooms and for making the

collection perhaps the "third largest of its kind in the United States."

Curator Clement E. Conger reported that the Department's Fine Arts Committee is embarking on four major projects:

—Seeking \$2.5 million for architectural improvements in the deputy secretary's suite on the seventh floor.

—Seeking an additional \$2.5 million to make other improvements and to pur-

chase objects that are on loan. (One quarter of the Americana collection, now valued at nearly \$57.5 million, is on loan, he said.)

—Cooperating with the Public Broadcasting System in producing a one-hour documentary on the rooms, to be televised this fall.

—Planning a large coffee-table art book, with some 350 color photos.

"The principal goal of the Americana Project," Mr. Conger told the guests, "is to build a permanent collection of the finest quality American period furniture, paintings and decorative arts of the 18th and 19th centuries for these rooms."

When the 28-year-old project is finally completed, perhaps in two or three years, the donors and the committee will have remodeled and refurbished 42 rooms, including the Secretary's 10-room suite and the Treaty Room suite on the seventh floor.

The latest acquisitions announced at the reception include an oil painting, "View of Baltimore," by Prosper-George Marilhat. The artwork is one of three views by Marilhat, which he painted in 1845 under a commission from King Louis-Philippe, to commemorate the journey the latter (then a prince) made with his two brothers in 1797 through the northern half of the United States. The anonymous gift, in memory of Dr. A. E. Brooks, is in the Thomas Jefferson State Reception Room.

Other gifts received during the past year include an oil painting of Thomas Jefferson by Charles Willson Peale. It was donated by Mrs. Henry S. McNeil of Plymouth Meeting, Pa., in memory of her late husband, a philanthropist and a member of the committee for many years. The portrait of Jefferson is believed to be a replica by Peale of his portrait of the statesman on view at Independence National Historical Park in Philadelphia. It was done in 1791. It is in the Thomas Jefferson State Reception Room.

Other art objects include an oil painting, "Beaverkill Valley," by Arthur Par-ton, which depicts the western Catskill Mountains of New York; it is the gift of Mr. and Mrs. Charles W. Ketcham of Houston. The Cornelius and Anna Cook O'Brien Foundation of Washington (Mrs. John Timberlake Gibson) gave a colored engraving by John Sartian, made in 1854, after George Caleb Bingham's painting of "The Country Election," intended to show



Mahogany heart-back side chair, with inlaid American eagle, circa 1790-95. In the James

Monroe Reception Room. (Diplomatic Reception Rooms photos)

grassroots democracy of the mid-19th century in Bingham's hometown of Arrow Rock, Mo.

Among items new to the rooms is an historical handkerchief showing George Washington on horseback, flanked by eight vignettes of 12 American statesmen; given by an anonymous donor, it is on display in the Martha Washington Ladies Lounge. Another anonymous donor gave a hand-colored engraving, etching and aquatint, "The Golden Eagle," from John James Audubon's "Birds of America," published in 1833. Three volumes in full leather binding of Audubon's "The Quadrupeds," based on the naturalist's travels in the western part of the United States, were a gift to Secretary Shultz from Saudi Arabia's ambassador, Bandar bin Sultan bin Abdalaziz. The books are in the George C. Marshall Reception Room on the seventh floor.

Mrs. Hubert Winthrop Chanler of Genesco, N.Y., gave an engraving of Marquis de Lafayette, who is wearing the military uniform of a lieutenant general, including the decoration of the Order of the Cincinnati. The engraving was printed in the late 18th or early 19th century.

Sandy M. Pringle of Spotsylvania, Va., gave a copy of Herman Moll's map of North America, which is described as "A new and Exact Map of the Dominions of the King of Great Britain on ye Continent of North America containing Newfoundland, New Scotland, New England, New York, New Jersey, Pensilvania, Maryland, Virginia and Carolina." Published in London in 1731, it will be placed in the Secretary's conference room.

Mr. and Mrs. Joseph H. Hennage of Williamsburg, Va., donated an antique French silver silhouette in bas-relief of Benjamin Franklin. It is signed by Dupre, Paris, circa 1780. It is for the Thomas Jefferson State Reception Room.

A portrait bust of William Maxwell Evarts, who was Secretary of State from 1877 to 1881, by Augustus St. Gaudens, is a partial gift from the family of William M. Evarts of West Long Branch, N.J. The original marble bust is in the collection of the Metropolitan Museum of Art. This plaster one is for the East Reception Hall on the seventh floor.

The reception rooms also received crystal chandeliers. They include an 18th-century, 12-light argente chandelier which had been silvered for a church. It is the gift of Mr. and Mrs. Henry H. Flynt Jr., of Williamstown, Mass., for the Secretary's

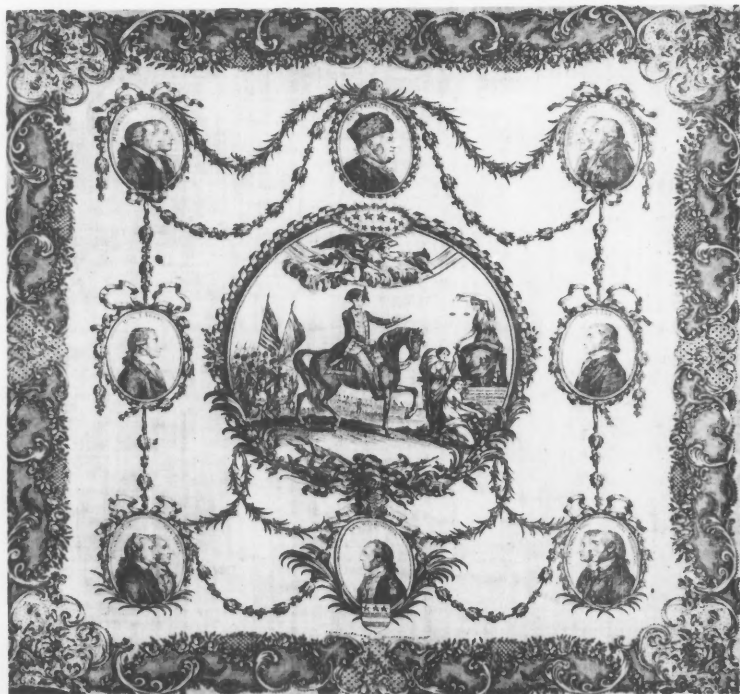
small waiting room. Mrs. Melva Maddox Tallal of Dallas gave a six-arm chandelier in the Directoire style, for the Dolley Madison Powder Room. George H. Blackshire of Brooklyn Heights, N.Y., donated a pair of Sheffield candlesticks, circa 1780, for the John Quincy Adams State Drawing Room.

Many important pieces of silver were added to the collection. Mrs. Ashley Priddy of Dallas gave a pair of American silver spoons by Paul Revere I, made in Boston. They are on display in the John Quincy Adams State Drawing Room. Gabe Wharton Burton of Fredericksburg, Va., gave a silver-covered sugar urn by Christian Wiltberger, circa 1795-1800. It is in the John Quincy Adams State Drawing Room.

Other objects include a salver by Thomas Hammersley, made around 1760, the gift of Mrs. Jane Bortman Larus, of Waban, Mass., in memory of her father, Mark Bortman. It is on view in the John Quincy Adams State Drawing Room. Another gift, an American silver pipe, patterned after the American Indian clay pipes and made around 1770-1800, is from Mr.



Engraved and monogrammed American silver pipe, patterned after the American Indian clay pipes, circa 1770-1800. In the Treaty Room.



Historical handkerchief showing George Washington on horseback, flanked by Ameri-

can statesmen. In the Martha Washington Ladies Lounge.

and Mrs. Thomas S. Sanderfur Jr. of Louisville, Ky.

In addition to the furnishings, the Fine Arts Committee received thousands of dollars in cash. Major contributors included



Large Chinese export porcelain soup tureen and cover, in tobacco leaf design, circa 1790. In the Treaty Room.

Mr. and Mrs. David W. Grainger of Chicago, \$125,000; Louise Doyle of Leominster, Mass., \$75,000; Mrs. J. Clifford Folger of Washington, \$51,000; Mr. and Mrs. Robert M. Bass of Fort Worth, \$50,000; Bechtel Power Corp., of San Francisco, \$50,000; Mr. and Mrs. John T. Dorrance Jr. of Gladwyne, Pa. \$50,000; U.S. Tobacco Co. of Greenwich, Conn., \$50,000; Mr. and Mrs. J. Bruce Bredin of Wilmington, \$45,781; Americana Associates of Los Angeles, \$40,000; Mrs. James Stewart Hooker of Palm Beach, Fla., \$37,000; Salomon, Inc., of New York, \$35,000; Donald Ware Waddell Foundation of Paradise Valley, Ariz., \$31,500; Mrs. Thomas L. Williams Jr., of Thomasville, Ga., \$28,183; Mr. and Mrs. Richard Manoogian of Taylor, Mich., \$25,000; Masco Corp. (Richard Manoogian) also of Taylor,

Mich., \$25,000.

Active and retired State Department officers and employees were represented among the contributors. For example, former Secretary and Mrs. Shultz gave \$10,000. Mr. Conger gave a total of \$9,050 as contributions in lieu of honoraria for lectures. Mrs. Wiley T. Buchanan, widow of the late chief of protocol, donated \$3,000. Stanley Woodward, a former chief of protocol, gave \$2,500. Former Secretaries Vance contributed \$1,000 and Kissinger \$500. The Association of American Foreign Service Women gave \$800.

Contributions of cash or objects for the rooms are tax-deductible. Inquiries may be addressed to Mr. Conger in Room 8213, Department of State, Washington, D.C. 20520. Telephone is 647-1990.

—BARNETT B. LESTER ■



Color engraving depicting "grassroots democracy." In the Martin Van Buren Dining Room.

Post of the Month: Lagos

THIS LARGE West African city is the capital of Nigeria, the easternmost nation with a coastline on the continent's westward bulge. U.S. Foreign Service people there are featured as part of STATE'S continuing series.



Downtown Lagos.



Lagos National Theatre.

The embassy, right, from across the lagoon.

Marines *Jodon Slaughter* and *Dominic Tollis*.



At dance festival in Benue State.

POST OF THE MONTH: LAGOS



Information officer *Catherine Camp*, secretary *Michelle Kaminski*, Ambassador *Princeton Lyman*, political officer *Michael Morrow*, *Peter Buckwell* and cultural affairs officer *Merrilee Jacobson*, in a production of "Don't Drink the Water."



General services officer *Mark Jackson*, on the Lagos lagoon.



Community liaison officer *Ken Jacobson* greets visiting school children.



Musicians celebrate a Muslim holiday in Katsina.

Political officer *Steve Sellers*, economic officer *Frank Milhous* and information officer *Catherine Camp*, at the beach.



Boating on Badagery Creek: *Jeanine Jackson*, *Denise Canedy*, *Claire Oxley*.



POST OF THE MONTH: LAGOS

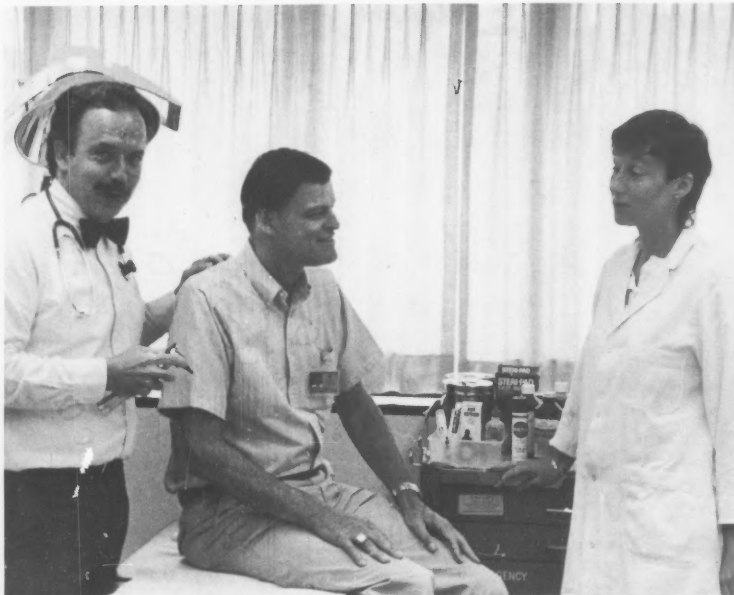
Medical officer *John Aldis*, budget and fiscal officer *Richard Weeks* and nurse *Diana Johnston*.



Communications officer *Mike Dugan* with his camera, at a game reserve.



A performance for U.S. and Nigerian officials.



The embassy snack bar staff: *Victoria Adewole*, *Gift Uduma*, *Susan Omeruo*, *Nneka Oguafor*, *Josephine Monye*, *Salome Ibegi*. ■

Diplo-Croctic No. 52

BY RICHARD McDONOUGH

Guest contributor from Thailand

DIRECTIONS

To solve this puzzle, write the words that you can guess from the definitions in the numbered blanks provided, and then transfer the letters to the corresponding numbered squares in the diagram. Working back and forth, a quotation will appear in the diagram reading left to right. When all the words have been filled in, the author and title of the book from which the quote was taken will appear as the first letter of each word reading down. The solution will be published in next month's STATE magazine. ("Diplo-Croctic No. 51" appeared in February; the solution was in the March STATE.)

18	2G	3V	4X	5Z	6T	7A		8C	9S	10Q	11Y	12K	13P	14O	15M	16L		17N
18E	19I	20R	21H		22W	23F	24G	25J		26U	27L	28Y	29G	30C		31U	32N	33I
34F	35D	36M		37J	38Z	39Y	40D	41P		42O	43S	44P	45E	46B	47R		48B	49R
50C	51T		52N	53P	54I	55Q		56K	57J	58I	59L		60M	61N	62K	63A	64I	65O
66Q	67L		68O	69T	70Q		71G	72P		73G	74Z	75V		76D	77U	78H	79O	80Z
81Y	82B	83F		84S	85T	86Q	87Y		88G	89E	90U	91J	92F	93M	94I	95V		96Y
97D	98R	99W	100V	101N		102K	103E		104P	105S		106C	107N	108B	109X		110V	111D
112G	113M	114J	115R	116W		117O	118A	119T	120U	121M	122R		123W	124X	125U	126O	127P	128V
	129X	130H	131Y		132U	133L		134L	135A	136C		137X	138K	139T	140Y		141A	142B
143H	144D	145Y		146I	147H	148O	149R	150J	151X	152O	153M	154G		155O	156C	157K	158V	159S
160H	161J	162A		163O	164W	165K	166E	167H	168Z		169O	170X		171R	172S	173B	174M	175C
	176I	177Y	178J		179V	180F	181U	182G	183O	184W	185N	186A		187L	188P	189D	190T	

CLUES

WORDS

- A. Young swans
135 7 63 162 118 141 186
- B. Barge
108 173 46 142 48 1 82
- C. Essay
50 136 106 175 156 8 30
- D. Midday
40 76 35 14 189 144 111 97
- E. Escort
89 18 45 166 103 87
- F. S.W. U.S. flower
83 180 92 34 23
- G. Burns
154 71 2 112 29 88 73 182
- H. Gave consent
130 147 160 167 21 143 78
- I. Unsparring
54 19 176 64 94 146 33 58
- J. Former U.S. Secretary of State
37 178 161 150 91 57 114 25
- K. Igneous rock
138 56 12 165 62 102 157
- L. Especially
187 133 59 134 27 16 67
- M. Menhaden
113 121 15 36 153 174 93 60
- N. Contemptible
61 107 17 101 32 52 185

CLUES

WORDS

- O. County in Minnesota (2 words)
68 65 42 126 152 169 155 79 24
- P. Interchangeable
72 188 13 41 44 104 127 53
- Q. Orange liqueur (2 words)
70 10 183 117 66 55 163 86 148
- R. Oblivious
49 149 122 171 20 98 115 47
- S. Moreover
105 159 84 43 9 172
- T. Hungarian revolutionary
139 119 6 190 69 51 85
- U. Bulwarks
77 90 31 120 26 125 132 181
- V. Wintergreen
100 95 75 3 110 179 158 128
- W. English river
123 164 99 22 184 116
- X. Detested
137 170 4 151 129 124 109
- Y. American goldeneyes
39 145 28 96 177 140 81 131 11
- Z. Snacks
80 38 168 74 5

Personnel: Civil Service

Promotions

GG-7

Hernandez, Awilda, International Organization Affairs, Economic and Social Affairs

GM-13

Cain, Richard J., Office of Inspector General, Office of Audits

Gerardi, Marie Catherine, Protocol, Accreditation Section
Jadacki, Matthew A., Office of Inspector General, Office of Audits

GM-14

Biancaniello, Rose Marie H., Politico-Military Affairs, Arms Licensing Division

Phillips, Chester Edward, Bureau of Personnel, Data Management and Analysis

Russell, Catherine Joyce, Foreign Service Institute, Management and Administrative Services

Sheedy, Thomas Brian, Office of Foreign Buildings, Program Management

GM-15

Gardner, Robert C., Office of Foreign Buildings, Mechanical Engineering

Mount, Gay William, Office of Foreign Buildings, Planning and Programming

Murray, Blair L., Politico-Military Affairs, Security Assistance and Sales

GS-3

Darling, Deborah Ann, Diplomatic Security, Boston Field Office

Hillman, Lisa L., International Organization Affairs, Human Rights and Women's Affairs

Jackson, Richard L., Office of Comptroller, Pre-Assignment Training

Tutty, Traci A., Seattle Passport Agency

Wingfield, Gloria Felicia, Office of Comptroller, Consolidated American Payroll

GS-4

Black, Teresa R., Diplomatic Security, Counterintelligence

Williams, Denise, Bureau of Personnel, Office of Executive Director

GS-5

Alexander, Linda M., Office of Comptroller, Retirement Accounts

Coates, Leon D., Office of Comptroller, General Accounting

Selections under State's Merit Promotion Program

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

Announcement No.	Position title	Series/grade	Bureau or office
Joanne Hart 88-434	Secretary (typing)	GS-318-6	Inter-American Affairs
Angela Weber 88-535	Secretary (typing)	GS-318-7	Inter-American Affairs
Geneva Jones 88-673	Secretary (typing)	GS-318-5	Politico-Military Affairs
Lorraine Holmes 88-1059A	Secretary (typing)	GS-318-5	Diplomatic Security
Patricia Doll 88-1230	Secretary (typing)	GS-318-7	Diplomatic Security
Ruth Holst 88-1233	Secretary (typing)	GS-318-6	Office of Foreign Buildings
Stacey Woolfork 88-1351	Fiscal specialist	GS-501-5	Office of Comptroller
Reginald Hopson 88-1401	Computer systems analyst	GS-334-9	Bureau of Public Affairs
Margaret Decquir 89-25	Secretary (typing)	GS-318-6	Office of Inspector General
Lynette Williams 89-57	Research assistant	GS-303-5	Bureau of Public Affairs
Frances Smith 89-79	Secretary (typing)	GS-318-6	Foreign Service Institute
Angela Adams 89-134	Secretary (typing)	GS-318-6	Office of Foreign Buildings
Dorietha Green 89-135	Secretary (typing)	GS-318-6	Oceans and International Environmental and Scientific Affairs
Sharon R. Haynes 89-43	Writer/editor	GS-1082-12	Bureau of Public Affairs
Michelle M. Staton 89-177	Secretary	GS-318-5	Office of Curator, Diplomatic Receptions Rooms
Robyn A. Bishop 89-136	Secretary	GS-318-6	Office of Communications, Technical Services
Terry L. Greene 88-1351	Fiscal specialist	GS-501-7	Office of Comptroller
James F. Hutton 88-1360	Intelligence research specialist	GS-132-9	Diplomatic Security
Paul J. Trotter 88-1360	Intelligence research specialist	GS-132-9	Diplomatic Security
Barbara K. Boller 88-1465	Registrar	GS-301-12	Foreign Service Institute □
Diggs, Mary Elizabeth , Bureau of Public Affairs, Washington Programs	and Reports		Affairs
Ecker, Richard M. , Office of Comptroller, Central Claims			
Gueye, Dana F. , African Affairs, Office of West African Affairs			
Levitch, Mark Jason , Intelligence and Research, Office of Intelligence Support			
Staton, Michelle Marie , Office of Curator, Diplomatic Reception Rooms			
Stewart, Linda A. , Oceans and International Environmental and Scientific Affairs, Office of Executive Director			
Williams, Lynette E. , Bureau of Public Affairs, Public Opinion Analysis			
Woolfork, Stacey , Office of Comptroller, Consolidated American Payroll			
GS-6			
Adams, Angela C. , Office of Foreign Buildings, Program Management			
Armfield, Gloria J. , Office of Legal Adviser, International Claims and Investment Disputes			
Banks, Hazel Mae , Bureau of Personnel, Office of Executive Director			
Bishop, Robyn A. , Office of Communications, Communications Security			
Cook, Connie Ruth , Bureau of Personnel, Records Management			
Cornio, Jacqueline , Eastern European Affairs			
Dillon III, Oscar E. , Foreign Affairs Data Processing Center, Equipment Operations			
Dorsey, Marie A. , Office of Inspector General, Inspections			
Essandoh, Rachelle M. , Bureau of Public Affairs, Public Programs			
Ford, Brenda , Diplomatic Security, Chicago Field Office			
George, Lorraine E. , Bureau of Administration, Editorial Services			
McGuire, Melonie R. , Consular Affairs, Field Support and Liaison			
Robinson, Tanya W. , Office of Foreign Buildings, Electrical Engineering			
Slater, Gloria Dell , Foreign Service Institute, Language Studies			
Smith, Adria L. , Office of Andean Affairs			
Stevenson, Barbara K. , Southern European Affairs			
Young, Tamara E. , Economic and Business Affairs, Security Export Controls			
GS-7			
Blue, Cecilia , Office of Communications, Remote Automated Reproduction			
Brawner, Barbara D. , Consular Affairs, Field Support			
Cleto, Lilibeth G. , Foreign Service Institute, Language Studies			
Cooper, Tracy Y. , Bureau of Administration, User Support Services			
Davis, Deborah Herman , Diplomatic Security, Personnel Investigation Branch			
Ellis, Michele D. , Seattle Passport Agency			
Fox, Vancella Regese , Consular Affairs, Office of Executive Director			
Gates, Robert , Chicago Passport Agency			
Greene, Terry L. , Office of Comptroller, Consolidated American Payroll			
Hardmon, Clarence , Office of Communications, Technical			

Support
Lee, Sheila D., Foreign Affairs
Data Processing Center, Equip-
ment Operations
McCormick, Dianna, Office of
Inspector General, Audits
Miller, Elizabeth Michelle, Office
of Comptroller, Resource
Planning
Pollard, Barbara A., Office of
Japanese Affairs
Roberts, David E., Office of Legal
Adviser, Treaty Affairs
Spriggs, Sherry, Office of Com-
munications, Remote
Automated Reproduction and
Collating
Starnes, Franchetta, Chicago
Passport Agency
Weill, Celia, Office of Compt-
roller, Retirement Accounts
Williams, Julie L., Office of Pro-
tocol, Visits

GS-8

Dugger, Janice M., Office of
Comptroller, Fiscal Operations
Giles, Daphne S., Foreign Affairs
Data Processing Center, Equip-
ment Operations
Morton, Geraldine K., Foreign
Affairs Data Processing Cen-
ter, Equipment Operations
Rowe, Norma Page, Foreign Ser-
vice Institute, Professional
Studies
Schinsky, Joyce, Office of
Historian

GS-9

Beasley, Gloria S., Bureau of Pub-
lic Affairs, Public Opinion
Analysis
Brown, Mary A., Office of For-
eign Buildings, Financial
Management
Hopson, Reginald E., Office of
Historian
Laprine, Beverly J., Intelligence
and Research
Lincoln, Ruth Ann, Citizens Con-
sular Services
McReynolds, Sherrie, International
Organization Affairs, Admin-
istrative Services
Trottier, Paul J., Diplomatic
Security, Threat Analysis
Walton, Annette G., Office of
Comptroller, Domestic
Accounting and Control

GS-11

Cox, Stephen G., Consular
Affairs, Automated Records
Dade, Peter Langhorne, Foreign
Affairs Information Manage-
ment Center, Information
Access
Dement, Terrylen K., East Asian

and Pacific Affairs, Office of
Executive Director
Duckett, Deborah A., Office of
Policy, Planning and
Management
Gilmore, Charles, Office of
Communications
Gonzales, Rebecca E., Diplomatic
Security, Freedom of Informa-
tion and Privacy Act
Johnson, Mark D., Houston Pass-
port Agency
Lacombe, Patrick Gerard, Intel-
ligence and Research, Eastern
Europe
Melendy, Rosemary, Foreign
Affairs Information Manage-
ment Center, Information
Access
Price, Janet L., Diplomatic
Security, Threat Analysis
Wolridge, Dianna P., Office of
Policy, Planning and
Management
Workman Jr., Clarence E.,
Office of Communications
Zakrociemski, Lauren S., Office
of Comptroller, General
Accounting

GS-12

Haynes Jr., Alfred O., Bureau of
Administration, Systems
Design
Haynes, Sharon R., Bureau of
Public Affairs, Public
Communications
Lancaster, Carolyn L., Politico-
Military Affairs, Arms
Licensing
Link, Judith Ann, Office of Com-
munications, Technical
Services
Logan, Laurie J., Consular
Affairs, Citizenship Appeals
and Legal Assistance
Lum, Linda Li Ching, Office of
UN System Recruitment
Markey, John D., Citizens Consu-
lar Services
Michaud, M. Grace, Citizens Con-
sular Services
Poindexter, Deloise L.,
Classification/Declassification
Center
Rucker, Mary R., Diplomatic
Security, Personnel
Management
Sodhi, Cecilia K., Diplomatic
Security, Personnel
Management
Sommers, Harriet B., Consular
Affairs, Personnel

GS-13

Cook, Janis D., African Affairs,
Office of Executive Director
Veitengruber, Loraine L., Office
of Foreign Buildings,

Acquisitions

Appointments

Alves, Carmen R., Foreign Service
Institute, Language Studies
Anderson, Gail L., Office of
Comptroller, Pre-Assignment
Training
Armstrong, Richard M., Office of
Inspector General,
Investigations
Aronson, Bernard W., Inter-
American Affairs, Office of
Assistant Secretary
Bailey, Martin Jean, Economic
and Business Affairs
Bailey, Rhondra F., Consular
Affairs, Automated Records
Beasley, Beverly G., Foreign Ser-
vice Institute, Registrar
Bell, Genevieve S., Office of Legal
Adviser
Blair, Franklin H., Protocol, Blair
House Section
Bodnar, James S., Classification/
Declassification Center
Breaux, Rosalind Faith, Bureau of
Personnel, Pre-Assignment
Training
Bruce, Kay Brazelton, Protocol,
Ceremonials Division
Carskaddan, Peter Jerome, Intel-
ligence and Research, Office
of Analysis for Soviet Union
and East Europe
Carto, Katherine Anne, Office of
Comptroller, Pre-Assignment
Training
Catto, Henry Edward, European
and Canadian Affairs
Cha, Tong Pum, Los Angeles
Passport Agency
Clark, Felecia A., Houston Pass-
port Agency
Coates, Ayisha Edmonia, Interna-
tional Joint Commission
Cobb Jr., John D., Miami Pass-
port Agency
Cole, Tanya J., Miami Passport
Agency
Connan, Christine Marie,
Copenhagen
Cook, Winifred S., Honolulu Pass-
port Agency
Countryman, John R.,
Classification/Declassification
Center
Cruanes, Elsa Irene, Bureau of
Administration
Curley, Walter J.P., European and
Canadian Affairs
Decquir, Margaret H., Office of
Inspector General, Audits
Delauder, Michael A., Bureau of
Administration, Office of
Executive Director
Dillard, April V., Los Angeles
Passport Agency
Driano, Susan Jane, Economic
and Business Affairs, Security
Export Controls
Edholm, Gary L., Los Angeles
Passport Agency
Evans, Madelyn Jeanne, Office of
Civil Service Personnel
Management
Fath, Richard W., Bureau of
Administration, Systems
Design and Programming
Fiegel, Mark A., Office of Compt-
roller, Central Claims
Fonseca, Aderito H., Foreign
Service Institute, Language
Studies
Fort, Arthur W., Office of Under
Secretary for Management
Frechette, Alicia A., Bureau of
Administration, Office of
Executive Director
French, Alan J., Language Ser-
vices, Translating
Garcia, Paul, Office of Foreign
Missions
George, Michael, International
Organization Affairs, Com-
munication Section
Gilliam, Adele, International Orga-
nization Affairs, Political
Affairs
Greene, Dorietha M., Oceans and
International Environmental
and Scientific Affairs, Advance
Technology
Gronwey, Daniel C., Protocol,
Visits Division
Hardy, Sharon L., Office of Civil
Service Personnel Management
Harper, Elizabeth J., Consular
Affairs
Harper, Joyce, Northeast Passport
Processing Center
Hart, Joanne D., Inter-American
Affairs, Southern Cone Affairs
Heard, Edward Paul, Bureau of
Personnel, Pre-Assignment
Training
Holmes, Lorraine, Diplomatic
Security, Overseas Operations
Holst, Ruth Inez, Office of For-
eign Buildings, Area
Management
Howard, Alvin, Diplomatic
Security, Investigations
Jackson, Rhonda M., Office of
Canadian Affairs
Jones, Geneva, Politico-Military
Affairs, Strategic Nuclear
Policy
Jones, Toni Michele, Bureau of
Personnel, Pre-Assignment
Training
Junior, Lewis D., International
Narcotics Matters
Kent, Jill E., Office of Under Sec-
retary for Management
Konzet, Lorraine C., International
Organization Affairs,

PERSONNEL: CIVIL SERVICE

Economic and Social Affairs
Krisanda, Gregory P., Office of Foreign Buildings, Facilities and Maintenance
Krohn, Peter F., Diplomatic Security, Management Systems
La Penta, John Joseph, Office of Protocol
Lande, Peter W., Classification/Declassification Center
Lassner, Kim, Los Angeles Passport Agency
Legrand, Gretchen G., Office of Comptroller, Pre-Assignment Training
Leiser, Elizabeth, Foreign Service Institute, Language Studies
Linz, Margaret Eleanor, Foreign Affairs Data Processing Center
Lopez, Maritza, Bureau of Administration, Office of Supply, Transport and Procurement
Maguire, Mary K., Bureau of Administration, Personnel Management
Malarkey, Kathleen Diane, Philadelphia Passport Agency
Masterson, Emmett B., Office of Inspector General, Investigations
McBride, Kelly A., Inter-American Affairs, Policy Planning
Meigs, Josephine S., Bureau of Personnel, Pre-Assignment Training
Mendoza, Miguel A., Miami Passport Agency
Montiel, Alice Marie, International Organization Affairs
Mouzon, Jan E., Bureau of Personnel, Pre-Assignment Training
Mulholland, Douglas P., Intelligence and Research
Murphy, Nicholas M., Classification/Declassification Center
Newman, Della M., East Asian and Pacific Affairs
Nickson, Daneen E., Office of Comptroller, Budget and Financial Systems
O'Donnell, Anne, Consular Affairs, Office of Executive Director
Palk, Cicily J., Office of Comptroller, Retirement Accounts
Palmer, Diana, Paris
Pompey, Renee P., Office of Comptroller, Central Claims
Ralph Jr., James F., Classification/Declassification Center
Richter, Kim Beverly, Bureau of Personnel, Pre-Assignment Training
Ritchie, Sheila M., Foreign Service Institute, Professional Studies



FOREIGN SERVICE INSTITUTE—Graduates of the clerical/secretarial training class, Back row (left to right): Pamela

Taylor, Carrie Allen, Joan Watson, Dhyana Parker, Tracy Davis, Tonika Willis. Front row: Alfreida Walker, Beverly Beasley, Amanda

Thomas, Maria Jesus King (instructor). (Photo by Lloyd McKenzie)

Rosenfeld, Iris S., Office of Inspector General, Audits
Ruiz, Fernando I., Bureau of Administration, Personnel Management
Sanchez, Isaac, Office of Foreign Buildings, Building Design and Engineering
Schroeder, Christopher M., Office of Counselor of Department
Sembler, Melvin F., East Asian and Pacific Affairs
Sigur, Jr., Gaston J., East Asian and Pacific Affairs, Office of Executive Director
Smith, Frances E., Center for Study of Foreign Affairs
Smith, Irene R., Overseas Briefing Center
Smith, Robert P., Office of Management Policy
Son, Tuk-Min, San Francisco Passport Agency
Stewart Jr., Jake W., Center for the Study of Foreign Affairs
Suhm, Frederick E., Office of Foreign Buildings, Building Design and Engineering
Sutherland, Carol T., Office of Overseas Schools
Threatt, Lashorn T., Consular Affairs, Automated Records
Tindell, Cynthia A., African

Affairs
Towns, Deborah L., Consular Affairs, Office of Executive Director
Tuminaro, John D., Intelligence and Research, Office of Executive Director
Washington, Vanessa D., Office of Legal Adviser, Private International Law
Watson, Ivan M., Paris
Webb, Lisa M., Los Angeles Passport Agency
Webber, Daniel Stewart, Bureau of Personnel, Retirement
Weber, Angela V., Office of Central American Affairs
Wilks, Christopher E., Office of Civil Service Personnel Management
Williams, Tari R., Los Angeles Passport Agency
Willis, Tanika, Bureau of Personnel, Pre-Assignment Training
Wilson Jr., Henry A., Office of Inspector General, Audits
Wolff, Nancy M., Miami Passport Agency
Woodsley, James M., Diplomatic Security, Investigations
Yogev, Aviva, Foreign Service Institute, Language Studies
Zappala, Joseph, European and Canadian Affairs

Reassignments

Alexander, Charles W., Office of Communications, Communications Analysis to Executive Secretariat, Records Management
Boller, Barbara K., Politico-Military Affairs Arms Licensing to Foreign Service Institute, Office of Registrar
Cunningham, Kimdra L., Consular Affairs, Resources Management to Office of Under Secretary for Management
Dwyer, Bill, Diplomatic Security, Information Security to Diplomatic Security, Domestic Facilities
Fritter, Cynthia Arlene, Diplomatic Security, Information Security to Diplomatic Security, Industrial Security
Gainey, Carla R., Bureau of Public Affairs to Office of Legislative Affairs
Gee, Carl L., Diplomatic Security, Domestic Facilities to Diplomatic Security, Information Security
Hales, Annette M., Bureau of Administration, Personnel Management to Intelligence and Research, Office of Execu-

tive Director
Head, Laurene D., Bureau of Administration, Personnel Management to Consular Affairs, Personnel
Holmes, Juanita Beatrice, Diplomatic Security, Procedural Security to Diplomatic Security, Information Security
Hopson, Reginald E., Intelligence and Research, Terrorism and Narcotics Analysis to Executive Secretariat, Records Management
Jackson, Ceasar H., Diplomatic Security, Information Security to Diplomatic Security, Domestic Facilities
Martz, Mary Jeanne Reid, International Narcotics Matters, America Division to International Organization Affairs, International Institutions Policy Staff
Matkin, Robert L., Office of Comptroller, Budget and Financial Systems to Diplomatic Security, Program Management
Millette, James L., Office of Comptroller to Office of Inspector General
Nance, Lucretia M., Bureau of Administration, Technical Support to Bureau of Administration, Systems Development
Prather, Sandra Elizabeth, Office of Legal Adviser, Oceans, International Environmental and Scientific Affairs to Office of Legal Adviser, Nuclear Affairs
Rasmussen, Michelle Renee, Diplomatic Security, Information Security to Diplomatic Security, Industrial Security
Richardson, Mary T., Office of

Communications, Technical Services to Foreign Affairs Data Processing Center
Sullivan, Barbara G., Diplomatic Security, Industrial Security to Diplomatic Security, Information Security
Thomas, Amanda L., Bureau of Personnel, Pre-Assignment Training to Diplomatic Security, Investigations
Wood-Lloyd, Elizabeth, Diplomatic Security, Information Security to Diplomatic Security, Domestic Facilities

Resignations

Alvarez, Jose E., Office of Legal Adviser, Near Eastern and South Asian Affairs
Atkins, Rhoda M., Bureau of Personnel, Information Management
Blake, Judith M., Inter-American Affairs, Office of Executive Director
Bolton, Ann D., Office of Under Secretary for Security Assistance, Science and Technology
Carter, Sandra M., Bureau of Administration, General Services
Chatlos Jr., Thomas E., Miami Passport Agency
Clark, Susan C., Office of Under Secretary for Security Assistance, Science and Technology
Culmer, Holly T., Miami Passport Agency
Davis, Sarah Elizabeth, San Francisco Passport Agency
Degennaro, Marie E., Inter-American Affairs, Office of Executive Director
Devine, Linda Lee, Protocol, Diplomatic and Consular Liaison
Edmonds, Renee, J., Office of Foreign Buildings, Construction Management
Flournoy, Peter H., Office of Legal Adviser, Oceans and International Environmental and Scientific Affairs
Fox Jr., James Edward, Legislative Affairs
Frank, Rosalynn G., Intelligence and Research, Trade and Monetary Affairs
Harley, Angela Maria, Foreign Affairs Information Management Center, Information Access
Hawkins, Erma C., Consular Affairs, Manual Records
Hilts, Margaret R., Foreign Service Institute, Professional Studies
Joseph, Donald E., Office of Foreign Service National Personnel
Kefauver, Barry A., Bureau of Administration, General Services
Kleinman, Ronald W., Office of Legal Adviser, Near Eastern and South Asian Affairs
Klotzner, Tamara L., Seattle Passport Agency
Korn, Lester B., International Organization Affairs
Leche, Emma Jean, Office of Equal Employment Opportunity and Civil Rights
Lochner, John Vien, Consular Affairs, Program Support
MacKillop, Margaret J., Diplomatic Security, San Francisco Field Office
Marks, Michael Bruce, Office of Under Secretary for Security Assistance, Science and Technology
Mason, Joyce A., Consular Affairs, Automated Records
McVicker, David Eugene, Diplomatic Security, Investigations

Meland, Alden O., Bureau of Administration, Technical Support
Montgomery, Hugh, International Organization Affairs
Munson, John C., Diplomatic Security, Information Systems Security
Peck, Madeline J., Bureau of Administration, Supply Division
Proper, Virginia A., Office of Under Secretary for Management, Office of Executive Director
Shattan, Joseph J., Policy Planning Staff
Smith, Sally Toshach, Near Eastern and South Asian Affairs
Starek III, Roscoe Burton, Diplomatic Security
Stevenson, Deena Lynette, Bureau of Personnel, Office of Executive Director
Thornberry, William M., Legislative Affairs
Valdes, Elizabeth C., Inter-American Affairs, Press and Public Affairs
Warren, Cynthia J., U.S. Delegation, Geneva Arms Negotiations
Womack, Rosemary, Office of Comptroller, Pre-Assignment Training
Woodworth, Roger H., Legislative Affairs
Wurzberger, William Clark, Office of Under Secretary for Management

Retirements

Bell, Genevieve S., Office of Legal Adviser, Near Eastern and South Asian Affairs
Bland, Ruth Marie, Bureau of Public Affairs, Washington Programs
Dey, Mildred Brooks, Office of Comptroller, Consolidated American Payroll
Hickey, James P., Northeast Passport Processing Center
Lester, Barnett B., Bureau of Personnel, Office of Public Affairs and State Magazine
McCullough, William F., Office of Foreign Buildings, Building Design and Engineering
Rubin, Phyllis N., Oceans and International Environmental and Scientific Affairs, Office of Ecology and Natural Resources
Sigur Jr., Gaston J., East Asian and Pacific Affairs
Stone, James W., Foreign Service Institute, Language Studies ■



FOREIGN SERVICE INSTITUTE—Graduates of the clerical training class, front row,

left to right: *Carlene Roy, Jasmine Fitchett, Ursula Biggers, Barbra Postell, Cynthia Fritter.* Standing:

Teresa Scott, Mary Ann Jepson, Cecelia Henderson, Stella Petric, Kimberly Brown, Towana Gilmore.

Personnel: Foreign Service

Appointments

Agnew, Andreas Roland, Bonn
Allen, Rebecca O., Bonn
Anderson, Joanne L., Islamabad
Bacon, Nancy, Quito
Bakalar, Michael E., Specialist Intake

Balderas, Diana M., Bonn
Bell, Ina Faye, Rio de Janeiro
Binaer, Lawrence E., Specialist Intake

Bohanan, Kathryn M., Brussels
Bowles, Patricia M., Yaounde
Budd, Robyn S., Munich
Bullock, Charles S., Freetown
Bushelle, Noel Annette, Kinshasa
Butler, Linda, Helsinki
Callaway, Mary Boden, Bonn
Cardona, Herminio F., Office of Communications, Technical Services

Chessin, Isabelle R., Rabat
Cobb, Joyce B., Specialist Intake
Coles, Alice Clement, Kingston
Concepcion, Robert, Specialist Intake

Cope, Veronica Mary, Niamey
Croom, William E., Specialist Intake

Davey, Richard A., Specialist Intake

Dauids, Deborah L., Brussels
Dean, Marjorie A., Madrid
DeLaune, Jeanette Marie J., Asuncion

Dennett, Linda Kay, Bogota
Dickey, Lilla Totengco, Wellington

Drew, Peter W., Specialist Intake
Drga, Linda L., Banjul
Eriksson, Mark E., Bangkok
Essex-Coffey, Paulette B., Ottawa
Failla, Bernadette A., Brussels
Fitzpatrick, Joyce Martha, Brasilia

Franke, Durwood L., Specialist Intake

Frith, Clinton E., Specialist Intake
Galvan, Lorraine P., Specialist Intake

Gralnek, Wendy A., Frankfurt
Gray, Margaret Rene, Abidjan
Harris, Bonita G. B., Abidjan
Hawthorne, Rosemary, Mogadishu
Hooks, Kenneth E., Office of Communications, Technical Services

Huang, Margaret Wenyinge, Shanghai

Hulka, Jane Marie, Shanghai
Hurley, Cynthia J., Shanghai
Hutchins, Stephanie D., Specialist Intake

Isaacson, Juliann, Lahore
Jones, Michelle, Edinburgh
Kamanu, Lillie J., Lagos
Klecheski, Eloisa De Leon, Moscow

Kuykendall, Joyce, Tokyo

Lamson, Lelia L., Paris
Mahoney, Barbara Jo, Ouagadougou

Maziarz, Susan M., Manila
McDowell, Susan I., Specialist Intake

Melville, Joanna Catherine, Victoria

Million, Adda J., Specialist Intake
Mitchell, Beth A., Specialist Intake
Molina, Robert J., Specialist Intake

Mueller, William A., Specialist Intake

O'Neal, Sharon, Specialist Intake
Olesen, Linda Diane, Guadalajara

Pare, Kelly A., Moscow
Partovi, Forrest R., Specialist Intake

Pena, Maria A., Madrid
Phalen, Hildy C., Athens

Reece, Yvonne Joyce, Harare
Rey, Lucinda A., Havana
Richards, Dirk G., Specialist Intake

Sendroff, Lori A., Athens
Shaw, Marilyn Y., Specialist Intake

Smith, Joseph, Specialist Intake
Smith, Marjorie M., Madrid
Stafford, Virginia L., Shanghai
Starnes, Catherine R., Dar es Salaam

Stockman, Richard L., Office of Communications, Technical Services

Streeter Jr., Alvin H., Junior Officer Corps

Swart, Susan H., Specialist Intake
Thomas, Sheila L., Specialist Intake

Thompson, Marjorie R., Monrovia

Thoms, Carole A., Mexico
Torres, Frances, Guadalajara

Valk, Lois Annette, East Asian and Pacific Affairs

Van Haften, Susan M., Specialist Intake

Vanhook, Cleoffe C., Port-of-Spain

Varley, Catherine H., Nouakchott
Wardlaw, Colleen, Lilongwe

Wardman, Linda R., Specialist Intake

Webb, Jeanne M., Monrovia
Williams, Carol Ann, Shanghai
Wright, Jackie B., Port-of-Spain
Youmans, Patricia J., Specialist Intake

Young, Daniel H., Specialist Intake

Youssef, Moushira S., Khartoum

Transfers

Akahloun, Eleanor L., Career Mobility Program to Bureau of Personnel

Alexander Jr., Norman, Mexico

to Consular Affairs, Field Support and Liaison

Alston, John E., Pakistan to Antananarivo

Arrizabalaga, Edward P., Mexico to Consular Affairs, Office of Executive Director

Bailey, Eugene C., Office of Secretary to Bonn

Bass, Elliott T., Office of Foreign Buildings, Construction Management to Bucharest, Office of Foreign Buildings

Benson, Robert M., Bonn to European and Canadian Affairs

Bentley-Anderson, Beryl L., Haiti to Dakar

Bernier-Toth, Michelle M., Damascus to Doha

Bernier, Lana M., Specialist Intake to Addis Ababa

Bindenagel, James D., Office of Candian Affairs to Berlin

Binkley, L. Jean, Sweden to European and Canadian Affairs

Blau, Robert I., Intelligence and Research to Brasilia

Boone, Hazel Robinson, Haiti to Vienna

Booth, Jackson B., Diplomatic Security, Training Center to Diplomatic Security, Physical Security

Bravo, Paula M., Junior Officer Corps to La Paz

Breeland, Jocelyn Gilbert, Greece to Athens

Bremner, Sue Lenore, China to Intelligence and Research, Intelligence Support

Brown, Charles F., Mexico to Bureau of Personnel, Examination Division

Brown, Judith Frances, Jamaica to Bern

Burris, Carol P., Tunisia to Office of Communications

Butcher, Larry Gene, Foreign Service Institute to Bureau of Personnel, Examination Division

Candy, Steven A., Northern European Affairs to Foreign Service Institute, Language Training

Castrodale, Richard Cecil, Bureau of Personnel to International Organization Affairs

Chase, Charles R., Diplomatic Security, Dignitary Protection to Diplomatic Security, Development and Instruction

Chavera, Raul E., Bureau of Personnel, Assignments to Office of Management Policy

Chin, Alvin H., Bureau of Personnel to Office of Legal Adviser, International Claims and Investment Disputes

Cooley, Alford W., Switzerland to

Economic and Business Affairs, Office of Maritime and Land Transport

Couch, Thomas M., United Arab Emirates to Office of Communications

Covington, Ann, Office of Under Secretary for Management to Office of Comptroller, Diplomatic Security Program

Cozzens, Peter E., Central American Affairs to Executive Secretariat

Crane Jr., William Holmer, Economic and Business Affairs, Aviation Negotiations to Athens

Crawford, Nace B., Mexico to Diplomatic Security, Counterintelligence

Cronin, A. Patricia, Poland to Paris

Culver, Jeffrey W., Diplomatic Security, Washington Field Office to Diplomatic Security, Visa Fraud

Cusack, Thomas E., Frankfurt to Diplomatic Security

Daru, Terrence J., Office of Under Secretary for Management to Surabaya

Davenport, Joseph Edward, Mali to Seoul

Davis, Phyllis J., Geneva to Vienna

Dawkins, Stephen P., Foreign Service Institute to Naples

Day, Frank H., Oceans and International Environmental and Scientific Affairs to Office of UN Political Affairs

Dempsey, Kevin J., Specialist Intake to Dhaka

Derse, Anne E., East Asian and Pacific Affairs to Foreign Service Institute, Functional Training

Dethlefsen, Susan E., European and Canadian Affairs to Foreign Service Institute, Language Training

Dizikes, Dean, Denmark to Consular Affairs, Post Liaison

Dorr, Robert F., Politico-Military Affairs to Human Rights and Humanitarian Affairs

Doyle, Edward J., Thailand to East Asian and Pacific Affairs

Duffy, Brian F., Diplomatic Security, Washington Field Office to Diplomatic Security, Protective Liaison

Eifert, John Robert, Thailand to Frankfurt

Emmons, Kathleen J., Switzerland to African Affairs

Erickson, Emil P., Foreign Service Institute, Language Training to Naples

Evans, David Meredith, European and Canadian Affairs to Bureau of Personnel
Evans, Rodney Allen, Botswana to Belgrade, Foreign Buildings
Fannin, Paula K., Rome to Karachi
Finegan, John Joseph, Diplomatic Security, Secretary's Detail to Diplomatic Security, Counterintelligence
Finkelstein, Phyllis Ann, Portugal to European and Canadian Affairs
Fleming, David S., Sudan to Bangkok
Fontenot, Ronnie J., Germany to Bureau of Personnel
Footo, Gordon David, Portugal to Geneva
Formes, John J., Somalia to Office of Foreign Buildings, Construction Management
Fortney, Edward E., Diplomatic Security, Protection and Investigations to Diplomatic Security, Coordination Center
Foster, Preston H., Diplomatic Security, Diplomatic Courier Service to Diplomatic Security, Protection and Investigations
Freund, James F., Germany to Economic and Business Affairs, Investment Affairs
Frowick, Robert H., Vienna to Politico-Military Affairs
Fuhrer, Mary Jo, Specialist Intake to Lima
Fulena, Christine O., Somalia to Near Eastern and South Asian Affairs
Fuller, Gerry William, Belize City to Yaounde
Gandle, David Lamont, Intelligence and Research, Intelligence Support to Intelligence and Research, Terrorism and Narcotics Analysis
Gathers, S. Kathryn, Greece to Niamey
Glasser, Marc Elliot, Diplomatic Security to Frankfurt
Grammo, Reynald P., Office of Communications, Temporary Duty Support to Office of Communications, Foreign Operations
Griffin, J. Donald, Philippines to Office of Communications, Technical Services
Griffith, Oliver William, Venezuela to Hamburg
Grogan, William M., Diplomatic Security, Physical Security Programs to Diplomatic Security, Coordination Center
Gruber, Elizabeth Louise, Diplomatic Security, Anti-Terrorism Assistance to Diplomatic Security, Washington Field Office
Gwaltney, Sheila S., South Africa to Executive Secretariat
Hall Jr., Blair P., Executive Secretariat to European and Canadian Affairs
Halmo, James L., Canada to National Defense University
Hankins, Dennis B., Thailand to Khartoum
Hanson, Curtis L., Belize City to Managua
Harper, David G., Diplomatic Security, Los Angeles Field Office to Diplomatic Security, Phoenix Resident Office
Harris, William Thomas, European and Canadian Affairs, Political Affairs to Vienna
Hauptmann, Jerzy J., Bureau of Administration, Office of Supply, Transport and Procurement to Bamako
Hawes, John H., Morocco to International Narcotics Matters
Healy, Theresa A., Bureau of Personnel to Office of Management Policy
Henderson, Ruth Miles, Germany to Kinshasa
Hoeft, Kenneth J., Belgium to Office of Communications, Foreign Operations
Holbrook III, Morton J., Office of Counselor of Department to International Narcotics Matters
Holmberg, James F., European and Canadian Affairs to Foreign Service Institute, Language Training
Horkey, Charles J., Diplomatic Security, Secretary's Detail to Riyadh
Houston, Donald W., Switzerland to Moscow
Houtz, Christopher J., Office of Communications to Bujumbura
Hurley, Sharon V., Germany to Human Rights and Humanitarian Affairs.
Imbrie III, William, European and Canadian Affairs to Bureau of Administration
Inemer, Timothy P., Rio de Janeiro to Inter-American Affairs
Isaac, Paul C., Guatemala to Beirut
Jacks, Karen R., Specialist Intake to Khartoum
Jagers Jr., Russell T., Cyprus to Diplomatic Security, Inter-American Region
Jenkins, Thomas S., Diplomatic Security, Protective Liaison to Diplomatic Security, Construction Security
Johnson, Bradford H., Spain to Intelligence and Research, Secretary's Morning Summary
Johnson, Robert D., Northern European Affairs to Bureau of Administration
Jones, Judith Ann, Greece to Near Eastern and South Asian Affairs
Junker, Delvin W., Managua to Inter-American Affairs, Office of Nicaraguan Democratic Resistance
Keely Jr., John C., African Affairs to Khartoum
Keller, Richele, Foreign Service Institute, Language Training to Prague
Keely, Wynetta M., Soviet Union to Office of Soviet Union Affairs
Kennon, Mark R., Israel to Foreign Service Institute, Language Training
Kettler, Theda J., Greece to Brussels
Kim, Eva S., Office of Under Secretary for Political Affairs to International Narcotics Matters
King, Robert W., Yugoslavia to Office of Communications, Office of Resource Management
Knudsen, Kenneth P., Gabon to Canberra
Koritko, Andrew William, Barbados to Inter-American Affairs
Kozlowski, Patricia S., France to Bureau of African Affairs
Lampert, Harvey, Foreign Service Institute, Language Training to Prague
Lane, Robert L., Central Africa to Kinshasa
Leach, Paul R., Lisbon to European and Canadian Affairs
Levine, Henry A., Chinese Affairs to Foreign Service Institute, University Training
Lide, Frances T., Montreal to Consular Affairs, Citizens Emergency Center
Liebold, Carolyn J., African Affairs to Dar es Salaam
Lineberry, Laura E., Bureau of Personnel, Organization and Occupational Analysis to Office of the Secretary
Lizzi, Bruce J., Peru to Diplomatic Security, Physical Security
Loney, Scott R., Israel to Economic and Business Affairs, Security Export Controls
Mangum, David A., Abidjan to Tegucigalpa
Mann, Steven R., East Asian and Pacific Affairs to Executive Secretariat
Markin, John D., Foreign Service Institute, Language Training to Bonn
Marshall, David Bruce, Foreign Service Institute, Language Training to Berlin
Marshall, Mary B., Quebec to Bangui
McWhirter, James A., Lebanon to Foreign Service Institute
McVerry, James A., Executive Secretariat to Near Eastern and South Asian Affairs
Meagher, William James, Germany to Inter-American Affairs, Office of Assistant Secretary
Meisenzahl, Anne M., Cyprus to Karachi
Moore, Alex Randall, Diplomatic Security to Canberra
Moretti, John S., Diplomatic Security, Secretary's Detail to Diplomatic Security, Washington Field Office
Morgan, James Elmo, Ivory Coast to African Affairs
Morse, Ernice P., African Affairs to Refugee Programs, Office of Executive Director
Murphy, Peter K., Vatican to Bonn
Murray, Griffith C., Senegal to Brussels
Mussomeli, Joseph A., Foreign Service Institute, Language Training to European and Canadian Affairs
Nolan, Edwin R., European and Canadian Affairs, Political Affairs to Foreign Service Institute, Language Training
Nylund, Catherine M., Bureau of Personnel to Brussels
O'Neal, Molly L., Jamaica to Foreign Service Institute, University Training
Ostroff, David Robert, Near Eastern and South Asian Affairs to Intelligence and Research
Overton, William J., Mexico to Managua
Owen, William H., Spain to Executive Secretariat
Page, Harriett E., East Asian and Pacific Affairs to Moscow
Paul, Thomas J., Argentina to Quito
Peashock, David J., Singapore to Economic and Business Affairs, Energy Producer-Country Affairs
Peterson, Barry R., South Africa to African Affairs
Petty, Paul R., Jamaica to Inter-American Affairs
Pharis, Shirley Lang, Managua to

PERSONNEL: FOREIGN SERVICE

- Mexico
Pingree, Michael M., Laos to Office of Communications, Resource Management
Powers-Palmer, Norma J., Office of Foreign Service National Personnel to Bureau of Personnel, Examination Division
Proulx, Gerry M., Senegal to African Affairs, Office of Executive Director
Ragone, Vincent A., Zaire to African Affairs
Reed-Rowe, Helen Patricia, Niger to Quito
Reilly, James J., Policy Planning Staff to International Narcotics Matters
Rice, Dale R., Specialist Intake to Kingston
Robinson, Dean S., Austria to Casablanca
Robinson, Sturgis Grew, Intelligence and Research, Current Intelligence to Intelligence and Research, Secretary's Morning Summary
Roland, Chandler P., Lebanon to Kabul
Rothman, Andrew Charles, Hong Kong to Economic and Business Affairs, Security Export Controls
Rubin, Eric Seth, Executive Secretariat to Office of Soviet Union Affairs
Rubino, James R., Foreign Service Institute to Kuwait
Rumbarger, Dale L., Dominican Republic to Lyon
Ryan, Vincent Joseph, Mexico to Inter-American Affairs, Office of Executive Director
Sayers, Nancy E., Italy to European and Canadian Affairs
Schlammm, Paul I., Foreign Service Institute, Language Training to Rome
Sentowski, Valeria P., Saudi Arabia to Izmir
Shaw, William R., Diplomatic Security, Counterintelligence to Helsinki
Shea, Terence J., North Atlantic Treaty Organization to Diplomatic Security
Shemanski, Donald Richard, European and Canadian Affairs to Foreign Service Institute, Language Training
Sherman, Edric, Suva to Auckland
Shollenbarger, David K., Kabul to Near Eastern and South Asian Affairs
Shub, Adam M., Junior Officer Corps to Havana
Singlaub, Mary Ann, Intelligence and Research, Northern and Central Europe and Canada to Intelligence and Research, Southern Europe
Speck, Janet G., Foreign Service Institute, Language Training to Prague
Stafford, Ronald E., Uruguay to Shanghai
Stewart, Marine N., Specialist Intake to Bonn
Stocking, Thomas E., Diplomatic Security, Washington Field Office to Dakar
Summers III, Hollis S., Portugal to Canberra
Tabler-Stone, Melinda C., Junior Officer Corps to Nuevo Laredo
Taylor, John R., Brussels to Abidjan
Thomas, Robert D., Leningrad to European and Canadian Affairs
Tice, Donald C., National Security Council to Bureau of Personnel
Tickner, Timothy W., Geneva to Career Mobility Program
Tracy, Shannon Lee, London to Managua
Tripp, Scott A., Diplomatic Security, Secretary's Detail to Diplomatic Security, Washington Field Office
Van Treeck, Douglas G., Intelligence and Research, Economic Analysis to Niamey
Van Vranken, Howard A., United Kingdom to Belfast
Ward, John Kendall, European and Canadian Affairs to Politico-Military Affairs
Watson, Dorothy, Ivory Coast to Rome
Weiss, Sharon E., Specialist Intake to Bureau of Administration, User Support Services
West, Peter A., Senegal to Foreign Service Institute, University Training
Whatley, David Laurence, Diplomatic Security, Secretary's Detail to Diplomatic Security, Investigations
White, Patricia Jean, European and Canadian Affairs to Moscow
Whitney, John L., Bureau of Administration, Construction and Maintenance to Office of Foreign Buildings, Program Management
Whittlesey, Cynthia Lee, Manama to Damascus
Williams III, Avon Nyanza, Martinique to Inter-American Affairs
Witmer, Vance R., Diplomatic Security, Washington Field Office to Khartoum
Wright, Roderick M., Bureau of Personnel to Office of Historian
Wyatt, Marilyn, Bureau of Public Affairs to International Narcotics Matters
Yellman, Donald J., Venezuela to East Asian and Pacific Affairs, Office of Freely Associated States
Young, Etta J., Benin to Senior Seminar
Young, Rebecca F., European and Canadian Affairs to Kinshasa
Zuccarini, Joseph T., Diplomatic Security, Technology Operations to Diplomatic Security, Miami Regional Center
- ### Resignations
- Almaguer, Antoinette Marie**, Quito
Ayuso, Doris, Nassau
Bates, Nanette Ongkingco, Algiers
Bavelock, Kathleen M., Tunis
Bemish, Renee C., Cairo
Boettcher, Hulbert Leroy, Buenos Aires
Cohen, David M., Germany
Davis, Bruce R., Office of Communications, Technical Services
Dickey, Elizabeth Anne, Moscow
Fitzgerald Jr., Ray B., Belfast
Flaspohler, Mary Jo, Cairo
Fulton, David Wayne, Melbourne
Grigsby, Magdalena Mallari, Helsinki
Grimes, B. Marie, The Hague
Grossman, Daniel P., Office of Soviet Union Affairs
Hayashi, Zena T., Frankfurt
Jackson, Gerard Joseph, Office of Panamanian Affairs
Jackson, Jennifer K., London
Johnston, Kathleen Ann, Moscow
Jones, Michelle, Edinburgh
King, Peter R., Frankfurt
Kraft, Theresa M., Paris
Kruse, Pamela E., London
Leiser, Patricia Tarbell, Ankara
Lope De Haro, Louis, Santo Domingo
Lynn, George W., Bangkok
Medlin, Katharine G., Sofia
Montgomery, George C., Muscat
Moore, Teresa Lou, Singapore
Nash, Alexandrine P., Khartoum
Perez, Carlos, Office of Foreign Buildings, Area Management
Pettit, Carolyn, Nicosia
Potter, Donald Franklin, Sanaa
Price II, Charles H., London
Shannon, Mary Jo, London
Sierer, Brian H., Warsaw
Sikes, Suzanne F., Khartoum
Tisland, Connie R., Santiago
Trouten, Mark A., Frankfurt
- ### Retirements
- Baith, Daniel Bruce**, Office of Communications, Technical Services
Bullington, James R., Director, Senior Seminar
Dadam, Mary, European and Canadian Affairs, Office of Executive Director
Haley, Norma J., Asuncion
Magee, Charles T., Special Domestic Assignments Program
Mayfield, Katherine A., Manila
Montgomery, Barbara C., Khartoum
Ness, Donald Ray, Johannesburg
Nugent, Nelson B., Bureau of Personnel
Trujillo, Dora, Guatemala
Valk, Lois Annette, East Asian and Pacific Affairs
Wenick, Martin A., Intelligence and Research □
- ### McDonald is named to post in Iowa
- John W. McDonald, who retired in 1987 after 40 years of Government service, has been appointed president of the Iowa Peace Institute at Grinnell. Since his retirement from the Foreign Service, he has served as an adjunct professor of law at George Washington University, worked on the staff of George Mason University's Center for Conflict Analysis and Resolution and served as a consultant to the Foreign Service Institute's Center for the Study of Foreign Affairs. □
- ### Foreign Service Nominations
- The Senate has confirmed the following nominations:
- CAREER MEMBER of the Foreign Service of State for promotion into the Senior Foreign Service, class of counselor, effective December 22, 1985.
Geoffrey Ogden
- APPOINTMENT as FSO-2, consular officers and secretaries:
Alice Amelia Dress
Philip M. Jones
Sandra A. Stevens
- APPOINTMENT as FSO-4, consular officers and secretaries:
Perry Mason Adair
Cynthia Helen Akuetteh
Susan Elaine Alexander
Ralph D. Anskel
David William Ball
Mary F. Bentz
Sheila G. Berry
Diane Lydia F. Castiglione

Marines in Vienna: Tops in Europe

The Marine detachment in Vienna has been named the best in Europe, with its commander, Steven L. Clarke, winning a separate award for inspirational leadership, according to an announcement by the Security Guard Battalion.

Bonn and Warsaw ranked behind Vienna among the large detachments. Prague, Belgrade and Ankara were tops among the medium detachments, and Istanbul, Leningrad and Stuttgart among the small.

Hamburg and Bucharest were named the most improved detachments. Prague, Vienna and Warsaw had the best physical fitness scores. Other leadership awards went to Belgrade's Paul J. Dussault, Bonn's Levi J. Wilson and Prague's Daniel P. McFerrin. □

Margaret M. Comiskey
Douglas Stewart Dobson
Alexander Alfredo Featherstone
William Kevin Grant
Douglas A. Gray
Christa U. Griffin
Martin P. Hohe
William David Jackson
Karen Lee Malzahn
James C. Martin
David Wilson Merrell
Cornelia P. J. Miller
Jonathan D. Mueller
Victoria Nuland
Peter Adams O'Donohue
Mitchell Evan Optican
Betsy Ross Peters
Richard Kirk Sherr
Jane Judith Tannenbaum
Lowry Taylor
Ann Wells Toby
J. Patrick Truhn
Robert Roger Winship
Peggy Sue Abelmann Zabriskie

MEMBERS of the Foreign Service of State, Agriculture and Commerce, and USA to be consular officers and/or secretaries:

Consular officers and secretaries
Rekha Visvanathan Arries
Claudette M. Avrakostos
Dana Suzanne Baker
David Jonathan Bame
Christopher J. Bane
Peter Henry Barlerin
Frederic S. Baron
Diane Reimer Bean
Claude Jeffrey Belliston
Robert W. Boynton
Bertram D. Braun
Paul Allen Brown
Raymonde J. Brown

Stephanie Laforest Brown
Matthew J. Bryza
Robert Walter Carlson
Christian M. Castro
Michael G. Chard
W. Brent Christensen
Gary Allan Clements
William H. Cook
Dwight F. Cossitt
Sandra Ann Crumpton
Paul Thomas Daley
Grenville E. Day
Michael DelPrincipe
Michael M. Desloover
John P. Desrocher
Angela Renee Dickey
David DiGiovanna
John Walter Dinkelman
Alice E. Duffy
Ramona G. Dunn
Beth R. Ector
Richard H. Ector
John B. Edinger Jr.
Sigrid Emrich
Denise A. Erbe
Arlene Lorraine Ferrill
Michael J. Fitzpatrick
Cynthia L. Folk
Sophie L. Folly
Charles Augustus Forrest III
Rosemarie Crisostomo Forsythe
Robert Patrick Frazier
Jennifer Winslow Furness
Thomas G. Gallo
Jennifer Zimdahl Galt
David Mark Gowdey
Judith Grace
Julie Lynne Grant
John Andrew Greig
B. Glenn Griffin
Steven B. Groh
John Fryar Guerra
Lynn D. Gutensohn
Michael A. Hammer
David W. Harrington
Gordon K. Hellwig
George Hamill Hogeman
Michael A. Howard
James B. Hughes
L. Victor Hurtado
Daniel A. Hutchens
Makila James
Robert A. Jannotta
Robert A. Kasper
John C. Keely Jr.
Kelly Keiderling
Susan Kling
David J. Kostelancik
Benito M. Krawczyk
Rex H. Latham
Jennifer M. Lawrence
Harry C. Lenhart
Olivia Lillich
Lenhrew E. Lovette
Kristin E. Lyders
John R. Maguire II
Barton W. Marcois
Michael W. Masters

Life in the Foreign Service

So you think you want a pet bird? Well, before you buy that parrot here in Honduras and make it a family pet, be sure you can take it home with you, and be aware that the documentation process is both time-consuming and the Convention on International Trade in Endangered Species of Wild Fauna and Flora are all involved. Here in Tegucigalpa you will deal with the ministry of natural resources, one bank, your veterinarian and finally the shipping airline. In the United States you will deal with the Fish and Wildlife Service, the Department of Agriculture and be required to hire a pet bird broker. Your pet will also be subjected to a 30-day quarantine.

The costs are reasonable, but be aware you will pay approximately 100 lempira to the ministry of natural resources, 100 lempira to the airlines, \$90 to the mandatory broker, \$120 to the quarantine facility and whatever additional travel costs there will be from the bird's point of entry to its final U.S. destination. As you can see, your 100L "loro" is now a \$300 plus investment.

So before you stop your car and bargain for that precious little bird, find out what is required from the appropriate agencies.

—*Captain Mark Jones in the Tegucitater (the U.S. embassy newsletter).* □

Wm. Thad McArthur Jr.
Faith W. McCoy
Thomas B. McCudden
Nancy E. McEldowney
John R. Mellor
Robert L. Merrill
Robin Diane Meyer
Christopher Midura
Thomas Daniel Mittnacht
Jeffrey A. Moon
David Taft Morris
Sean Murphy
Eleanor J. Nagy
Daniel Enos Neher
Ricarda Nelson
Teresa C. Nelson
Harry Anderson Nunnemacher
H. Thomas Overby Jr.
Susan Lee Pazina
Arlin K. Pedrick
Kathy E. Pepper
Donald G. Plants
Frank C. Presti
Monique Valerie Quesada
William Lee Rada

Andrew K. Rakestraw
Penelope Adams Rogers
Sara A. Rosenberry
Jeanne M. Rudek
Keith J. Russell
Alfred Schandlbauer
Christopher F. Scharf
Ellin C. Schilling
David P. Searby
Steven K. Seigel
Valerie E. Sesler
George Neil Sibley
Carl R. Siebentritt
William Arthur Slaven
Kathleen Anne Smith
Bryan Soderholm-DiFatte
Kathryn Ann Solon
Frank William Stanley
James A. Stewart
Francis S. Stopa
Alvin H. Streeter Jr.
A. James Strudwick
Mark A. Sullivan
Richard D. Sullivan
Thomas J. Sullivan
Mary Etta Tarnowska
William L. Taylor
Suzanne Ellen Thibault
Daphne Michelle Titus
Peter Mark Van Buren
Kennedy L. Veal
Eugene D. Vinogradoff
Vivian S. Walker
Glen J. Wells
Stacy Elizabeth White
Robert A. Wood
Jon B. Woolery
Paul D. Woolston
Frank J. Yacenda
Hoyt Brian Yee
David S. Yonker Vales
Consular officers
Stan A. Cohen
Daniel D. Devito
Allan P. Mustard

Secretaries
Maria Aronson
John W. Corris Jr.
Alice A. Davenport
Jeffrey Joseph Hardee
Roger Allen Meece
Patrick O. Santillo □

Q—Are my older U.S. savings bonds getting market-based rates?

A—Yes. All Series E bonds and savings notes—except those 40 years old or older—and all series EE bonds held at least five years are receiving market-based interest—or previously-guaranteed rates, if higher. Bonds more than 40 years old are no longer earning interest and should be redeemed or exchanged for HH bonds. □

Bureau Notes

The Seventh Floor

Secretary's Office

SECRETARY BAKER traveled to New York, March 21, to serve as head of the presidential delegation to a memorial service for JOHN J. McCLOY. Accompanying him were special assistants KAREN GROOMS CASTLEMAN and ANN BANTA; PATRICK F. KENNEDY, executive director, Executive Secretariat; and JOSEPH VERNER REED, chief of protocol. Members of the delegation included former Senator CHARLES MATHIAS (R.-Md.); Congressman THOMAS COLEMAN (R.-Mo.); Ambassadors VERNON WALTERS and GEORGE MCGHEE and ALICE ACHESON.

On March 30 Secretary Baker traveled to Atlanta, to address the Carter Center Hemispheric Consultation. Accompanying him were special assistants CARON JACKSON and Ms. Castleman; Mr. Kennedy; the Counselor for the Department, ROBERT ZOELLICK; the deputy assistant secretary for public affairs, KIM HOGGARD; and the assistant secretary (designate) for inter-American affairs, BERNARD ARONSON, and deputy MICHAEL G. KOZAK. □

Office of the Deputy Secretary

LAWRENCE S. EAGLEBURGER was sworn in as deputy secretary of state, March 20. He welcomed to his staff MARY VIRGINIA KENNEDY as his executive assistant, replacing MARC GROSSMAN, who has been assigned to the embassy in Paris as political counselor ... MILLIE LEATHERMAN has returned to the Department as special assistant to the deputy secretary, and SANDRA ULMER has joined the staff as personal assistant to Mr. Eagleburger. □

DEPUTY SECRETARY'S OFFICE—The support staff receives group Superior Honor Award from executive assistant Marc Grossman. From left: *Cristy Valentine, Bernadette McCarron, Mr. Grossman, Eva Henderson and Marjorie Solits.*



Office of the Under Secretary for Political Affairs

Under Secretary ROBERT KIMMITT traveled to Tegucigalpa, Honduras, for bilateral meetings, March 12-13. Accompanying him were the special envoy for Central America, MORRIS BUSBY, and EVERETT BRIGGS and the special assistant to the under secretary, STEPHEN TOMCHIK. □

Office of Under Secretary for Security Assistance, Science and Technology

From January 27-31, ALLAN WENDT, senior representative for strategic technology policy, attended the annual meeting of the World Economic Forum, in Davos, Switzerland, and held consultations in Zurich with Swiss officials. □

Office of the Counselor

Counselor ROBERT ZOELLICK accompanied SECRETARY BAKER to Vienna, March 4-7, to participate in a meeting of the Conference on Security and Cooperation in Europe ... He accompanied Mr. Baker on a trip to Atlanta, to attend the Carter Center's Consultation on a New Hemispheric Agenda, March 30 ... On April 4 he attended a luncheon hosted by MAX KAMPELMAN for the 17 former counselors of the Department. The luncheon was attended by 10 of the former counselors, the oldest being GEORGE F. KENNAN. □

Administration and Information Management

Office of Communications

ROBERT L. CAFFREY, deputy assistant secretary for communications, and JOSEPH ACQUAVELLA, director of technical services, traveled to Ottawa in March to discuss communications matters with Canadian officials and to meet with embassy personnel ... The director of

domestic communications, KENNETH FRENCH, accompanied by ROBERT CATLIN, chief, information branch, Telecommunications Division, and CRANDELL McDONALD, contract officer, traveled to Pasadena, Calif., in March to finalize contract arrangements for the new Xerox electronic reproduction systems ... Mr. French, accompanied by CARL LOVETT, chief, Mail and Pouch Division; ROBERT HOYE, computer-operated pouch exchange systems engineer; and PAUL BIALECKI, his systems manager, visited Electrocom in Dallas in March, to review equipment being procured for the new mail and pouch facility.

The following personnel came to the Washington headquarters of the Office of Communications on consultation: JAMES FORD, Libreville; GILBERT HARCUM, San Jose; CLIFTON MILLER, Praia; JERRY OLIVER, Nassau; PATRICIA SWIERCZEK, Melbourne; DALE LARSON, Copenhagen, WILBERT BACHHUS, THOMAS COUCH and KENNETH HOEFT, Washington.

Completing courses in the Training Division were FREDERIC BARON, Zurich; MARGARET BUCKLEY, Praia; JOHN HAGES, Ottawa; ANNE LYKEN, Hamburg; ROBIN MEYER, Sao Paulo; GLORIA WETLESEN, Grenada; DOUGLAS GILES, Washington; RAYMOND GUERRERO, Belize City; DALE LARSON, Copenhagen; WILLIAM MILLS, Madrid; DENNIS THATCHER, Helsinki; JOHN COMBS, Port Louis; ROBERT NICHOLAS, Maseru; BARBARA GREGORY, Dar es Salaam; ARCHIE McLAUGHLIN, Bonn; JANICE METZGER, Riyadh; GEOFFREY O'NEILL, Frankfurt; STEVEN DERRICK, Guangzhou; BARTON HOSKINS, Moscow; JOHN McCORMICK, Nairobi; JOHN YEAGER, Lilongwe; JOHN BLOOM, Washington; VIRGINIA BUTLER, Tunis; JOHN GILLGREN and HUGO MORA, Washington; DALE RICE, Kingston; ROBERT KING, Washington; VICTOR MAFFEI, Rabat; RICHARD McDONALD, Jerusalem; BRENDAN BURNS, MICHAEL CHIAVENTONE and DALE FELTON, Washington; ALBERT KAYA, Grenada; CLIFTON MILLER, Praia; ROBERT BLANKENSHIP, Singapore; NANCY KIRCK, Brasilia; JOHN YEAGER, Lilongwe; MICHAEL CURRENT, CHRISTOPHER DYE and MILTON GREEN, Washington; JERRY OLIVER, Nassau; TIMOTHY LAWSON, Moscow; JIMMY BLACK, Washington; BARRY PETERSON, Pretoria; BRENDAN BURNS and KATHLEEN EMMONS, Washington; FLOYD HAGOPIAN, Washington; HENRY LEIGHTON, Kuwait; AZIZ AHMED, JEFFREY HILL, MICHAEL KANE, JIMMIE WOJCIECHOWSKI, JAYNE DUERR, JAMES NORTON, STEVEN McHALE, ED CARROLL, DENNIS NELSON, MICHAEL SULAK, GEORGE MORRIS and HAL HUTSON, Washington.

The following also were in the Department on consultation: BARBARA GREGORY, Dar es Salaam; ARCHIE McLAUGHLIN; VIRGINIA BUTLER, Tunis; GAYLE GOODWIN, Manama; HOWARD SCHULTZ, Paris; CAROL



LONDON, England—At communicators' award ceremony, left to right: *Philip Blanchard, Michael Lewis, Michael Nelson, Gail Thompson, Ray Norris, Ed Gagliardi, Charles Shuster.*

BURRIS, Washington.

Also completing courses in the Training Division were JOHN COMBS, Port Louis; MARIA JARAMILO, Santiago; HENRY LEIGHTON, Kuwait; ROBERT NICHOLAS, Maseru; BRENDAN BURNS and KATHLEEN EMMONS, Washington; JAMES NORTON, Washington; JOHN YEAGER, Lilongwe; MICHAEL CHIAVENTONE, Washington; JAMES FORD, Libreville; PATRICIA BARBERA, Abidjan; EVA DEPPING, Istanbul; THOMAS HETTEL, Madrid; GRIFFITH MURRAY, NATO; DALE RICE, Kingston; HOWARD SHULTZ, Paris; Kinshasa; FLOYD HAGOPIAN, Kinshasa; SHANNON LANKFORD, New Delhi; HERBERT SHRIVER, Geneva; JIMMIE BLACK, Washington; ARCHIE McLAUGHLIN, Bonn; JOHN NAGIE, Washington; ROBIN ADORNO, Guangzhou; GAYLE GOODWIN, Manama; DAVID JESSER, Hong Kong; TODD ROE, Kinshasa; VICTOR MAFFEI, Rabat; DOMINICK LOGALBO, Miami; JOHN BLOOM, Washington; PATRICIA WHITE, Moscow; VIRGINIA BUTLER, Tunis; SIMON GUERRERO, Bogota; ANTHONY JAMES, Ankara; JOHN McCORMICK, Washington; JANICE METZGER, Riyadh; DAVID PATTERSON, San Jose; NICHOLAS SAWKIN, Frankfurt; PAUL WRIGHT, Cairo; SHIRLEY KERN, Marseille; EDITH HUDDLE, Washington; JOHN WICKERSHAM, Asuncion; JAMES STEEVES, Washington. □

Foreign Buildings Office

Deputy assistant secretary RICHARD N. DERTADIAN provided a briefing for Ambassador-designate JOSEPH ZAPPALA of Madrid on Office of Foreign Buildings operations and the nature of its support for overseas posts, the status of the search for new consulate general office facilities in Barcelona, and a description of the chancery and ambassador's residence ... Mr.

Dertadian met with Ambassador SOL POLANSKY of Sofia to discuss the new office building site, the scope of work entailed in preparing an office annex for Foreign Service national employees, and the timing/costs involved in the construction of a pre-engineered 15,000-square-foot warehouse ... A briefing was held for Ambassador-designate MELVIN F. SEMBLER of Canberra in which an overview of the Office of Foreign Buildings was provided, with the property rationalization program for Australia and a description of the chancery and residence ... Mr. Dertadian met with Ambassador-designate DELLA M. NEWMAN of Wellington to discuss Office of Foreign Buildings operations, maintenance and repair funding, the leasing program

TEL AVIV, Israel—At opening of new warehouse compound, from left: deputy chief of mission *Arthur Hughes*, general services officer *Ross Nesberg*, warehouse supervisor *Sammy Chlous*, Ambassador *William Brown.*



and the housing standards policy ... The director for program planning and post support, HERBERT W. SCHULZ, led an Office of Foreign Buildings team to Vancouver to assist the post in its search for consulate office building facilities ... LARRY L. EMERY, director, Resource Management Office, has obtained an agreement under the consolidated American payroll processing system for Washington-based Office of Foreign Buildings personnel serving under personal services contracts. The agreement, which Foreign Buildings has wanted to implement for more than a year, is aimed at bringing improvements for personnel being moved to the consolidated pay system. The agreement was made possible by the cooperation and assistance of other Department offices and bureaus. Target date for implementation of the change is the April 9-22 pay period. □

Information Systems Office

The under secretary-designate for management, IVAN SELIN, toured the Information System Office's Foreign Affairs Data Processing Center, March 9. The tour was conducted by the assistant secretary for administration and information management, SHELDON J. KRYS; deputy assistant secretary DAY O. MOUNT and HAL H. NIEBEL, director, Foreign Affairs Data Processing Center; and representatives from the Office of Communications ... GARY PADGETT and MARY REES, User Support Services Division, installed application software and operating system software at the consulate general in Karachi, the week of February 11 ... JOHN GLAPION and NANCY STACK, same division, completed user training for the personnel, residential management, invitation contacts, non-expendable property application and expendable supply systems, on the newly-installed VS-100, the following two weeks.

TONY MUSE of the User Support Services

BUREAU NOTES

domestic liaison group conducted four briefings for bureau executive directors and regional Office of Communication managers. Included in each session were discussions on the organization and function of the Information Systems Office, a tour of the Foreign Affairs Data Processing Center's central computer facility and a demonstration of the center's computer-aided design facility. Among the attendees were directors of communications GARY BOBBITT, Africa; KEN ERNEY, South America; KEN LOFF, Europe; PAUL NUGNES, East Africa and Pacific; and JIM VANDERHOFF, Near East; ARTHUR FREEMAN, director of interagency affairs; Inter-American Affairs executive director EUGENE SCASSA; the deputy assistant secretary for operations, RICHARD C. FAULK; Consular Affairs executive director BARRY KEFAUVER; International Organizations Affairs executive director KEVIN CARROLL; the Executive Secretariat's information resources management official, LYNWOOD DENT; African Affairs deputy assistant secretary CHARLES FREEMAN and Personnel executive director PATRICIA POPOVICH.

The Regional Administration Management Center, Paris, Foreign Service national pay system was installed at regional administration management center, Mexico. Payroll checks were printed successfully on March 1 for the 1,292 services payroll accounts for the Foreign Service national employees of the embassy and constitu-

ADMINISTRATION AND INFORMATION MANAGEMENT—Superior Honor Award is presented to *Alex D. Tomaszczuk* of Legal Adviser's Office, who counsels the bureau. *Carol Tomaszczuk* and Assistant Secretary *Sheldon J. Krysz*, right, are with him.



ent posts in Mexico ... CAROLYN FRANKLIN, User Support Services, installed operation system software and standard Information Systems Office application software on Monrovia's VS-65 and Moscow's VS-6 during March ... Mr. Muse conducted training on the newly-installed software in Monrovia, the week of March 6 ... ROY DONAHUE, managing director, Information Systems Office; DAVE BEALL, director of Brazilian affairs; and DAN SHEERIN, systems manager of Inter-American affairs, met with the deputy chief of mission of the Brazilian embassy to discuss automation at the State Department and at U.S. overseas posts. The Brazilian foreign ministry reportedly is considering implementing a version of electronic mail. Among other subjects discussed were mainframe, minicomputer activities, domestic/overseas applications, software development/maintenance, costs and support.

User Support Services hosted a briefing and tour for the information systems operations training class. Participants included Foreign Service nationals and Americans from Seoul, Budapest, Sofia, Warsaw, Paris, Oslo, Panama, Dhaka, Brussels, Guadalajara, Harare and Guayaquil ... SUSAN COPELAND, User Support Services, and GREG ELLIS of personnel management presented two demonstrations of the new post personnel system to executive directors, system managers and personnel officers of the five regional bureaus ... The Information Systems Office and the Foreign Affairs Data Processing Center, in conjunction with Consular Affairs, began staggered implementation of the consular lookout automation system. Approximately 12 posts are accessing it, rather than the automated visa lookup system ... Systems Development and

Planning has completed the functional requirements document for the creation of a new database for the Family Liaison Office's skills bank project. This database will computerize the list of spouses looking for employment in the Washington area.

ROY DONAHUE, managing director, Information Systems Office, and ED COURLANG, chief, User Support Services, attended the International Data Corp. conference, March 1, in Washington ... ROBERT CAFFREY, deputy assistant secretary, information management system operations; ROBERT CARR, deputy assistant secretary, information management for information systems; and Mr. Mount traveled to Oak Ridge, Tenn., March 16, at the request of the Bureau of Diplomatic Security ... On March 20 Mr. Carr and Mr. Donahue attended the International Business Machines leadership forum in Dallas ... The evaluation process, under the direction of JAMES McMAHON, chairman, Source Selection Evaluation Board, has begun for proposals due March 1 for distributed systems automated data processing equipment and support services. □

Office of Operations

Facilities Management and Support Services: Safety Office: STEPHEN URMAN, safety director, visited the Boston and Stamford Passport Offices, to conduct safety and occupational health training for employees.

Allowances: JON GUYTON, chief, standards and differentials branch, and LIZ HOWARD, senior post differential analyst, traveled to Leningrad, Moscow and Belgrade, to review allowances and differentials ... LA VERNE WHITE, education allowance specialist, visited Nairobi, Gaborone, Maseru, Mbabane and Johannesburg, for a three-week review of education allowance issues.

Office of Language Services: GALINA TUNIK and WILLIAM HOPKINS traveled to the Soviet Union, to interpret for a delegation visiting psychiatric hospitals ... Mr. Hopkins remained there, to assist talks on the avoidance of military incidents ... DIMITRI ARENSBURGER interpreted for SECRETARY BAKER in Vienna ... RITA BOREN traveled to Peru, Bolivia and Colombia, and to Central America with Under Secretary ROBERT KIMMIT ... She accompanied Secretary Baker to the Carter Center in Atlanta ... She and LILLIAN NIGAGLIONI spent two days in Annapolis, for negotiations with Mexico ... BARBARA PHILLIPS went to Central America ... Other staff travel included that of CAROL WOLTER to Rome and ELIZA BURNHAM to Tunis, on military assignments ... Russian reviewer ALAN FRENCH joined the staff. He was an instructor and reviewer at the U.S. Army Russian Institute in Garmisch, Germany. He will be part of the team supporting the Special Verification Commission in Geneva. □

Office of Commissary and Recreation Affairs: Director RAVI SIKAND, program analyst ELIZABETH J. WEBER, management analyst DONNA VAN DYKE and accountant

CYNTHIA M. KNICELEY traveled to Bangkok, to conduct a regional employees association conference, January 23-27. The format consisted of lectures, discussions and peer group discussions which addressed both group and individual employee association concerns. Forty-five participants from 19 different posts, 25 guest speakers and numerous suppliers were in attendance at the conference and the supplier trade show ... Post participants included DAVID MUIRHEAD, RAPHAEL JABBA, KEN EISENHARDT, Amman; KEN MEIR, KHUN PREMVEDEL, Bangkok; RHONDA CORBIN, DAVID BLEYLE, Beijing; MAUREEN HAY, KATE DANFORTH, ROBERT ARTHURS, Canberra; ULRICH ERNST, BELLE WIREKOON, N. JAYSINGHE, Colombo; H.R. MALPASS, FRANK YOUNG, LISA SEARS, STEVE BENNETT, MELISSA BRADFORD, CEDRIC RANDOFF, Dhaka; DAWAR AZIZ SHAIKH, TOM OLSON, Islamabad; MARILYN NICHOLS, MICHAEL NICHOLS, DEAN MALTHENY, DAVE ROBERTS, TINA ADELINA, Jakarta; GERALD ANDERSON, DARRYL BRAGANZA, GAIL PARSONS, Karachi; NORMA KLIEBER, SAM TULADHAR, Kathmandu; PATRICK HAYES, JANIE KEELER, PAM LOUIS, Kuala Lumpur; LAWRENCE BLACKBURN, HELEN HEDGECOCK, Kuwait; MICHAEL O'BRIEN, ROBERT MACCOLLUM, Manila; M.K. NARAYANAN, GULSHAN SAINI, ANN SHERMAN, BERT MOORE, New Delhi; LEN PORTER, BRUCE KNUDSEN, Rangoon; NED MORRIS, AUGUST BLESKE, ROBERT RICKETSON, Seoul; MIKE HINTON, ELENA HUTCHINSON, Taipei; BRIAN PECK, Tokyo; LOIS GIBSON, ZAINUL ABDEEN, Vientiane ... Speakers included JOSEPH A. WINDER, chargé, Embassy Bangkok; GERALD MANDERSCHIED, administrative counselor, Bangkok; RICHARD C. FAULK, deputy assistant secretary for operations, Bureau of Administration; ALEX TOMASZCZUK, Office of the Legal Adviser; JEROME ROSENBLUM, Internal Revenue Service representative; RALPH FRANK, special assistant to the assistant secretary, Bureau of Administration; PAUL CULVER, merchandising director, Oakland; JOHN E. MURPHEY, commander, U.S. Air Force commissary service; JAMES H. SCOTT, Pacific region Air Force commissary service; GEORGE JENKINS, chief, Transportation Division; MICHAEL FREEDMAN, IBM Corp. BRIAN TEMPLE, Subsystem Technologies, Inc.; KEN MEIR, employee association manager; LINDA JONES, Wang Laboratories; MAUREEN CARUSO, vice president, Clements & Co.; JOHN PAYNE, assistant inspector general for audits ... The conference was followed by a computer training session, January 30-February 3, conducted by management analyst DONNA VAN DYKE and accountant CYNTHIA KNICELEY. Thirteen post participants were in attendance. Subsequent temporary-duty assistance was provided by Office of Commissary and Recreation Affairs staff to the employees associations in Kathmandu, New Delhi and Seoul. □

African Affairs

Office of the Assistant Secretary: On March 18 Assistant Secretary CHESTER CROCKER led a delegation to Havana, Cuba, to participate in the joint monitoring commission talks on the Southwest African peace plan ... On April 6 he headed the U.S. team that traveled to Luanda, Angola, to mediate the talks between the Southwest African Peoples Organization and South Africa, regarding the December 22 accords for peace in southwestern Africa ... Deputy assistant secretary CHARLES W. FREEMAN JR. delivered a speech on Africa-related topics, March 30, at the Naval War College, Newport, R.I. ... On March 24 the bureau hosted a farewell party in honor of BARBARA BECKWITH, who was Mr. Crocker's secretary throughout his tenure.

Office of Regional Affairs: Director DAVID PASSAGE addressed the Marine Corps' "Russell Leadership Conference," at Quantico, April 12, and delivered the "Great Decisions" lecture at the University of North Carolina, Fayetteville, April 13 ... He departed the Office of Regional Affairs, April 24, to become the Africa director at the National Security Council ... Deputy director GREG BRADFORD accompanied the European Command chief of staff, General ED LELAND, on his first visit to Africa. Stops included Nigeria, Togo and Guinea-Bissau.

Economic Policy Staff: CONSTANCE J. FREEMAN traveled to Lome, to attend the West African mini-chiefs of mission conference, April 27-28. She briefed the meeting on AID, AID reorganization and economic issues. She also visited Lagos and Cotonou ... GORDAN POWERS and CINDY TINDELL traveled to Atlanta, April 20-21, to attend the conference on U.S. trade and investment in Africa, to assist American businesses interested in investing in the African private sector. The event was cosponsored by the Departments of State and Commerce and hosted by the Atlanta District Export Council. □

ACCRA, Ghana—Superior Honor Award is presented to Arlene Render by Ambassador Stephen R. Lyne.



DAKAR, Senegal—Myriam Seydi Sarr distributes information on an immigrant visa lottery program geared to choose applicants for entry into the United States. (Photo by Pape Diav, USIA)

Consular Affairs

On March 21 Assistant Secretary JOAN M. CLARK testified before the House Public Works and Transportation's Aviation Subcommittee, on consular activities following the bombing of Pan Am Flight 103 ... She testified before the Senate Foreign Relations Subcommittee on Terrorism, Narcotics and International Operations, April 7, on the same subject.

Overseas Citizens Services: On March 23 MARTHA SARDINAS, chief, Latin America and Caribbean Division, Citizens Emergency Center, traveled to Allentown, Pa., to address a travel agency seminar on travel safety abroad.

Visa Services: RICHARD WILLIAMS, associate director, traveled to Miami, March 14-15, to address members of the American Immigration Lawyers Association on immigration matters ... From March 29 through April 1 DON MINYARD, special assistant, represented the Bureau of Consular Affairs in Nicosia, on processing of Lebanese visa cases.

Passport Service: On March 9 KEVIN COCHRAN of the bureau's Fraud Prevention Program visited the Seattle Passport Agency en route to Vancouver, Canada, to attend the 11th International Asian Organized Crime Conference ... While at the Seattle agency, Mr. Cochran provided an overview of fraud patterns to agency personnel ... On March 31 senior passport examiner LORETTA RAUCH retired from the Seattle agency after 19 years of passport service ... On March 8 JOYCE GUNN, regional director, New Orleans Passport Agency, and several staff members from the agency presented a program on passport issuance and citizenship documentation to 45 state registrars ... MARY SOMMERS, fraud coordinator at the New Orleans agency, traveled to St. Louis, March 27, to serve as an expert witness in a passport fraud trial. □



HOUSTON PASSPORT AGENCY—At the new headquarters, kneeling, left to right: *Veronica Turk, Yolanda Underwood, Lynne Cox, Herbert Kauffin, Sophia Sanchez, Jeffrey Najarian, Sherman Portell.* Standing, center: *Edolia Williams, Barbara Johnson, Carolyn Hall, Laura Brown, Patricia McLaren, Linda Houston, Victoria Mothershed, Jolanda Wood, Oralia Olalde, Mariam Coleman, Wing Ho.* Back row: *Edwina Caldwell, Kenneth Kimich, Lauree Miller, Evelyn Hernandez, Margaret Jones, Linda Wyatt, Butrina Tolbert, Karen Persons, Penny Titus, Peggy Lombard, Mark Johnson.*

Houston Passport Agency

Neither ice, fire nor asbestos was able to keep the Houston Passport Agency from issuing passports. Just as the agency was packing up to move to a new location, freezing temperatures hit, covering this subtropical city with a sheet of ice. As if nature's storm weren't enough, the next day brought a fire in the building that spread asbestos fibers throughout the premises, making it unsafe for employees to enter their offices for an indefinite period—until all possible asbestos contamination had been cleared away.

That was the bad news. The good news was that the next day, two days before they were to have moved to the new federal office building, the agency began issuing passports for people in emergencies at the new building (1919 Smith Street, Houston, Tex. 77002). Houston was able to function in the new location because new equipment for the automated issuance of machine-readable passports was already in the new building being tested. Passport Services in Washington air-shipped passport books and other

supplies to the new location for the emergency operation. Nonemergency passports were issued at the New Orleans Passport Agency. After the first week, more supplies were purchased locally and more shipped from Washington, and the agency went from emergency issuance to full-line production. Houston began accepting all applications submitted, but still continued to get assistance from New Orleans.

Employees and the public persevered for three weeks. The public, aware of the asbestos dilemma from local newscasts, took in stride the lack of publications and travel information usually available from the agency. The crisis ended finally when the agency was able to retrieve its effects from the old location.

The agency then reopened at its new location, ready to gear up for the busy spring-to-summer season. Before anyone could catch his breath, a Houston newspaper headlined: "U.S. Passport Agency Office Opens Here," and a surge of applicants came in at a rate not seen in over a year. After ice, fire, asbestos and a move, it's business not as usual, the agency reported, but more than usual, at Houston. □



PUERTO RICO—Diplomatic Security's special agent-in-charge of the Miami Field Office, *Michael Woods*, presents Certificate of Appreciation to U.S. Attorney *Daniel F. Lopez-Romo*. The bureau's director for protection and investigations, *Dave Roberts*, is with them.

Diplomatic Security

On April 8 Assistant Secretary ROBERT E. LAMB addressed members of Foreign Service Retirees of Central and Northern Arizona, in Phoenix, on threats, threat dissemination and terrorism . . . From February 27–March 10, the Training Center conducted a Foreign Service national investigator course for investigators from the inter-American region. The following participated: CHARLES R. FERNANDEZ (Nassau),

JORGE H. PEZZIMENTI (Buenos Aires), CARLOS GRAHAM (San Jose), ERNESTO HOWELL (Panama City), MARIO GONZALEZ-ROMAN (Mexico City), SAMUEL CERVANTES (Mexico City), GABRIEL GEORGES (Port-au-Prince), PEDRO MARTINEZ (Asuncion), JOSE TOLEDO VALDEZ (Lima), JOSE LUIS SOTELO-VASQUEZ (Caracas), DANIEL ORTEGA (Santiago), LUZIMAR CORES (Brasilia), JORGE LEMUS (Guatemala City), FRITS H. JULEN (Paramaribo), LEONEL MOISES MONSANTO (Santo Domingo), JEROME HONORE (Grenada), LUIS GABELA (Quito), LUIS ALONZO RIVERA GALLO (Tegucigalpa), ELIZABETH CHEVEZ (San Sal-

vador), VICTOR CAMILO REYES (Bogota) and EDITH GAHONE (Belize City).

On February 24 MICHAEL J. WOODS, special agent-in-charge, Miami Field Office, presented a check to Mayor XAVIER SUAREZ and Chief of Police PERRY ANDERSON of Miami. The check represented Department reimbursement to the city for providing protection for the Haitian and Panamanian consulates and their personnel last June and July ... On February 16 the Miami Field Office organized and participated in a protective liaison seminar at the headquarters of the Puerto Rico Police Department. The seminar was in response to requests from the police department for information and training following the signing of a memorandum of understanding between the bureau and the police for extraordinary protective measures relating to foreign consulate security matters on the island. Bureau participants included DAVE ROBERTS, director for protection and investigations; Mr. Woods; and CHUCK HUNTER and DICK HECKMAN, Protective Liaison Division. □

East Asian and Pacific Affairs

GASTON J. SIGUR resigned as assistant secretary, February 21, to take up a position as distinguished professor at the George Washington Institute for Sino-Soviet Studies ... On March 16 acting assistant secretary WILLIAM CLARK JR., with deputy assistant secretary J. STAPLETON ROY and PHILIP MAYHEW, director, Office of Australia and New Zealand Affairs, attended a meeting with the Secretary and Senator GARETH EVANS, Australian foreign minister. The meeting was followed by a luncheon hosted by the Secretary in the James Madison Room ... On March 17 Mr. Roy attended a luncheon/roundtable discussion with Mr. Evans, sponsored by the Atlantic Council, at the Capital Hilton Hotel ... On March 23 Mr. Roy spoke on "Sino-Soviet Relations and the Forthcoming Summit," at the Washington Center of the Asia Society ... Mr. Roy was named by SECRETARY BAKER to be executive secretary of the Department, succeeding MELVYN LEVITSKY. He assumed his duties on April 5 ... JOHN KOENIG, staff assistant, attended the Washington tradecraft course at the Foreign Service Institute, March 27-April 7.

Mr. Mayhew traveled to Hofstra University, March 29, to discuss the U.S.-Australian relationship. The talk was one of a six-part series on Australia being conducted by the university ... The Office of Economic Policy director, CLARKE N. ELLIS, represented the bureau at the March 30-April 1 meeting of the Asia Pacific Council of American Chambers of Commerce, in Bangkok, Thailand. He spoke to the group on U.S. economic policy developments as they affect U.S. relations with East Asian and Pacific economies ... JEFFREY BADER, deputy director, Office of Chinese and Mongolian Affairs, addressed the Duke University Study in China



JAKARTA, Indonesia—Clare Wolfowitz, wife of the U.S. ambassador, as she participates in a Javanese dance. (Photo by *Intisari* magazine)

Program, March 24, and Penn State University's East Asian Institute, March 29, on U.S.-China relations ... GENE CHRISTY, deputy director for Indonesia, Malaysia, Brunei, and Singapore affairs, participated in the area studies program at the Foreign Service Institute on March 22. He was the key speaker on "U.S. Policy Toward Indonesia and Malaysia."

In the Office of Japanese Affairs, director WILLIAM BREER accompanied Ambassador-designate MICHAEL H. ARMACOST to New York, March 26-27, to meet with members of the American financial community ... Deputy director JAMES DERHAM was in Tokyo, March 24-April 5, to participate in, first, a delegation discussing intellectual property rights, then in another consulting with Japanese officials on market-oriented, sector-selective telecommunications issues ... Country officer DAVID OLIVE participated in the annual U.S.-Japan consultations on telecommunications trade issues, in Hawaii, March 21-24 ... Country officer KEN CHERN went to New York, March 7-8, to

attend a conference, "U.S.-Japan Business to 2000: Cooperation and Rivalry," sponsored by the Japan External Trade Organization and Business Week ... In the Office of Philippine Affairs, NICHOLAS PLATT, ambassador, Embassy Manila, visited the United States, March 9-24, for meetings and consultations in New York, Washington and San Francisco ... Country officer JOHN ANDRE traveled to the Philippines, for consultations, February 27-March 10 ... GERTRAUDE KOCZAK, secretary, departed the Office of Philippine Affairs for embassy Beijing, March 31 ... KENNETH QUINONES, deputy director for regional affairs, traveled to Hong Kong, Kuala Lumpur and Tokyo, to participate in the intergovernmental group caucus and preparatory group conference on Indochinese refugees, March 2-12. □

Economic and Business Affairs

Assistant Secretary EUGENE McALLISTER addressed the International Business Center of New England, in Boston, March 7, on the European "single market" exercise ... On



BRUSSELS, Belgium—Ambassador *Maynard W. Glitman*, center, presents Superior Honor Awards to *Nichole Pollet* for her performance in carrying out export promotion programs; and *Stephen P. Wilkins* for cost-reduction recommendations that have resulted in "hundreds of thousands of dollars in savings for the U.S. Government."

March 14–25 he traveled to Brussels, Stockholm, Bonn, London, Geneva and Paris, for bilateral discussions focusing on the European Community. He was accompanied by ROBERT DEUTSCH, Bureau of European and Canadian Affairs.

CHRISTOPHER G. HANKIN, deputy assistant secretary for international trade controls, traveled to London and Paris, in early April, to lead U.S. bilateral discussions on matters concerning the Coordinating Committee on Export Controls and to head the U.S. delegation to its executive committee meeting in Paris, April 11–12. He was accompanied by MARK WIZNITZER, deputy director for Coordinating Committee affairs ... Mr. Wiznitzer led a U.S. delegation to meetings of committee working groups, on establishment of effective controls and license-free trade, in Paris, March 6–9 ... ED GOFF led delegations to Coordinating Committee

sessions, in March, to discuss China and "streamlining."

PATRICK J. NICHOLS, International Trade Controls, led a nine-member U.S. delegation to Indonesia, Singapore, Malaysia and Taiwan, February 25–March 21, to consult with those governments and discuss their participation in bilateral trade control agreements with the United States. With him was HOWARD KRAWITZ ... On March 21 the U.S. ambassador to Brazil, HARRY SHLAUDEMANN, and the Brazilian foreign minister signed a new air transport agreement in Brasilia, paving the way for increased air services for the United States and Brazil.

JEFFREY N. SHANE, deputy assistant secretary for transportation affairs, chaired the European Civil Aviation Conference negotiations on North Atlantic pricing, in Washington, March 13–17 ... GENE GRIFFITHS, director, Office of Aviation Programs and Policy, chaired the working group ... Mr. Shane conducted civil aviation negotiations with India, in Washington, March 27–29 ... JANICE BAY, director, Office of Aviation Negotiations, chaired the working group ... ANNE JILLSON, international aviation officer, Office of Aviation Negotiations, participated in the Indian negotiations ... On March 23 Mr. Shane and the Australian ambassador

exchanged diplomatic notes amending the aviation agreement and establishing new capacity provisions. This was seen by the bureau as a milestone in aviation relations with Australia ... CHARLES ANGEVINE, special negotiator for transportation affairs, chaired civil aviation negotiations with Korea, in Seoul, March 13–16 ... He chaired civil aviation negotiations with Saudi Arabia, March 22–24, in Washington ... DIANE FISCHER CASTIGLIONE, international aviation officer, Office of Aviation Negotiations, participated in both negotiations ... DEBORAH SCHWARTZ, deputy director, Office of Aviation Programs and Policy, traveled to London, March 14–18, to meet with economic consultants concerning arbitration with the United Kingdom ... CHRISTOPHER KAUTH, international aviation officer, Office of Aviation Programs and Policy, spoke, March 31, before the National Business Aircraft Association's operators committee meeting, at the Grand Hyatt Hotel in Washington, on overflight conditions for business aircraft. □

European and Canadian Affairs

Front Office: Assistant Secretary ROZANNE L. RIDGWAY spoke to Honeywell executives in Minneapolis, March 20, on "The Changing European Scene," and to the Minneapolis Committee on Foreign Relations, March 21, on "Europe 1992: Friend or Foe?" ... Principal deputy assistant secretary CHARLES H. THOMAS attended a March 15–16 meeting of the North Atlantic Council, in Brussels, to discuss the upcoming London Information Forum ... Deputy assistant secretary THOMAS W. SIMONS delivered speeches on "Eastern Europe in the 1990s" and "Change in the Soviet Union and American Foreign Policy," April 5–7, at Stanford University and the Hoover Institution on War, Revolution and Peace ... Deputy assistant secretary WILLIAM BODDE traveled to Frankfurt, Berlin and Bonn, for meetings and consultations, March 23–April 7. In Berlin he addressed a German Marshall Fund conference on U.S. perspectives on inter-German relations ... Deputy assistant secretary JAMES WILKINSON visited London, Athens, Nicosia and Ankara, March 27–April 4, for consultations on Cyprus ... Acting deputy assistant secretary ROBERT O. HOMME was the Department representative at a March 14–17 session of the U.S.-Canada Permanent Joint Board on Defense, at MacDill Air Force Base, Fla ... The special assistant for policy, DIANA SMITH, was presented an award for performance by Ms. Ridgway, January 27 ... DAMIAN LEADER, bureau staff assistant, is author of "History of the University of Cambridge: Volume 1, The University to 1546" (Cambridge University Press, 399p., \$598).

Office of Canadian Affairs: Acting director J. D. BINDENAGEL left the office, March 17, for his new assignment as deputy chief of mission in East Berlin.

Office of East European and Yugoslav



ROME, Italy—The all-female executive office staff of Ambassador Maxwell M. Rabb, left to right: Francesca Crocitta, Mina Mariani, Angela Piscini, Cristina Larson, Mrs. Rabb, Deborah McCarthy, Deborah Park, Maddalena Ricamo, Anna Larsen, Maria Lo Conte.

Affairs: Director TIMOTHY E. DEAL was detailed from the Department to the National Security Council, to head the Office of International Economic Affairs, effective March 6 ... JAMES W. SWIHART replaced Mr. Deal as the new office director. Mr. Swihart's last assignment was as consul general in Zagreb, Yugoslavia ... JOHN SCANLAN, recently-departed U.S. ambassador to Yugoslavia, was detailed to the Army War College in Pennsylvania ... WARREN ZIMMERMANN became the new ambassador to Belgrade, March 9.

Office of the Special Negotiator: CHRISTOPHER W. DELL, special assistant to the special negotiator for the special U.S.-Greek defense agreement, is departing the office to join the staff of the under secretary for security assistance, science and technology ... PETER COLLINS, Bureau of Intelligence and Research, is joining the office as deputy to the special negotiator ... ALAN H. FLANIGAN, special negotiator, hosted the latest round of negotiations on the U.S.-Greek defense agreement, March 13-17, in Washington.

Office of Soviet Union Affairs: Deputy director JOHN EVANS spoke on U.S.-Soviet relations, to a group of executives from the Stanford University Graduate School of Business, March 28, at the Department ... On March 30 he addressed graduate students from Columbia's Harriman Institute for Advanced Study of the Soviet Union, as well as Sloan fellows ... KAREN PUSCHEL spoke on U.S.-Soviet relations to students from Hope College, March 6 ... On March 15 HOWARD STOFFER addressed the Indianapolis World Affairs Council and met



PARIS, France—John Berg, third from right, chief of the travel and visitors unit, receives meritorious honor and cash awards. Others, from left: Bruce Clark, Carolyn Spillane, chargé Mark Lissfelt, Jose de Passos, Dorothy Magee, Rusty Hughes.

with members of the Hudson Institute on U.S.-Soviet relations ... EDWARD SALAZAR, exchanges section, spoke on March 12 to officers from the U.S. Naval Reserve, on "Prospects for Continuing Change in U.S.-Soviet Relations"; on March 7, 8 and 24 to students from American University on "U.S. Policy-Making vis-a-vis the Soviet Union"; on March 9 to students from Wesleyan University on the same subject; on March 29 to college students serving as interns in the Department, about U.S.-Soviet relations. □

Foreign Service Institute

IRENE SMITH has joined the Overseas Briefing Center as a family training assistant. She has served in Pakistan, Lebanon, Nigeria, South

Africa, Malta, Ghana and Liberia ... Senior Seminar members visited the following Army installations, March 20-24: Fort Bragg, N.C.; Fort Hood, Tex.; and Fort Benning, Ga.

PETER BECHTOLD, chairman of Near East/North Africa studies, School of Area Studies, delivered a lecture, March 29, on "The Current Situation in the Sudan," at Princeton, to a combined audience from the Near East Department, African Studies Program and the Woodrow Wilson School of Public and International Affairs ... MARGARET SARLES, chairwoman of Latin American and Caribbean studies, was the keynote speaker for a presentation on "Brazil: Visions of the Future," April 4, sponsored by the Center for the Study of Foreign Affairs ... ANNE E. IMAMURA, chairwoman for East Asian studies, presented a workshop on social change in Japan, "For Better or For Worse: The Difficult Marriage of the United States and Japan," at the World Affairs Council conference in Philadelphia, April 17.

North European language training supervisor JOE WHITE served as coordinator for the inter-

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agency language roundtable program, March 8, preceding the Georgetown University roundtable. He was assisted by ELIZABETH KNUTSON, French language training supervisor. The following members of the School of Language Studies made presentations at this annual event: PRAWET JANTHARAT, MINATI ROY, and ABDELNOUR ZAIBACK, on "Teaching Adults to Read Non-Roman Orthographies"; BERNARD PENNY, on "Making Video Tapes for the Classroom"; JIJIS CHADRAN, ANDANG POERAATMADJA and ANDENY RAMPEN, on "Indonesian Communicative Activities"; FREDERICK JACKSON, SOUKSOMBOUN SAYASITHSENA and Mr. Zaiback, on "Multilingual Word Processing"; JACQUELINE BIRN and MADELEINE NELSON, on "Briefings." ... Spanish instructors PEDRO ALVAREZ and MERCEDES CENTENO presented newly-developed materials for the Andean regional Spanish program. Other members who attended this session were MUKRIME ONURSAL, EVIN SUZAL, TSUNG-MI LI, HERBERT CHANG, HIEN LANG, VIRAPHONG PETCHARATANA, SAENG NOIWAN and BOONTHIP LANDGRAF, CORNELIUS KUBLER, NAZIH DAHER, PETER SKAER and SOUKSOMBOUN SAYASITHSENA.

Several members of the Department of Asian and African Languages attended the 1989 meeting of the Association for Asian Studies, in Washington, March 17-19: JIJIS CHADRAN, WANLIANG CHEN, SUSANA FELIZARDO, SUDARSHAN GOEL, LISMA IBRAHIM, FREDERICK JACKSON, PRAWET JANTHARAT, CORNELIUS KUBLER, HIEN LANG, TSUNG-

MI LI, SAENG NOIWAN, DAISY PEE, VIRAPHONG PETCHARATANA, ANDANG POERAATMAJA, SOUKSOMBOUN SAYASITHSENA, SAWANGWONG VANANECH and YU-HSU WANG ... Several of these staff members attended the annual meeting of the Consortium of Teachers of Southeast Asian Languages, which took place during the Association for Asian Studies conference. A number of students in Asian languages at the Foreign Service Institute attended the conference.

NAZIH DAHER, FREDERICK JACKSON, CORNELIUS KUBLER and PETER SKAER represented the institute at the National Conference on Less-Commonly Taught Languages, at the National Foreign Language Center, in Washington, February 18-19 ... BETTY LEAVER spent March 3-12 in Helsinki as a visiting scholar at the ministry of education's Institute for Soviet Studies ... A monograph detailing research THOMAS GARZA conducted as a Mellon fellow at the National Foreign Language Center will be published this month in the center's occasional papers series. The paper is called "Evaluating the Use of Captioned Video Materials in Advanced Foreign Language Instruction." ... Language training supervisors

GABRIELLA STARKER and THOMAS GARZA, with Spanish instructor MARTHA MORENO, attended an international conference in San Antonio, March 8-12 ... Spanish section head STEVE STRYKER and Spanish instructor MARTHA MORENO participated in a conference, March 3, at Columbia's School of International and Public Affairs, on "Teaching Spanish Through Contemporary Mexican Affairs." The full-semester course was developed at Columbia following the model of the institute's Mexico regional program.

On March 16 STEVE STRYKER gave a two-hour workshop on "Understanding Cross-Cultural Differences," for 25 secondary school-teachers from the Alexandria school district, at

FOREIGN SERVICE INSTITUTE—Graduates of the secretarial training class, front row (left to right): *Constance Constantine, Linda Lopez, Rosmary Patterson, Maria Jesus King (instructor)*. Second row: *Barbara Treharne, Sharon O'Neal, Adda Milion*. Third row: *Marilyn Shaw, Susan McDowell, Linda Wardman*. Fourth row: *Stephanie Hutchins, Patricia Youmans, Joyce Cobb, Lorraine Galvan*. (Photo by Lloyd MacKenzie)



FOREIGN SERVICE INSTITUTE—Graduates of information systems operations class, left to right: *Juan Dillon, Guayaquil; Diane de Guitaut, Paris; Monjurul Chowdhury, Dhaka; Raquel Velasquez de Munoz, Panama; Rossana Valdez, Mexico; Rebecca Runne, Oslo; Tracey Brand, Harare; Kim Chung Ja, Seoul; Mark Wheatley, course chairman; Anne Harrington, Budapest; David Woolf, director, training; Steve Kirby, Brussels; Justine Harris, Sofia; Susan Erlandsen, Warsaw*. (Photo by Lloyd MacKenzie)



George Washington High School, Alexandria ... KENDALL MYERS, chairman, West European area studies, was invited to Kings Point, N.Y., April 6, to serve as a senior faculty member for a seminar on U.S. Foreign Policy, under the auspices of the Office of Personnel Management. He spoke on "The Political Economy of the Atlantic Alliance."

The institute's Foreign Affairs Interdepartmental Seminar concluded its 50th session, March 24, after providing a comprehensive two-week overview of U.S. foreign policy issues and officialdom. It was jointly sponsored by the Departments of State and Defense. Participants came from these departments and agencies with international responsibilities. The opportunity to discuss foreign policy questions from a variety of perspectives was seen as one of the highlights. Speakers included former Secretary of Defense ELLIOT RICHARDSON; the senior deputy assistant secretary of state for African affairs, CHARLES FREEMAN; former Under Secretary JOSEPH SISCO; MARK LOWENTHAL and PAUL GOBLE, Intelligence and Research; KEN BLEAKLEY Refugee Programs; PAULA DOBRIANSKY, Human Rights; ROGER HARRISON, arms control, Politico-Military Affairs; BILL BREER, Office of Japanese Affairs; ED LUTTWAK, Center for Strategic and International Studies; ROBERT LAWRENCE, Brookings; DIMITRI SIMES, Carnegie Endowment; TED WARNER, RAND; CHRISTOPHER OGDEN, Time magazine's diplomatic correspondent. The next program begins on May 15, and the final 1989 seminar will run in September. Participation of Department of State officers is welcomed and encouraged. Those interested should submit training requests (DS-755) through bureau personnel officers. Questions may be directed to the seminar director, Colonel JOHN SZOSTAK, or the program assistant, KATHY CORBETT, at (703) 875-5141.

An Overseas Briefing Center luncheon in honor of MRS. JAMES A. BAKER III was held, March 15, in the Henry Clay Room. It included spouses of ambassadors-designate. Also attending were spouses of ambassadors and representatives of the Family Liaison Office, Diplomatic Security and the American Association of American Foreign Service Women. The Center for the Study of the Presidency's annual youth conference, at Washington's Hyatt Regency Hotel, on March 17-19, included a session on foreign affairs featuring a panel from the Foreign Service Institute's School of Area Studies. □

Inspector General's Office

On March 16 SHERMAN FUNK, inspector general, appeared before the House Appropriations Subcommittee for Commerce, Justice, State, the Judiciary and Related Agencies, to provide testimony on the Office of Inspector General's budget request for fiscal year 1990 ... Mr. Funk addressed senior officers and assistant secretaries at the Foreign Service Institute, March 31 and April 1, at a seminar entitled "Perks and



THE WHITE HOUSE—Left to right: James B. Thomas Jr. (inspector general, Department of Education); Sherman Funk (inspector general, Department of State); Richard Darman, director, Office of Management and Budget; President Bush; Herbert Beckington (inspector general, AID); Bill Colvin (inspector general, National Aeronautics and Space Administration. (White House photo by Michael Sargent)

Pitfalls." He spoke about the role and scope of inspector general activities, emphasizing ethics issues ... He was a speaker at the American Society for Public Administration conference in Miami, April 10. The theme of the conference was "Looking Back, Moving Forward," and the inspector general's comments focused on the accomplishments and disappointments of the inspector general community over the last decade. He spoke about changes in the federal inspector generals' role and efforts which he thought would strengthen their role in the future ... Mr. Funk and other inspectors general attended a President's Council on Integrity and Efficiency retreat at Quantico, Va., April 17-18. The inspectors general discussed the emphasis placed by PRESIDENT BUSH on ethics and integrity in government, and renewed efforts of the council to strengthen its Government-wide campaign.

Office of Audits: MONIQUE C. TAYLOR was assigned to the Financial Management Division. She came from AID.

Office of Investigations: RANDOLPH WEST, assistant inspector general for investigations, spoke to the federal law enforcement conference in Glynco, Ga., on the role, history and regulations of the Office of Inspector General ... Division directors WILLIAM CRANE and ROBERT TERJESEN attended foreign affairs leadership seminars in West Virginia ... Four

new special agents were assigned to the office: JIM CONNOLLY, from Housing and Urban Development; DICK ARMSTRONG, from Customs; BUD MASTERSON, from Customs; and DAVE SMITH, from the Department of Commerce.

Office of Security Oversight: TERENCE J. SHEA has joined the Office of Inspector General staff as the new assistant inspector general for security oversight. Security inspections were completed for Embassies Bogota and Warsaw, and teams are completing reviews at Middle East and Asia posts.

Office of Planning, Policy and Management: LISA M. CHICHESTER, computer specialist, transferred from the Office of Comptroller. □

International Communications and Information Policy

SONIA LANDAU, U.S. coordinator and director of the bureau, accompanied by deputy director RICHARD BEAIRD, traveled to Brussels, Bonn and Stockholm, March 12-18, for consultations with government and embassy officials on the International Telecommunication Union plenipotentiary conference to be held in Nice, France, this month and next ... On March 30-April 12, Ms. Landau, accompanied by special assistant BOHDAN BULAWKA, traveled to Cairo, Tel Aviv and Riyadh, for similar consultations ... She testified, March 8, on international high-definition television policy, before the House Commerce Subcommittee on Telecommunications and Finance.

The senior deputy U.S. coordinator and bureau director, PARKER BORG, participated in

BUREAU NOTES

panel discussions, March 30-31, in the Annenberg Washington Program seminar, on "At the Crossroads of U.S. High-Definition Television Policy." ... He took part in an April 8 panel on "Results of the World Administrative Radio Conference on the Geostationary Orbit," at the Phillips Publishing Co. Satellite XIII Conference, in Washington ... He was a featured participant in an April 9 "Worldnet" transmission by USIA to Cote D'Ivoire and Congo, on communications and development.

During March, EARL BARBELY, director, Office of Telecommunications and Information Standards, headed delegations to meetings of the Inter-American Telecommunications Conference and its Permanent Technical Committee I, in Montevideo ... He attended the technical committee meetings of the European Telecommunications Standards Institute in Nice, as an invited observer ... GARY FERENO, deputy director of the office, served as U.S. representative and headed delegations to meetings of International Telegraph and Telephone Consultative Committee Study Group XV (transmission systems and equipment) and XVII (data transmission over the telephone network) in Geneva ... DANIEL CLARE, executive director, U.S. delegation to the International Telecommunication Union plenipotentiary conference, participated in the March 13-16 Inter-American Telecommunications Conference meetings in Montevideo, Uruguay ... He and C. TRAVIS MARSHALL, chairman of the U.S. delegation to the plenipotentiary conference, held consultations the preceding week in Mexico, Costa Rica and Chile ... WILLIAM JAHN, Office of Radio Spectrum Policy, accompanied Mr. Marshall to China, India, Japan, Ethiopia, Kenya and Tanzania, March 29-April 10, for meetings and consultations in connection with the plenipotentiary conference.

LUCY RICHARDS, director, Office of Industrialized Country Policy, traveled to Paris, March 13-17, to head U.S. delegations to three meetings on information, computers and communications policy, at the Organization for European Cooperation and Development ... RANDOLPH EARNEST, director, Office of Satellite and Cable Policy, attended an International Telecommunications Satellite Organization board meeting in Nairobi, March 9-15 ... HILARY CUNNINGHAM, same office, was an adviser on

the U.S. delegation to the International Maritime Satellite Organization "Council 32" meeting, in London, March 15-22 ... CLARK NORTON, Office of Diplomatic and Public Initiatives, participated as a U.S. Government adviser at a meeting of the advisory board of the Center for Telecommunications Development, in Geneva, April 2-6. □

International Organization Affairs

MARION V. CREEKMORE JR., deputy Afghan coordinator, spoke and conducted radio and television interviews on Afghanistan and the Persian Gulf, in Milwaukee in February, and in Memphis and Fayetteville, N.C., in March. He also held discussions on Afghanistan in Pakistan, London, Paris and Geneva in March ... J. PETER BECKER, Office of Technical and Specialized Agencies, served as a member of the U.S. delegation to the governing body of the International Labor Organization, February 13-March 3, in Geneva ... BERNICE POWELL, same office, traveled to New York, January 9, to attend the first board meeting of the International Industrial Development Foundation, which supports UN Industrial Development Organization activities ... BARBARA R. MILLER, same office, attended the 44th session of the International Telecommunication Union administrative council, in Geneva, January 30-February 3 ... These meetings were followed by two days of consultative meetings with representatives of Geneva Group countries, at the U.S. mission in Geneva ... UN policy deputy director BARBARA J. SCHRAGE addressed an international relations class from American University on "Conflict and Negotiation." ... UN policy international relations officer CAROLE KRAEMER addressed the Central Illinois Model United

INTERNATIONAL ORGANIZATION

AFFAIRS—*Vernon A. Walters*, left, when he was permanent representative to the United Nations, with his Washington office staff: (left to right) *Ellen Ivie*, secretary; *Carole Solli*, special assistant; *Hugh Montgomery*, alternate U.S. representative for special political affairs.



Nations Program, at Blackburn College, Carlinville, on "The Role of the United Nations in Foreign Policy." ... Directors CHARLOTTE PONTICELLI, Office for Policy and Planning, and FRAN WESTNER, Office of Public Affairs, traveled to Geneva, to serve on the U.S. delegation to the UN Commission for Human Rights.

People: JOHN P. MCGUINNESS entered on duty in the Office of Technical Specialized Agency Affairs ... ANA V. PEREZ transferred from the Veterans Administration to the Office of Administrative Services ... ERIN O. ROSS entered on duty in the Office of Administrative Services ... MARY E. ANDREWS retired from the Office of the Deputy Assistant Secretary for International Development and Technical Specialized Agency Affairs ... J. PETER BECKER retired from the Office of Technical Specialized Agency Affairs ... PENNY L. EASTMAN transferred from the Office of the Assistant Secretary to the Department of Transportation ... STEPHEN R. GRUMMON transferred from the Afghan Coordinating Unit to the Office of the Secretary ... DENNIS PATRICK HALPIN transferred from the Office of UN Political Affairs to Pusan ... WILLIAM M. McQUADE transferred from the Office of UN Political Affairs to the Office of Foreign Missions ... MICHAEL D. METELITS transferred from the Office of Multilateral Program Coordination to Maputo, via the Foreign Service Institute ... RICHARD S. WILLIAMSON resigned as the assistant secretary ... COOKIE C. CLARK transferred from the Office of the Under Secretary for Management to the Office of International Conference Administration ... DONALD R. RODGERS entered on duty in the Office of UN Social and Refugee Affairs ... VIRGINIA S. FINLEY transferred from the Office of International Conference Administration to the National Gallery of Art ... PATRICK GAGE transferred from the Office of International Development Assistance to the International Maritime Organization, London, England. □

Legal Adviser's Office

ABRAHAM D. SOFAER, the legal adviser, traveled to Baghdad, to achieve a settlement of claims for compensation to families of sailors killed in the Iraqi attack on the USS Stark. Accompanying him were ELIZABETH J. KEEFER, assistant legal adviser for special functional problems, and JEFFREY KOVAR, attorney-adviser, Office of Human Rights and Refugees ... The legal adviser, with deputy legal adviser ELIZABETH G. VERVILLE; JAMISON M. SELBY, assistant legal adviser for East Asian and Pacific affairs, and HAROLD BURMAN, attorney-adviser, Office of Private International Law, participated in panel discussions at the 83rd annual meeting of the American Society of International Law, in Chicago ... Ms. Verville traveled to Montreal, to serve as the alternate U.S. representative to the council meeting of the International Civil Aviation Organization ... JOHN R. BYERLY, assistant legal adviser for African



LEGAL ADVISER'S OFFICE—John Jacob Rogers Award is presented to *Genevieve S. Bell* on her retirement after 33 years at State. Others from left: Assistant legal adviser *John Crook* and deputy advisers *Elizabeth Verville* and *Mary Mochary*.

affairs, accompanied Assistant Secretary **CHESTER CROCKER** to Havana, for a meeting of the joint commission established for the implementation of the Angola/Namibia accords ... **ANDRE SURENA**, assistant legal adviser for extradition and mutual legal assistance, and **GEOFFREY WATSON**, attorney-adviser, same office, traveled to London, for legal assistant extradition negotiations with British officials ... **JEFFREY D. KOVAR**, attorney-adviser, Office of Human

Rights and Refugees, was a member of the U.S. delegation for the preparatory conference in Kuala Lumpur.

People: **GENEVIEVE S. BELL** was presented the John Jacob Rogers Award on her retirement ... **RONALD W. KLEINMAN** resigned from the Department to enter private practice ... **ANNE P. SIMONS** has retired. □

Near Eastern and South Asian Affairs

GORDON GRAY, country officer for Kuwait, gave an overview of U.S. foreign policy in the Near East and South Asia, to students from

Wesley College who visited the Department, March 9 ... From March 28–April 4, **BILL McGLYNN**, Office of Regional Affairs, served as a member of the advance team for an agricultural trade and development mission to the Yemen Arab Republic. The team discussed Yemen's food and economic needs, and prospects for increased economic ties with the United States, with government and private-sector representatives ... On March 8–9 regional affairs director **RICHARD L. BALTIMORE III** addressed Persian Gulf and Middle Eastern issues before the Kiwanis Club, state university, civic groups and the local media in Duluth ... On March 9–10 he discussed the same topics, with other Near Eastern and Asian Affairs issues, at the Grand Forks branch of the University of North Dakota ... On March 15 he reviewed the "Political Climate in the Middle East," at an Oklahoma and U.S. Government-sponsored seminar for businessmen in Oklahoma City.

ROBERT CLARKE, Office of Northern Gulf Affairs, traveled to Baghdad in late March, with the legal adviser's party, for talks on claims arising from the May 17 U.S.S. Stark incident ... On March 9 the "Moving Feast-1" program

LAHORE, Pakistan—At spring conference for Pakistan political officers, front row (from left): *Edward Abington, Masood Akram, Ellen Shippy, Terry Plaumer, Alina Romanowski, Philip Antweiler, Nancy Powell, Amanullah Khan, Ali Gambwani, Elizabeth Jones, Richard McKee, Imtiazul Haq, Mahmood Ali*. Back row: *Anthony Pinson, Dan Larsen, Hunt Mason, Larry Benedict, Hans Holmer, Nan Kennelly, Michael Malinowski, Joseph Melrose, Greg Suchan, George Sherman*.



BUREAU NOTES



ISLAMABAD, Pakistan—Ambassador *Robert B. Oakley* presents Superior Honor Award for the entire U.S. mission to deputy chief of mission *Beth Jones*. The citation said the staff distinguished itself by working under great stress following the plane crash that claimed the lives of Pakistan's President Zia and Ambassador Arnold Raphel.

was initiated by BERNARD WOERZ, executive director, to develop stronger staff moral and teamwork. A total of 17 participants attended at the Merrakesh Restaurant, a Middle East restaurant in Northeast Washington. The group included employees of the Executive Office and spouses and friends. This first "feast" was seen as a success in the bureau.

JIM BLYSTONE, administrative officer, as a member of a Foreign Building Operations team, visited Cairo, March 18–22, to evaluate property that might be suitable for a chief of mission residence ... He traveled to Europe, March 21–25, to consult with representatives of the Defense Logistics Agency, on property reutilization ... PHIL ROLAND has departed, for temporary duty, to Rabat, as administrative officer ... FRANK REINHART, administrative officer from Rabat, to consult recently with the bureau ... CHESTER McELHOE, retired budget officer, spent several weeks in the Executive Office assisting with bureau financial matters and preparing for a technical assistance trip to Beirut. While in Beirut, he will assist in preparing mid-year financial plans and analyze the impact of soaring inflation. □

Oceans and International Environmental and Scientific Affairs

Assistant Secretary FREDERICK M. BERNTHAL attended the Ditchley Foundation's conference on environmental damage and climatic change, in Oxford, England, March 17–19 ... Principal deputy assistant secretary RICHARD J. SMITH headed a U.S. delegation for negotiations with Japan and Canada on high-seas driftnets,

February 27–March 1, in British Columbia; on March 20–22, in Tokyo; and on April 4–8, in Washington ... Mr. Smith met in Juneau, Alaska, March 17, with U.S. groups concerned with the impact of driftnet fisheries on the marine environment.

PETER JON DE VOS, deputy assistant secretary for science and technology affairs, headed the U.S. delegation during talks with India, on protection of intellectual property rights in science and technology cooperation, March 30–31, in Washington ... ANDREW D. SENS, director, Office of Environmental Protection, traveled to Geneva, March 8–10, in connection with a pre-meeting on a hazardous waste convention, and later to Basel, Switzerland, as chief U.S. negotiator at the final round of talks prior to a diplomatic conference on the transboundary movement of hazardous wastes, March 20–22. The ambassador to Switzerland, PHILLIP WINN, signed the final act of the conference on behalf of the United States. 105 countries participated, and 34 signed the Basel convention to control hazardous wastes and their disposal, March 22. The United States must review the final text before making its decision on whether to sign the convention. CATHLEEN CORKEN of the Legal Adviser's Office and MATTHEW STRAUS and PAM SAVAGE of the Environmental Protection Agency participated in the negotiations ... BRECK MILROY of Mr. Sens' office served on the U.S. delegation to the 12th joint meeting of the Organization of Economic Cooperation's Environment Committee chemicals group and the Management Committee, March 7–9, in Paris.

RICHARD E. BENEDICK, on detail as senior fellow of the Conservation Foundation, addressed the plenary and chaired an international panel at the National Governors' Association global climate change conference, in New York, March 1–3. The governors of New York and New Jersey, and astronomer CARL SAGAN, were other speakers ... On March 5–6 Mr. Benedick participated in an advisory panel at the Rockefeller Foundation in New York ... On March 14 he addressed the technology and culture seminar at the Massachusetts Institute of Technology and, on March 17, the Philosophical

Society of Washington ... NANCY OSTRANDER, coordinator of population affairs, traveled to Baltimore, March 29–April 1, to attend the annual meeting of the Population Association of America.

RAYMOND ARNAUDO, Office of Ocean and Polar Affairs, led a five-person U.S. Antarctic treaty inspection team on an inspection of six foreign research stations in the Ross Sea-Adelie Coast area of Antarctica, during February. Team members included Commander DON TENNANT (Arms Control and Disarmament Agency), Captain MARIA KAZANOWSKA (Navy), THOMAS LAUGHLIN (National Oceanic and Atmospheric Administration) and SIDNEY DRAGGON (National Science Foundation). The team was aboard the U.S. Coast Guard ice-breaker Polar Sea and visited New Zealand, Italian, German, French and Soviet stations, as well as several specially protected areas, sites of special scientific interest and historic monuments. □

Personnel

Director general GEORGE VEST spoke, March 3, at the swearing-in for system managers in the Benjamin Franklin Room ... On March 9 he spoke at the swearing-in of Foreign Service administrative specialists, secretaries and communicators. Deputy assistant secretaries BILL SWING, IRV HICKS and KEN HUNTER attended ... On March 15 Mr. Vest spoke at the ambassadorial seminar ... He hosted separate flag ceremonies, March 28, for Ambassadors OWEN ROBERTS and MARK EDELMAN ... On March 23 Mr. Hicks attended a luncheon at Africare House for the Association of Black African Ambassadors ... Mr. Swing briefed a group of Harvard University graduate students, March 29, on careers with the Department.

DANIEL WEBBER joined the Office of Employee Relations, March 13, as chief of the Retirement Division. He replaced TRUDY

PERSONNEL—At awards ceremony, from left: *Raymond C. Ewing, Robert S. Sherman, Kay Smith, director general George Vest, Patricia A. Popovich, Adrienne Arm, Frank Ortiz.*



WIECKOSKI, who has retired after 30 years of Government service ... JIM MURPHY transferred, March 24, from the Office of Resource Management and Analysis to the Office of Foreign Service National Personnel ... BOB GRANNINGER, acting deputy director, Office of Resource Management and Analysis, departed, March 31, for Spanish language training, prior to arriving in San Jose, Costa Rica, this summer.

Recruiters from the Office of Recruitment, Examination and Employment traveled widely during March. BEN HARDY and PAUL KAUFMAN visited James Madison University, Harisburg, March 29 ... BARBARA ANDERSON visited Catholic University, March 30 ... CAROL MASTRIANNI represented the Department, during the month, at Wake Forest University. □

Politico-Military Affairs

On March 8 Assistant Secretary H. ALLEN HOLMES testified before a subcommittee of the House Foreign Affairs Committee on security assistance legislation ... On March 15 he testified before the Foreign Operations Subcommittee of the House Appropriations Committee, on security assistance funding ... On March 14 he participated in the Congressional Research Service workshop on missile proliferation ... On March 22 he addressed a Georgetown University seminar on arms control issues ... On March 29 the principal deputy assistant secretary, Major General ARNOLD SCHLOSSBERG JR., participated in a seminar sponsored by the Brookings Institution on policy responses to Soviet unilateral arms reductions initiatives ... EDWARD IFFT traveled, under USIA sponsorship, to Australia and New Zealand, for discussions on arms control with government, academic and media groups.

People: Arrivals: STEVE HONLEY and VERNELL STATEN have joined the Office of International Security Policy ... GENEVA JONES has joined the Office of Strategic Nuclear Policy. □

Public Affairs

Office of Public Programs: Conference officer EILEEN McCORMICK PLACE coordinated arrangements for the March 7 Wilson Center dinner, in the Benjamin Franklin Room, attended by PRESIDENT BUSH and SECRETARY BAKER ... She supervised the four-week detail of GLADYS BOGGS from the Press Office to the Washington Programs Division and scheduled briefings for Fulbright scholars and Stanford Sloan Executive fellows ... Briefings officer MARY ANN DIXON served as conference manager for the Bretton Woods annual meeting in the Department, March 10. Several administration officials addressed the group, including Treasury Secretary NICHOLAS BRADY as luncheon speaker in the Benjamin Franklin room ... Ms. Dixon, with the bureau's work-study intern, ALLEN PLYMALE, arranged

37 briefings and 10 outside engagements in the Washington area ... Organization liaison officer YVONNE O'BRIEN arranged a special briefing and eighth-floor reception for American Legion Auxiliary members, March 1 ... She arranged programs for the National Council of Jewish Women and the Anti-Defamation League of B'nai B'rith, both on March 13 ... The monthly nongovernmental organization meeting on March 23 was concerned with NATO's 40th anniversary ... On March 23 Ms. O'Brien arranged a special program for State of Israel Bonds, where the Secretary made welcoming remarks and Policy Planning Staff director DENNIS ROSS briefed the group.

On March 3-4 former Ambassador MONTEAGLE STEARNS, of Simmons College, cosponsored with Public Affairs a two-day foreign policy conference in Boston on "A Foreign Agenda for the '90s." ... State Department speakers were HERMAN COHEN, TERESITA SCHAFFER, PRISCILLA CLAPP and MARSHALL CASSE ... Regional program officer CONSTANCE DUNAWAY served as conference coordinator and escort officer. Prior to the opening of the conference, she escorted the speakers to the Boston Globe for an editorial backgrounder, and to a luncheon in their honor at the Harvard Faculty Club ... On March 31 program officers CHRISTINE MURRAY and CATHY McDERMOTT traveled to New Orleans, for a pre-conference planning meeting with the World Trade Center. The regional foreign policy conference is scheduled for June 20 ... On March 23 Ambassador MICHAEL ARMACOST spoke to the Mid-American Committee and the Japan-American Society in Chicago ... Ms. Dunaway arranged for him to meet in New York, March 29, with people from the Business Council for International Understanding, the Elliot Group, Chase Manhattan Bank, General Electric, AT&T and Forbes magazine ... ALAN LARSON, principal deputy assistant secretary, Bureau of Economic and Business Affairs, traveled to Austin, March 28, to address the University of Texas, Lyndon B. Johnson School, the Council on World Affairs, and to meet with the mayor and Council, the Foreign Trade Council and for interviews with the Austin Business Journal and area radio stations.

ROZANNE RIDGWAY, assistant secretary for European and Canadian affairs, spoke, March 20, to a group of chief executive officers and vice presidents at Honeywell general offices ... On March 21 she addressed the Business Executive for National Security and the Committee on Foreign Relations ... On February 15 L. PAUL BREMER addressed the Seattle Rotary. While there, he met with representatives of the Seattle Post-Intelligencer, KCTS-TV and KIRO-AM. Regional Programs Division chief CAROLYN HESKIN arranged these appointments ... On March 1 Ms. Ridgway addressed the Foreign Policy Association in New York ... On March 8 DANIEL KURTZER addressed the Henry Jackson School of International Studies in Seattle ... Principals coordinator KATHLEEN KENNEDY and media officer NANCY COPE attended a course on "Soviet Nationalities: A Long-Range

Look," March 21, at the Foreign Service Institute ... Media-Principals Division chief JANICE SETTLE and Secretary's coordinator JOYCE NICHOLS advanced Secretary Baker's appearance at the Carter Center's "Consultation on a New Hemispheric Agenda," in Atlanta, March 30 ... The secretary to the director, ROSE GHEE, resigned from Government service, March 31.

Office of Press Relations: TINA HIGGINS, press assistant, resigned, March 24, to accept a position with Old Dominion College, Norfolk, Va ... ADAM SHUB joined the Press Office, March 27, as a press officer. He was vice consul at the U.S. interests section in Havana, Cuba ... GLADYS BOGGS, press assistant, completed a three-week detail in March with the Office of Public Programs. She assisted with arrangements for conferences sponsored by the Department.

Office of Public Communications: State is celebrating the 50th anniversary of the publication of the Department of State Bulletin, the official record of U.S. foreign policy. PHYLLIS YOUNG, editor, is planning a special July issue to commemorate this event ... SHARON R. HAYNES produced documents on the bipartisan accord on Central America, for distribution on Capitol Hill ... PAULA LORFANO concluded a two-month detail with the division ... On March 27 LYNETTE E. WILLIAMS, previously from the Bureau of Consular Affairs, joined the Office of Opinion Analysis and Plans as research assistant.

Office of Coordinator of Intergovernmental Affairs: NICK LONGWORTH, coordinator, was a member of the U.S. observer team in San Salvador over the March 18 weekend, to report on the elections there ... He attended the spring meeting of the National Conference of Lieutenant Governors, in Washington.

Office of Public Diplomacy: Work-study intern HOLLY ANDERSON, a senior from Saint Cloud State University, Minn., joined the staff and set up an intern briefing which featured

Solution to post puzzle

(See Page 22)

Relax. For the past 50 years, airships have used inert, nonflammable helium for lifting gas. The Hindenburg was one of the last to be filled with highly-explosive hydrogen. Of course, you could ask her not to light up if the smoke bothers you. □

Barney Lester's answers

(See Page 22)

1. The Continental Congress.
2. Robert R. Livingston, 1781-83.
3. In Philadelphia, in a plain brick building near Sixth and Chestnut Streets.
4. The State, War and Navy Building, now the Old Executive Office Building, near the White House.
5. The five are Elihu Root, Frank B. Kellogg, Cordell Hull, George C. Marshall and Henry A. Kissinger. □

BUREAU NOTES

PETER McFADDEN, public information specialist, who discussed U.S.-Soviet arms control negotiations.

Office of the Historian: DAVID S. PATTERSON, operations staff chief, presented a paper at the University of Illinois on "The Role of Women in the Peace Movement during the late 19th and early 20th Century." ... NANCY GOLDEN, Operations Staff, attended seminars at the International Monetary Fund, World Bank and Overseas Development Council, on stabilization policy, structural adjustment lending and the impact of these policies on women in developing nations ... On March 25 editor VICKI E. FUTSCHER left the office to become correspondence review officer on the Executive Secretariat staff ... REGINALD HOPSON, previously of the information management section of the Executive Secretariat, joined the office as a computer system analyst, March 27.

Office of the Executive Director: DESADRA RENA GIBBS, clerk-typist, joined the office March 30. □

Refugee Programs

JONATHAN MOORE, director, accompanied by ROBERT L. FUNSETH, senior deputy assistant secretary; KENNETH W. BLEAKLEY, deputy assistant secretary for international refugee assistance; LINAS J. KOJELIS, deputy assistant secretary for refugee admissions; and ROZANNE D. OLIVER, director, Office of Program Budget, testified before the House Appropriations Subcommittee on Foreign Operations and the House Foreign Affairs Subcommittee on International Operations ... Mr. Moore hosted a luncheon in honor of MICHEL CONVERS, deputy director of operations, International Committee of the Red Cross, and CHRISTIAN KORNEVALL, Geneva ... Mr. Funseth, Mr. Bleakley and JAMES P. KELLEY, director, Office of International Refugee Organizations, Emergencies and Solutions, were present ... Mr. Funseth hosted a luncheon in honor of JOHN HOREKENS, CATHY WALKER, Fund Raising Service, Office of the UN High Commissioner for Refugees, Geneva, and JOHN McCALLIN, Washington. In attendance were NORMAN W. RUNKLES, comptroller; Mr. Kelley; THERESA L. RUSCH, director, Office of Reception and Placement; MARGARET J. McKELVEY, director, Office of African Refugee Assistance; and YOUNGEN H. ANDERSON, director, Office of UN Social and Refugee Affairs, Bureau of International Organization Affairs ... Mr. Funseth had separate meetings with LE XUAN KHOA, president, Indochina Resource Action Center; KHUC MINH THO, president, Families of Vietnamese Political Prisoners Association; Reverend LY CONG THUAN, coordinator, Freedom Committee for Imprisoned Pastors and Christians in Vietnam; and DAWN CALABIA, deputy director, U.S. Catholic Migration ... Mr. Kojelis briefed Rep. BRUCE A. MORRISON (D.-Conn.), chairman, House Judiciary Subcommittee on Immigration and Refugees, and Senator ROBERT KASTEN JR. (R.-Wis.) and House

and Senate staff members on the status of Soviet refugee admissions program ... He represented the Department at a Justice Department meeting with advocates of the emigrating Soviet Pentacostals; participated at the consultation for representatives of the state and local governments which are part of the emergency consultations to raise the fiscal 1989 refugee admission ceiling; and attended a special meeting sponsored by the Heritage Foundation on the plight of Vietnamese refugees in Hong Kong.

MARY E. McLEOD, assistant legal adviser, human rights and refugees; HAMPTON D. SMITH, program officer, Office of Multi-Regional Admissions, Mr. Runkles and Ms. Rusch met with voluntary agency representatives in New York, on European refugee processing ... Ms. Rusch, KAREN L. MCCARTHY and JOYCE L. JOHNSON, program officers, Office of Reception and Placement, monitored voluntary agency performance in Miami and met with state and county officials concerning refugee resettlement ... ANITA L. BOTTI, program officer, Office of Reception and Placement, and SUSAN P. LIVELY, refugee affairs officer, Office of

Southeast Asian Refugee Admissions, attended a conference in Richmond, Va., on Amerasian refugee children ... WILLIAM A. GARLAND, director, Office of Asian Refugee Assistance, and LISA A. CARTY, program officer, attended the UN Border Relief Organization donor meeting in New York ... ELIZABETH F. CARROLL, refugee officer, Office of Refugee Admissions, monitored refugee resettlement in Miami and assisted the U.S. interest section, Havana, with refugee case processing ... Mr. Smith, accompanied by JACKIE S. ATCHISON, system analyst, Office of the Executive Director, and LIVIA FARKAS, director, Refugee Data Center, New York, visited Vienna (Austria), Rome (Italy), Frankfurt and Munich (Germany) and Geneva (Switzerland), to meet with State, U.S. immigration and voluntary agency personnel on European refugee processing issues. ■

REFUGEE PROGRAMS—Senior deputy assistant secretary Robert L. Funseth presents Superior Honor Award to Nguyen Van Hoach at a ceremony recognizing his 27 years of service to the U.S. Government, including 13 at the U.S. embassy in Vietnam.



Letters to the Editor

—(Continued from Page 1)

the Senior Foreign Service (Foreign Service Act of 1980, Section 601(c)(2)). They believe that management of the system in recent years has seriously undermined the Service, and has been grossly unfair to FS-1 officers. (That "regular, predictable flow" dropped by half—from 86 in 1980 to 39 in 1983.)

The FS-1 grievance is not an ersatz employment program. It is a struggle to make the personnel system work in a manner consistent with the law and the best interest of the country which we serve.

Sincerely,
PAUL D. MOLINEAUX
FS-1 grievance group representative
Bureau of Inter-American Affairs □

A rose is a rose?

PARIS, FRANCE

DEAR EDITOR:

I have been following with interest the recent spate of cables regarding the role of secretaries in the Foreign Service. While I have no quibble with the thrust of the cables, i.e., that secretaries should be fully rewarded and recognized as worthy members of the Foreign Service team, taking over some of the officers' functions, I wonder in reality how this is going to work.

It is understandable that secretaries wish to free themselves from such scut work as photocopying, shredding and/or filing documents, and want to be considered as "colleagues, not gofers." If they are freed up for more lofty and rewarding work, who then will "gofer" the things that have to be gone for all day—the cable clearances, the classified traffic? Most offices are not lucky enough to have a Foreign Service national on hand to do these less interesting chores, and the classification of the documents would preclude it in any case. It seems to me it has to be either the secretary or the boss, and I don't think the boss will go for the gofer role.

The idea of having secretaries perform as staff aides in the front office is intriguing. I have a riveting vision of how it will work out in reality, a jumped-up secretary who outranks, or at least out-nomenclatures, the ambassador's high-ranking secretary. It should be an interesting juxtaposition.

If the secretaries are bright and ambitious, why not go the Mustang or Career Mobility routes? Secretaries should not settle for a mere name change when the State Department has set up these pro-

grams for the very purpose of encouraging qualified staffers to become officers. But then the system will have to create yet another level of clerical worker to do the boring office work that inevitably will continue after the best secretaries have moved into the ephemeral echelons.

What to call this new category of workers then? Why not reinvent the wheel, call the more senior secretaries either staff aides or administrative/executive assistants, as they desire, and hire a new set of gofers—called "secretaries"?

Sincerely,
TESS JOHNSTON □

'Star' from State

MIAMI BEACH, FLA.

DEAR EDITOR:

The purpose of this letter is to furnish you with a picture and to let you know that I am now working as an extra in different movies and also doing commercial work.



Mr. Allegro

I retired over one year ago after almost 35 years of Government service, 30 with State. The picture shows how I appear in the soon-to-be-released movie, "Let it Ride," with Richard Dreyfus and Terri Garr.

I've also worked in "Miami Vice" and may have been seen briefly in the episode called "The Miracle Man," which was to air April 7. Recently, I worked in "Fellow Traveler," which is a British film but will not be released until the fall on HBO. Daniel J. Travanti and Ron Silver star in it.

The posts where I served as a communications officer are Santiago, Managua, Lima, Abidjan, Kampala, Wellington, Guayaquil, Dusseldorf, Rome and Montevideo.

Sincerely,
JAMES ALLEGRO □

Gender segregation

MELBOURNE, AUSTRALIA

DEAR EDITOR:

I read with great interest the new Standards of Conduct (3 FAM 620) recently received at post. While generally pleased by the tenor, I was appalled by the lack of standards applied to segregation.

In the revision, the issue of Foreign Service employees participating in con-

ferences or speaking before audiences in an official capacity where any racial group has been segregated or excluded is addressed. It totally ignores gender segregation. As things stand now, there are no restrictions on employees acting in an official capacity on speaking to, participating in or accepting membership in gender-segregated organizations, even when representing the U.S. Government overseas.

The Supreme Court, in forcing private clubs to be subject to public laws against discrimination, recognized that women are being penalized in conducting business by being denied access to free association with professional colleagues. Rotary has recognized the principle of allowing female membership, and Rotary International has conceded the right of individual countries to admit women as members.

In some countries, and in some cultures, it is true that we are forced to conduct legitimate State Department business in segregated groups. This fraternization is easily controlled, however, in the same way as speaking before a racially segregated audience is in the regulations (i.e., exceptions to the general policy made by an agency head or chief of a diplomatic mission).

The State Department is an avowed champion of human rights. In allowing its employees to accept membership in segregated organizations, particularly overseas and in an official capacity, it condones the policies of such organizations. The time has come for us to reject such hypocritical behavior. The Standards of Conduct must be revised again, and Section 628.4 should be entitled "Segregated Audiences" as opposed to "Racially Segregated Audiences."

Sincerely,
CARMAN CUNNINGHAM WILLIAMS
Consul □

All in a day's mail

WASHINGTON

DEAR EDITOR:

This is just too funny to "trash."

CONGRATULATIONS ... DEPT-STATE
— YOU'VE WON \$1,000,000.00!

And then you could look forward to depositing one \$40,000.00 check after another, year after year, in your WASHINGTON bank account until you'd received every penny of your guaranteed ONE MILLION DOLLARS over the years ... yet still have HUNDREDS OF THOUSANDS OF DOLLARS to freely spend any way you like! That's a dream come true! Now consider a potential alternative: what if you're holding the winning number this very moment and due to "over business" you don't enter and that same ONE MILLION DOLLARS you might have claimed goes to an alternate winner? It can happen. Don't miss out. CLAIM WHAT IS YOURS, DEPT-STATE!

Sincerely,
MARY BIRMINGHAM
Office of Public Diplomacy,
Bureau of Public Affairs □

BAP (= Better Acronyms, Please)

LAREDO, TEX.

DEAR EDITOR:

Foreign Service officers (and more particularly retired officers) are known for being finicky over usage.

In the February issue of *STATE* (Page 26) it was announced that employees have been asked to use office "acronyms" plus room number and annex to facilitate mail delivery.

My dictionary defines "acronym" as a word (emphasis supplied) made up of the first letter or letters of a fuller description, giving "radar" (radio detection and ranging) as an example. Another example is "laser" (light amplification by stimulated emission of radiation). More recent examples include MAD (mutually assured destruction) and MADD (mothers against drunken driving). It will be noted that the latter two examples observe what has come to be accepted as an essential part of the contemporary notion of acronyms, some mnemonic content to remind one of the essential meaning of the coined new word. U.S. arms controllers have been masters at using acronyms to describe various options in arms reduction.

The office letter codes used in the State Department appear to be more related to the unimaginative military usages of World War II, which amounted to no more than boiling a description or title down to its most essential letters (ETA = estimated time of arrival; ETO = European Theater of Operations; SACEUR = Supreme Allied Commander, Europe) with little if any relationship to either the dictionary or common usage definitions of "acronym."

None of which is to say that there are not some real possibilities for deriving some real and useful acronyms for the various bureaus and offices of State were someone to put mind to it: MESS = Middle East Sector of Supervision; TEST = The European Socio-economic Turmoil; ORIENT = Our Recent Intensive Economic Naivete Temptation. But I'm sure more linguistically adroit and imaginative colleagues could come up with far cleverer and more mnemonic suggestions. Why doesn't *STATE* start a competition, as you've done with the *Anapestic Assignments*-column? Of course there'd be some just plain humorous submissions; but you might even come up with some solid suggestions which could, in time, replace such prosaic and hard-to-remember successions of letters as EUR/RPE, ARA/EX, INR/REC and BEX. We especially need

Anapestic Assignments

by ebp

There was a person assigned to Bahrain Who was overheard to sing this refrain:

"I can't tell you exactly why

It is that I don't like to fly.

Do you know if I can get there by train?" □

some good acronyms for S, S/S, H, etc.

Sincerely,

D. B. TIMMINS

Foreign Service officer (retired)

The editor replies: LHFYC (= Let's Hear From You Contributors), IPPAF (= I Promise to Print a Few). □

The Lone Star lament

ROME, ITALY

DEAR EDITOR:

I refer to the letters to the editor, February, titled "Deep in the heart of a Texan," by Robert J. Montgomery Jr.

Mr. Montgomery congratulates himself for being promoted to FE-MC; bad-mouths the unknown functionary that didn't include "of Texas" on his presidential certificate and lets us all know that the rest of the United States is of lesser importance than Texas. To cap it off, he laments that "annexation is hell."

Maybe Mr. Montgomery should return his presidential certificate for correction. Better yet! Maybe he should consider becoming a citizen of Mexico so he can demonstrate in front of the U.S. embassy in Mexico City for the return of Texas to Mexican control . . .

Disdainfully,

BRADFORD W. HAM

Society of Descendants of the

Mayflower, Maine

Communications shift supervisor,

U.S. embassy □

The heart of the matter

WASHINGTON

DEAR EDITOR:

Although I hail from Connecticut, New York, New Jersey (and a few overseas posts), my heart bleeds so much for Robert Montgomery Jr. ("Deep in the heart of a Texan," Letters to the editor, February) that I must try to bolster his morale with what happened to me when I served in Mexico quite a few years ago.

One of the Mexican nationals asked me something about Texas, and when I answered: "I don't know; I've never been in Texas," her amazed answer was: "Oh,

I'm sorry, I thought you were an American!"

Sincerely,

BETTE LOWENGRUBE □

Bill Curley: courier

CAMP SHERMAN, ORE.

DEAR EDITOR:

The sadness of losing a friend is always deepened when I see his life reduced, obituary style, to sterile facts. This is especially true in the case of an



Mr. Curley

individual like Bill Curley (*STATE*, March), whose warmth, compassion and irrepressible nature made him just a little bit bigger than life itself.

I met Bill in Frankfurt in 1966 shortly after he entered the courier service. His ideal-

ism, sense of humor and love of people were immediately evident. His round, beaming face, ascot, tweed hat and tweed jacket quickly became an integral part of courier service lore. He was one of the richest personalities to ever carry the bags.

We were friends for close to 25 years. His fertile mind produced ideas with unbelievable ease. Some were wacky, some were solid gold. All were worth listening to. Sometimes, they dealt with the mundane—courier operational matters, for instance—but more often they were on a grander plane—changes in regional office alignments, enhancing the image of the courier service, increasing an already strong esprit de corps. He loved the courier service and wanted it to be the very best. An organization with a human-size leprechaun on its side can be quite formidable.

Nothing slowed Bill down. He looked on adversity with the clinical eyes of a judo master. Adversity's strengths were there to be used. When there was a negative occurrence in the courier service, either in terms of operations or policy, his first thought was: "How can we make this work for the courier service?" His personal philosophy was the same. No matter how negative the event in his personal life, he asked himself: "How can I make this work for me? What can I salvage from this calamity that is worthwhile?" He invariably found something.

In the mid-'70s, Bill decided he



Courier with roadbag. (Photo by Jack Grover)

wanted to become a fly fisherman. After a few casting lessons on the Siedlung lawn in Frankfurt, we went to Austria and spent two days on the Erlauf River. We fished from dawn well into the night. He would not leave the river. Even when the rain was coming down in sheets and it was too dark to see the fly, he kept saying: "One more cast. Just one more cast!" From the beginning, fly fishing to Bill was more than a sport. It was a way of life, a manifestation of his personal philosophy.

We fished the Erlauf together a number of times in the following years. He became an accomplished fly fisherman. He worked the river with a thoroughness that made other fly fishermen blink. No riffle was too small to escape his attention, no water too shallow. That's the way Bill did most things in life, whether it was building a crib for his daughter, picking out a bouquet of flowers for his wife or choosing a wine. It was not the intense thoroughness of a perfectionist, but the loving thoroughness of an individual who instinctively knows the doing is far more important than the result.

We fished again last summer, this time on the Metolius River near my home in central Oregon. He was taking a break in his chemotherapy treatments in Washington, D.C. Aside from the hair loss and a tendency to tire quickly, he looked good. The evening he arrived, we went to the top of Green Ridge to share a bottle of pinot noir and watch the sun set behind the Cascade peaks. We fished together for two days. They were a good two days. We would fish for a while, then just sit, watch the river and talk.

I suspect, as do others who knew him well, that Bill Curley did not walk through the legendary Pearly Gate, his head bowed, resigned to even a celestially-ordained regimen. That was simply not Bill's style. Somehow he has managed to make even death work for him. He probably promised

St. Peter he would redesign the Gate so it swings both ways, in exchange, of course, for a little time on the Jordan River with his fly rod. The redesigning of the Gate may have to wait a while. Bill Curley is not a man to be hurried—especially when he's on the river. St. Peter had better get accustomed to it!

"One more cast, Pete. Just one more cast!"

Sincerely,
J. WAYNE HANKS □

A Foreign Service family

PUTNAM VALLEY, N.Y.

DEAR EDITOR:

I read with interest the article in the February issue by David T. Jones about Madden Summers, the consul general in Moscow at the time of the revolution.

Sad, though, that Mr. Jones does not seem to have come across the fact that Mr. Summers' son, Lionel, also became a Foreign Service officer. While I do not know the details of Lionel's career, he eventually served as consul general in Yokohama and surprised Soviet officers in the postwar era by speaking to them in the fluent Russian he had learned from his mother.

Sincerely,
J. OWEN ZURHELLEN JR. (retired) □

War relic

CASABLANCA, MOROCCO

DEAR EDITOR:

Leonard Wiggins called on consul general Richard L. Jackson here recently to present a photograph taken during World War II. Mr. Wiggins was a United Kingdom civilian in the British interests section

of the American consulate then, serving as attaché for the British when the Americans landed on November 8, 1942 . . .

On November 11, as related by Mr. Wiggins, the consulate general staff was taken into "protective custody" and sent by bus to Kasbah Tadla. The French resident, who had relocated inland from Rabat to Fes, chose the location because it was a French air base and in order to make possible use of the detainees as hostages. Soon after their arrival, however, news of the armistice arrived, and the detainees could return home. Due to fatigue and the lateness of the hour, they opted to return home to Casablanca the following day. In fact, they returned by car, not by bus, meeting the American forces on the outskirts of the city. They found the consulate safe and sound, sealed by the Swiss consul prior to their departure.

This historic photo, taken in front of the bus prior to departing for the interior, includes both detainees and their Senegalese French guards. From left to right, according to Mr. Wiggins: *Douglas Read* and *Stafford Reid* (American staff), *Mrs. Earl Russell*, consul general *Earl Russell*, *Kay Andersen* (American secretary), *Miss Delree* (American secretary), *Mr. Wiggins*, consulate doctor (Greek), vice consul *Ernest de W. Meyer*, wife and husband (another consul), French soldier, *Sheila Clarke* (long-time consulate employee of British nationality), two French soldiers, U.S. citizen receptionist, French soldier.

Sincerely,
LOIS A. AROIAN
Acting principal officer ■



Obituaries

Lloyd Balderson Swift, 67, a Foreign Service officer who had been acting dean of the Foreign Service Institute's School of Language Studies before his retirement in 1985, died at his home in Bethesda on April 7 of amyotrophic lateral sclerosis, also known as "Lou Gehrig's disease."

Mr. Swift, a former educational missionary with the American Board of Commissioners for Foreign Missions in China, who also taught in mission schools in China and Turkey and the American School for Boys, joined the institute in 1959 as a scientific linguist. He later became assistant dean of the language school. He was a consultant to the Center for Applied Linguistics, a founder of the Bethesda Friends Meeting and a past president of the Maryland Suburban Memorial Society. He also had worked for the Quaker United Nations Office in New York, and was the author of two books.

He received a bachelor's from Oberlin and a master's in linguistics from the University of Michigan. He is survived by his wife, Gladys Hubbard Swift, of Bethesda, four sons, a sister and five grandchildren. □

Francis Henry Russell, 84, who had served as ambassador to New Zealand, 1957-60; Ghana, 1960-62; and Tunisia, 1962-69, before his retirement in 1969, died at his home in St. Petersburg, Fla., on March 31 of a heart attack.



Mr. Russell (1962)

From 1929 to 1941 Mr. Russell practiced law with the Boston firm of Russell, Houston & Russell. He joined the Foreign Service in 1941, and was appointed assistant chief of the Division of World Trade Intelligence the following year. He became chief of the division in 1944. In 1945 he was chief of the Division of Public Liaison. The following year he became director of the Office of Public Affairs. He later served as counselor of embassy, Tel Aviv; special assistant to Secretary John Foster Dulles and a member of U.S. delegations to the 1945 conferences of the United Nations in San Francisco and London. He helped draft postwar legislation for U.S. aid to Turkey and Greece.

A native of Cambridge, Mass., Mr. Russell was a 1926 graduate of Tufts. He received a law degree from Harvard in 1929

and an honorary degree from Tufts in 1959. He is survived by his wife, Ruth Alene Libbey Russell, of St. Petersburg, Fla.; a son, a daughter, a brother, a sister and three grandchildren. □

James Alexander Smith, 53, a retired Foreign Service officer, died of cardiopulmonary arrest at the University of Maryland Medical Center in Baltimore on February 27.

Mr. Smith's 25-year career in the Service included assignments in Washington, Indonesia, France, Peru, Hong Kong, South Africa, Portugal and Egypt. A consular officer for many years, he had held assignments as consul general in Lisbon, 1980-84, and Cairo, 1984-85. He retired in 1987. He attended St. John's University in New York. From 1954 to 1956 he served with the Army in Korea.

He is survived by his wife, Ann R. Smith of Annapolis, a daughter and his mother. The family suggests that memorial contributions may be made to the National Wildlife Federation, 1400 16th Street, Washington, D.C. 20036. □

Christopher (Chris) Squire, 65, a retired Foreign Service officer, died of cancer at his home in Chevy Chase on March 14. After serving as a pilot with the 13th Air Force in the Pacific in World War II, he joined the Foreign Service in 1951.

He held assignments with the Voice of America and in Prague, Budapest, Brussels, Moscow and Vietnam. From 1977 to 1980 he was deputy chief of mission in Canberra and, from 1980 to 1982, principal officer in Leningrad. He was chief of the Soviet service of the Voice of America when he retired in 1985. He then worked in the Classification and Declassification Center.

Mr. Squire is survived by his wife, Patricia Cody Squire, of Chevy Chase; two daughters, Marguerite, a Foreign Service officer assigned to Moscow, and Elizabeth; two sons, a sister and four grandchildren. □

Elias S. Barsoum, 65, a Foreign Service officer who had served in the Bureau of Near Eastern and South Asian Affairs before his retirement in 1985, died on January 21.

Mr. Barsoum joined the Department in 1951 as a foreign affairs analyst in the Bureau of Intelligence and Research. He was detailed to the Department of Commerce in 1975 and was later assigned as a commercial officer in Cairo. He was a graduate of Massachusetts State in Worcester and received a master's from Columbia. He

took graduate studies at Harvard and Johns Hopkins School of Advanced International Studies. He was fluent in Arabic.

His survivors include his wife, Beatrice L. Barsoum, of Falls Church, Va., and four children. □

Jean Hayden Mulliken, 82, a Department economist who had served as officer in charge of commercial and commodity policy for Central and South America before her retirement in 1970, died of a heart attack at her home in Washington on March 26.

Ms. Mulliken held assignments as a division assistant and commodity specialist. She was chief of the foods section of the Commodities Division and served later in the Division of International Resources. She was an international economist from 1952 until her retirement. A graduate of the University of Colorado, she went on to a master's from that university and also from Harvard and attended the School of Political Science in Paris, 1928-29. She was an assistant professor at Vassar, while earning a doctorate in economics at Harvard.

Her husband, Otis Emery Mulliken, died in 1971. She is survived by two daughters and four grandchildren. □

Donald T. Shea, 73, a retired Foreign Service officer, died on March 9. A former managing editor and feature writer, Mr. Shea was a special consultant with Radio Free Europe and the U.S. Office of Military Government in Germany before he joined the Department as a radio information specialist in 1951.

Mr. Shea later held assignments as chief of the liaison and special events unit of the Voice of America. He then was an intelligence research officer with the agency; public affairs officer in Damascus; branch public affairs officer in Bombay; and on detail to the National War College. He was deputy assistant director for Europe, 1965-68; deputy public affairs officer in Rome, 1968; deputy assistant director for administration, 1971-73, and chief of the agency's executive secretariat. He retired in 1975.

He leaves his wife, Johnye Lee Shea of Silver Spring, Md., and two daughters. □

Stephen Duncan-Peters, 74, a retired Foreign Service officer, died at his home in Potomac, Md., of lung cancer on April 5. He joined the Foreign Service in 1954 and was assigned as an investigator with the Refugee Relief Program in Salonika.

He later was an operations officer in

Athens, economic officer in Tripoli, and commercial officer in Helsinki and Stockholm. He then was on detail to the Commerce Department as deputy director of the African Division Office of International Regional Economics. He was counselor for commercial affairs in New Delhi before he retired from the Service about 1975.

He was the founding president of the Potomac Philatelic Society. His survivors include his wife, Helen Duncan-Peters of Potomac, two children and a brother. □

Alexander Felix Kiefer, 71, a retired Foreign Service officer, died on March 5. He joined the Department in 1946 and held assignments as an international economist in Washington and Bonn. He became chief of the Economic Relations Division in 1953.

He later served as an economic officer in Vienna, 1955-60; on detail to the Arms Control and Disarmament Agency as an economic adviser, 1961-64; deputy director of the Office of International Economic and Social Affairs, 1964-67; and a member of the Senior Seminar, 1967-68. He then was detailed to the Fletcher School of Law and Diplomacy, where he was a visiting professor. He retired in 1970. He leaves his wife, E. Anita Kiefer, of Bethesda. □

Aretha B. McKinley, 74, a retired Foreign Service officer, died on February 9. Ms. McKinley was a schoolteacher, a public relations director for the Young Men's Christian Association, as well as director of the American Council on Human Rights, before joining the Department in 1964 as an educational and cultural exchange officer. She retired in 1974.

Ms. McKinley leaves two daughters, Lynn McKinley-Grant and Joan Shelton of Washington. □

Ursula Hubbard Duffus, 84, a retired Foreign Service officer, died in a retirement home in Ashtabula, O., on February 27. She had Alzheimer's disease.

Ms. Duffus began her career with the Carnegie Endowment for International Peace and the League of Nations Association. She came to Washington during World War II and became an assistant secretary of the UN Interim Commission, which created the UN Food and Agriculture Organization. She was with the State Department in Washington and Rome, working as liaison officer between the U.S. Government and the Food and Agriculture Organization. After her retirement in 1965, she returned to Washington and worked for AID.

Ms. Duffus' husband, William, died shortly after her retirement. They had no children. □

Frances Jean Espe, 69, a Foreign Service Staff officer who retired in 1976 after 31 years of service, died April 8 in Sycamore, Ill.

She was born in Rochelle, Ill. and graduated from Aurora College. She worked in Washington and at the United Nations in New York for the State Department before joining the Foreign Service. Her tours included Switzerland, Germany, Brazil, Chile and Portugal. Survivors include her mother, Victoria, and a brother. □

Ethel P. Fagot, 77, an administrative staff officer with the Foreign Service before her retirement in 1971, died of cardiac arrest on March 5. During her 28-year

career with the Department, Ms. Fagot served in South America, Hong Kong, Laos, Honduras, Paris, Luxembourg, Turkey, South Africa and Washington. □

Lucille I. Clark, 80, widow of Foreign Service officer Clyde Clark, died at her home in Sheboygan, Wisc., on March 22 after a short illness. She had accompanied her husband to overseas posts from 1944 until 1959, at which time they returned to the United States. Mr. Clark died in 1970.

Ms. Clark was a member of Diplomatic and Consular Officers, Retired, and the Alpha Omicron Pi national society. She is survived by twin daughters, Claire Clark Peterson of Nashville, Tenn., and Carelo Clark Sook of Kiel, Wisc., five grandchildren and a sister-in-law. The family suggests that contributions may be made to the Clyde Clark Memorial Fund, care of Butler University, Indianapolis, Ind. ■



MEXICO CITY—Displaying posters for a spring arts and crafts show, from left: publicity chairwoman *Liliana Greenwald*,

community liaison officer *Valerie A. Kelsey*, and the director of the regional service center, *Joseph Staszak*.

Library Booklist

International finance

Books in 3 categories

General

- BERGSTEN, C. FRED. *Bank Lending to Developing Countries: The Policy Alternatives*. Washington, Inst. for International Economics, 1985. HG3891.5. B47
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- CHICHLINSKY, GRACIELA. *The Evolving International Economy*. New York, Cambridge Univ. Press, 1987. 192p. On order.
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- CURRIE, DAVID, ed. *Macroeconomic Interactions Between North and South*. New York, Cambridge Univ. Press, 1988. 250p. On order.
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- HEFFERNAN, SHELAGH A. *Sovereign Risk Analysis*. Boston, Allen & Unwin, 1986. 181p. HG3891.5.H44
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- SUZUKI, YOSHIO, ed. *Toward a World of Economic Stability: Optimal Monetary Framework & Policy*. New York, Columbia Univ. Press, 1988. 350p. On order.

- WOOD, ROBERT E. *From Marshall Plan to Debt Crisis: Foreign Aid and Development Choices in the World Economy*. Berkeley, Univ. of California Press, 1986. 400p. HC60.W62.

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- CLARK, MICHAEL T. *The U.S. Approach to the Latin American Debt Crisis*. Washington, The Johns Hopkins University, SAIS, 1988. 80p. HJ8514.5.U45
- DEBS, RICHARD A. *Finance for Developing Countries: Alternative Sources of Finance: Debt Swaps*. New York, Group of Thirty, 1987. 43p. HJ8899.D44
- DORNBUSCH, RUDIGER. *Dollars, Debts, and Deficits*. Cambridge, MA, MIT Press, 1986. HG3903.D67
- GEORGE, SUSAN. *A Fate Worse than Debt*. New York, Grove, 1988. 292p. HJ8899.G46
- HOLLEY, H.A. *Developing Country Debt: The Role of the Commercial Banks*. New York, Routledge & Kegan Paul, 1987. 84p. HG3891.5.H65
- LESSARD, DONALD R. and JOHN WILLIAMSON. *Financial Intermediation beyond the Debt Crisis*. Washington, Institute for International Economics, 1985. 118p. HG3891.5.L47
- LEVER, HAROLD. *Debt and Danger: The World Financial Crisis*. Boston, Atlantic Monthly, 1986. 160p. HJ8899.L48
- LOMAX, DAVID F. *The Developing Country Debt Crisis*. Basingstoke, Macmillan, 1986. 317p. HJ8899.L64
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- FATEMI, KHOSROW. *International Trade & Finance: A North American Perspective*. New York, Praeger, 1988. 300p. On order.
- FEINBERG, RICHARD E. and RICARDO FRENCH-DAVIS, eds. *Development and External Debt in Latin America; Bases for a New Consensus*. Notre Dame, IN, Univ. of Notre

- Dame Press, 1988. 281p. HJ8514.5.D49
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- LANCASTER, CAROL. *African Debt and Financing*. Washington, Inst. for International Economics, 1986. 223p. HJ8826.A36
- PARFITT, TREVOR. *The African Debt Crisis*. New York, Routledge, Chapman & Hall, 1989. 256p. On order.
- CAVANNA, HENRY, ed. *Public Sector Deficits in OECD Countries: Causes, Consequences and Remedies*. New York, St. Martin's, 1988. 256p. On order.
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- DURAN, EXPERANZA, ed. *Latin America and the World Recession*. New York, Cambridge Univ. Press, 1985. 162p. HJ8514.5.L38
- Economic Commission for Latin America and the Caribbean. *External Debt in Latin America: Adjustment Policies and Renegotiation*. Boulder, CO, L. Rienner, 1985. 125p. HJ8514.5.E9832
- KUCAYNSKI, PEDRO-PABLO. *Latin America Debt*. Baltimore, Johns Hopkins Univ. Press, 1988. 258p. HJ8514.5.K83
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- SAVAGE, JAMES D. *Balanced Budgets and American Politics*. Ithaca, NY, Cornell Univ. Press, 1988. 350p. HJ2050.S28
- THORP, ROSEMARY, ed. *Latin American Debt and the Adjustment Crisis*. Pittsburgh, Univ. of Pittsburgh Press, 1987. 359p. HJ8514.5.L39
- Towards New Forms of Economic Cooperation Between Latin America and the Caribbean*. New York, United Nations, 1987. 245p. HF1480.55.J3T68.
- United States Congress. Senate. Committee on Foreign Relations. Subcommittee on African Affairs. *African Debt Crisis: Hearing ... Ninety-ninth Congress, First Session ... October 24, 1985*. Washington, U.S. Govt. Print. Office, 1986. 125p. HJ8826.U54
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BY
**CHIP
BECK**

"SUPERCRAT
'TENNIAL'"
MAY 1979 - MAY 1989



TEN YEARS AGO HE
BURST ON THE
"STATE" SCENE ...



DAZZLING
D.C. AND
THE WORLD
WITH HIS
FANCY
FOOTWORK!

SUPERC RAT WAS
BORN ON THE PLANET
CARBON ...



WHICH
BLEW UP
IN A
FIERY
"BACKLOG
AND CLOSE-OF-
BUSINESS
FISSION-FUSION!"

BUT THE INFANT
SUPERBRAT WAS
SENT SPINNING
OUT OF
ORBIT ...



... IN A COSMIC
PNEUMATIC TUBE,
WHICH LANDED ON EARTH...

THUS SUPERC RAT WAS
SAVED ... AND EARTH
DOOMED.



I REQUIRE
DIAPERS IN
TRIPPLICATE!

DISGUISED AS
"WALTER EGO," HE
JOINED THE STATE
DEPART-
MENT...



WHERE HIS TRUE
SKILLS AND IDENTITY
AS "SUPERCRAT"
WERE SOON REVEALED



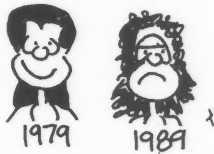
HEY YOU!
SIGN THE
COPIES TOO!

LIKE SWAMP GAS
BUBBLING UP
THROUGH THE OOZE,
SUPERC RAT SOON
ROSE TO THE TOP
OF THE BUREAU-
CRACY...



AH, THE
SWEET
SMELL
OF PROMOTIONS.

SUPERC RAT WAS
SOON JOINED BY ... HIS
ABLE SECRETARY
"MISS BEHAVEN"



1979

1989

... HIS IDEALISTIC
ASSISTANT,
"YOUNG TURK" ...



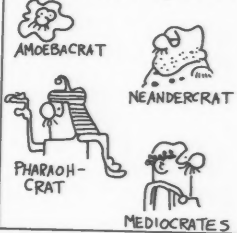
GO'FER
GO'FER

... HIS PARTY ANIMAL
"BOONDOGGIE"



ANY POST
WITHOUT PRETZELS
DESERVES
A 25%
DIFFEREN-
TIAL!

AND A POT POURRI OF
ANCESTORS, SUCH AS:



AMOEBA CRAT

NEANDER CRAT

PHARAOH-
CRAT

MEDIOCRATES

TOGETHER THEY
RANGED FAR AND
WIDE ...
FROM
WASHINGTON ...



... TO RATAN



I CAN'T HANG
AROUND HERE
FOREVER!

... AND AROUND THE
WORLD



EXPERIENCING WARS,
COUPS, NEW CULTURES,
TERRORISM, DIETS,
POST LIFE, TRAVEL
DELAYS, CUSTOMS
HASSLES, BAD FOOD,
DUST, SUN, BOILS,
INSOMNIA, DIARRHEA,
AND ALL THE GLAMOR
OF LIFE IN THE
FOREIGN SERVICE ...

STAY TUNED TO
THESE PAGES AS
SUPERC RAT HEADS
INTO HIS SECOND
DECADE WITH "STATE"
MAGAZINE AND BEGINS
HIS QUEST TO REACH
THE YEAR
2000!



OR RETIREMENT...
WHICHEVER COMES
FIRST!

DEAR SUPERC RAT
FANS -

THANKS FOR YOUR
SUPPORT OVER THE
YEARS. **CHIP BECK**

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